

Agenda



Newport City Council

Date: Tuesday, 18 July 2023
Time: 5.00 pm
Venue: Council Chambers - Civic Centre
To: **All Members of the City Council**

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If you have any queries regarding this, please contact the Democratic and Electoral Services Manager.

Item	Wards Affected
1. <u>Preliminaries</u> <ul style="list-style-type: none">i. To receive any apologies for absence.ii. To receive any declarations of interest.iii. To receive any announcements by the Presiding Member.	
2. <u>Minutes (Pages 5 - 36)</u> To confirm and sign the minutes of the previous meetings: 25 April and 16 May (AGM).	
3. <u>Appointments (Pages 37 - 40)</u> To consider any proposed appointments.	
4. <u>Police Issues</u> 30 minutes is allocated for questions to the Gwent Police representative.	
5. <u>2022/23 Treasury Management Year End Report (Pages 41 - 58)</u>	
6. <u>Welsh Language Annual Report (Pages 59 - 124)</u>	

Contact: Anne Jenkins
Tel: 01633 656656
E-mail: democratic.services@newport.gov.uk
Date of Issue: Tuesday, 11 July 2023

7. Director of Social Services Annual Report (Pages 125 - 220)
8. Annual Safeguarding Report (Pages 221 - 260)
9. Independent Remuneration Panel (IRP) Annual Report (Pages 261 - 276)
10. Review of Standing Orders (Pages 277 - 282)

11. Questions to the Leader of the Council
To provide an opportunity for Councillors to ask questions to the Leader of the Council in accordance with the Council's Standing Orders.

Process:

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

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

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

Process:

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

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

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

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

- i. Deputy Leader and Cabinet Member for Education and Early Years
- ii. Cabinet Member for Community and Wellbeing
- iii. Cabinet Member for Strategic Planning, Regulation and Housing
- iv. Cabinet Member for Social Services
- v. Cabinet Member for Organisational Transformation
- vi. Cabinet Member for Climate Change and Bio-Diversity
- vii. Cabinet Member for Infrastructure and Assets

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

Process:

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

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

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

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

- i. Scrutiny Committees
 - a. Overview and Scrutiny Management Committee
 - b. Performance Scrutiny Committee – People
 - c. Performance Scrutiny Committee – Place and Corporate
 - d. Performance Scrutiny Committee – Partnerships
- ii. Planning Committee
- iii. Licensing Committee
- iv. Democratic Services Committee

For information:

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

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Minutes

Council

Date: 25 April 2023

Time: 5.00 pm

Present: Councillors C Reeks, S Cocks, E Stowell-Corten, J Harris, L James, T Harvey, M Howells, P Bright, J Peterson, A Pimm, D Batrouni, D Jenkins, P Drewett, B Davies, S Adan, M Pimm, C Baker-Westhead, J Reynolds, R Howells, A Sterry, J Jones, G Horton, P Cockeram, D Davies, M Al-Nuaimi, M Evans, D Harvey, M Linton, D Mayer, R Mogford, J Mudd, M Spencer, C Townsend, T Watkins, K Whitehead, J Clarke, Y Forsey, P Hourahine, J Hughes, J Jordan, L Lacey, S Marshall, W Routley, A Morris, F Hussain and B Perkins

1. Preliminaries

1.i Apologies

Councillors Fouweather, Screen, Thomas Kellaway and Cleverly

1.ii Declarations of Interest

None.

2. Minutes

The Minutes of 28 February 2023 were agreed, subject to the following:

Councillor M Howells asked that the Question to the Chair of Democratic Services Committee be included in the Minutes, as they were omitted in the Agenda papers.

3. Appointments

To consider the proposed appointments set out in the report.

Councillor Clarke moved the appointments set out in the Report, as agreed by the Business managers, subject to the additional appointments set out below.

Councillor Routley seconded the report.

Resolved: That the following appointments be agreed.

Governing Body Appointments

Governing Body	No of Vacancies / Re-appointments	Nominations Received
The John Frost School	Re-Appointment	Charles Ferris
Charles Williams CiW Primary School	Vacancy	Liz Andrews
Pillgwenlly Primary School	Vacancy	Jack Littlejohns
Gaer and Maesglas Partnership School	Vacancy	Jack Littlejohns

Outside Bodies Appointment to Caldicot and Wentlooge Drainage Board

Councillors A Screen and P Drewett.

4. Police Issues

The Presiding Member introduced Superintendent Jason White, who provided council members with an update on Police issues within East, West, and Central Newport.

The Presiding Member congratulated Superintendent White on his promotion.

The Presiding Member invited the Leader to address Superintendent White.

The Leader congratulated Superintendent on his promotion.

The Leader referred to the recent introduction of a briefing note sent out to members from Chief Inspector Davies, which was very helpful. It highlighted where police contacts were and outlined the major issues across the city. There was support across the Chambers, councillors confirmed they found the briefing note very useful. The Leader asked if the Police intended to continue this. Superintendent White advised that this briefing format would continue but that there would be some officer changes; Carl Williams was remaining as Chief Superintendent and Superintendent White was replacing Vicki Townsend. Chief Inspector Davies was remaining in Newport but taking over the Superintendent's previous role. There was also the addition of Amanda Thomas who was dealing with neighbourhood side.

Questions to the Police raised by Councillors:

- Councillor Jordan wanted to pass on his thanks to Inspector Hannah Welty and the team who dealt with a robbery at a Newsagents in Bettws recently, which ended in an arrest. Millbrook School in Bettws was targeted by youths who had broken into the school causing damage. The Head Teacher was at school during one break in and raised the alarm; causing the youths to run away. One of the youths dropped her purse and was identified in this way. There were also break ins at the Flying Start building and Ifor Hael school. Councillor Jordan requested extra police presence on foot patrol around the area. The Superintendent agreed to extra police patrols as requested. The Detective Inspector confirmed that the police in Newport were very eager to quickly identify offenders and had a very good return rate in dealing with robberies and violent crime. The Superintendent stated that over the last 4-6 weeks in Newport Central and West the Police had identified and arrested 12 individuals and there was ongoing work around prevention and intervention. Concerning the burglaries at Millbrook and Flying Start, the Superintendent advised that the Police had heavily invested in a system called 'We Don't Buy Crime', which was geared towards crime prevention. Officers were helping to prevent crime and keep communities safe, giving crime prevention advice to reduce reoffences.
- Councillor M Howells referred to vehicle congregation and car racing on the Southern Distributor Road (SDR). Tesco in Spytty was a previous location for this, and officers

worked very hard with councillors to address this. Councillor M Howells stated that over the past six months this was happening again with youths congregating at the Velodrome and racing their cars. Councillor M Howells requested that the police therefore also respond to this, and confirmed he was happy to also meet with Newport Live to engage their support. The Superintendent was pleased to announce that calls had reduced in that area. The Superintendent confirmed that Former retired Chief Inspector Blakemore was the force leader of problem-solving orientated policing and was looking at particular issues around car meets across Newport and partnership work to resolve this within communities.

- Councillor Mogford mentioned that he was pleased to hear that Operation Harley was starting up again. Councillor Mogford went on to discuss e-scooters that were travelling around with impunity, and queried where did they fit on the priority list. The Superintendent confirmed an e-scooter was seized last week in St Julian's, and an individual was arrested with intent to supply using a scooter. This is a UK-wide issue, as this mode of transport was commonly being used for these types of offences. E-scooters are classed as motor vehicles and these tactics could be used to stop vehicles under Section 165 of the Road Traffic Act to seize the vehicle where no licence or insurance is held, The Superintendent confirmed that proportionality is considered concerning interventions. Building up the intelligence picture was also important, using the Neighbourhood Teams to build up intelligence to seize the vehicles under Section 59: using an e-scooter in an anti-social manner.
- Councillor Harvey wanted to apologise to Chief Superintendent Carl Williams for providing him with incorrect information. Councillor Harvey had apologised via email but wanted to set it at Full Council because it was raised here at the last meeting.
- Councillor Marshall mentioned that The Hub opened yesterday, promoting technology and Artificial Intelligence (AI) to help people in the communities remain in their own homes under Operation Herbert. This has seen a reduction in police resources being utilised, for example when those with dementia need to be located or by using devices for welfare checks. Councillor Marshall asked if the police could come along to The Hub to see the technology and how this supports the police and Councillors to collaborate and help communities. Superintendent White welcomed the opportunity for police staff to attend The Hub and agreed that new technology was key to responsive policing. Police are now issued with laptops which has reduced the need to return to the station, helping them to remain visible in communities. Superintendent White confirmed that police could also now take virtual statements, as well as in person.
- Councillor Batrouni referred to the importance of the police having a physical presence in communities which reassures residents and asked Superintendent White to provide an update on visibility in the community. Superintendent White advised that whilst Newport was a large area to police, if there was a particular issue in a ward area officers would be task called and their visibility would be seen in these areas. He added that police cars are often seen attending priority calls, but less obviously visible to the public was the neighbourhood teams, road traffic officers, and joint firearms unit officers. The Superintendent confirmed that there are patrol plans in place, as well as other elements such as CSOs. Superintendent White confirmed that Operation Uplift meant that as a force, numbers in Gwent had increased by 167 officers and Newport had benefited from this.
- Councillor Jones referred to Deer Park House, an old building near Whitehead's Sports Facility. He went on to say the building was fenced off, but teenagers had smashed the fences down, causing antisocial behaviour including violence, fire, fighting and drugs, which spilled out into antisocial behaviour in Carnegie Court. Councillor Jones asked if the police be able to visit the premises. Superintendent White confirmed he would speak to the local inspector to ensure this was looked into.

- Councillor Adan mentioned the closures of residential properties linked with county lines and asked how many houses had been closed in the Newport area for this reason. The Superintendent stated that did not have the information to hand, but would email the details; however, Superintendent White was aware that one premises had been closed at the end of March in the Pill area of Newport and there was work underway to close a further location.

Councillor Morris mentioned that Lliswerry ward members had held a public meeting recently where residents expressed concern about antisocial behaviour in the Pontfaen shops. Councillor Morris had explained to residents that reporting each incident to the police meant that more information would be gathered and could be acted upon. Councillor Morris said that residents had said that they could not get hold of the police, therefore could the Superintendent advise alternative methods of contact. The Superintendent mentioned that all ward officers had mobile phones, and on the Gwent Police website were the details of local ward officers and how they could be contacted, rather than using the 101 service. The Superintendent confirmed that there are also dedicated patrols in that area and the police were working with partners and the community to put in place long term preventative measures such as engaging with youths. Councillor Spencer suggested that police can also be contacted via Face book. Superintendent White confirmed that this was resourced 24/7 and was very responsive.

5. **Notice of Motion: City of Sanctuary**

The Presiding Member invited Councillor Corten to present the motion with Councillor Clarke to second.

This Council is concerned by the UK government's illegal immigration bill which proposes to detain and later remove anyone who arrives in the UK on a small boat, meaning the Home Office will not consider any of their Asylum claims regardless of whether they have fled war or persecution for being a minority.

These people seeking sanctuary will then be deported back to the country they have fled from or a 'safe' third country. This third country could be Rwanda, or another country deemed safe by UK Government, but which may have a questionable record on human rights. The likely effect of this legislation will be to punish the most vulnerable people from across the world.

Questions have been raised surrounding the legality of the Bill and whether it is compliant with the European Convention on Human Rights (ECHR) and consistent with the 1951 Refugees Convention. The Prime Minister has also stated in writing that if you come to the UK illegally "You can't benefit from our modern slavery protections".

This Council also notes the language which has been used to support this Bill, which has the potential to cultivate and provide a platform for a culture of abuse, racism and even violence against refugees and minorities.

As an experienced dispersal area this council has made a firm commitment in our Corporate Plan to establish Newport as a City of Sanctuary. This Council and the people of Newport have welcomed and accepted refugees and asylum seekers. We have a proud history of integration and inclusion. Our city is a more interesting, diverse, and tolerant city because of this.

This Council calls in to question the action of the UK Government in bringing forward this legislation and calls upon the prime minister and his ministers to withdraw these proposals.

We call upon the Leader of the Council to write to the prime minister in the strongest possible terms to outline our concerns.

We would also request the Leader of the Council commits to ensuring that Newport City Council gives full support to all partners and stakeholders in Newport currently working towards City of Sanctuary status.

Comments from Councillors:

- Councillor Drewett gave an account of his family history as a descendent of immigrants. Councillor Drewett referenced an event held by the Red Cross at the Westgate Hotel two or three years ago, called Giving Voice. Asylum speakers spoke at this event about their experiences since their arrival in Newport and their appreciation of the warm welcome they received, of friendships they made, and the opportunities available. Councillor Drewett said that Newport had a proud tradition of supporting immigrants, and that he strongly supported the motion.
- Councillor Davies spoke of research into her own family history, where her ancestors had moved to the UK for economic reasons, and at other times to escape conflict and persecution. Councillor Davies stated that her story was not uncommon, and she was proud of her heritage. Councillor Davies reflected on current circumstances whereby Newport welcomed people from Ukraine and Afghanistan. Councillor Davies also referred to a current backlog on processing asylum applications, and therefore supported the motion.
- Councillor Lacey also supported the motion and echoed the comments of her colleagues. Councillor Lacey stated that in February the backlog for processing asylum applications had reached 160,000. Councillor Lacey was proud that Newport was working towards a City of Sanctuary status, which she felt recognised that Newport was a compassionate city that considered the contributions and rights of those who worked and lived in the city. Councillor Lacey fully supported the motion.
- Councillor Whitehead considered that this was an emotive issue that made it difficult to debate. Councillor Whitehead reflected that Newport was a diverse city with an amazing track record, however services that underpinned society are under pressure, with housing being a main concern. Councillor Whitehead suggested that a consultation process be held to involve residents. Councillor Whitehead summarised that as the Council has a duty to everyone, the issue should be debated in a fair and compassionate way; whilst this is a noble cause, consultation is needed with residents.
- Councillor Marshall mentioned that Newport has a proud history of integration and inclusion and he had found to be diverse and tolerant. Councillor Marshall noted the important work that the Council's international team is doing in supporting young unaccompanied people seeking asylum and through partnerships. Councillor Marshall stated that Newport had been a city of sanctuary for centuries, and therefore he called on the Leader to support the motion.
- Councillor Forsey supported the motion and echoed the comments of Councillor Marshall, appreciating the work of the Sanctuary Project. Councillor Forsey went on to provide statistics on applications as well as dispelling myths about application for UK asylum seekers. Councillor Forsey felt that seeking asylum was a fundamental right and hoped that people would open their hearts and borders to make a more inclusive society.
- Councillor Cocks referred to the Blue Plaque on a building in Cross Street in Caerleon which commemorated the child evacuees from the Basque country during the second world war. Councillor Cocks considered that the residents of Caerleon were proud of this.

- Councillor Reynolds voiced his objection to the Bill and considered the situations that refugees were in when fleeing their county, and therefore supported the motion.
- Councillor Mogford mentioned that it was important to debate the topic and listen to what was said, Councillor Mogford referred to the point in the motion regarding the Leader writing to the Prime Minister. Councillor Mogford asked if the Leader could write to the MPs of Newport in the first instance rather than bypass them and go directly to the Prime Minister. Councillor Mogford also added that Newport was a city with limited resources and queried the support that would be offered to residents in Newport who were in crisis.
- Councillor Al-Nuaimi fully supported the motion, stating that Newport was already a city of sanctuary. Councillor Al-Nuaimi referenced his time as Mayor in 2006, when he said he met with MPs to accept the status of Newport as a dispersal city. Councillor Al-Nuaimi supported the motion, stating that yesterday's immigrants were today's good citizens; however, he agreed that facilities were limited, and this had to be taken into consideration. Councillor Al-Nuaimi concluded that Newport had a duty of care for residents, as well as those who we were receiving sanctuary.
- Councillor Morris agreed with most comments already made and confirmed that he and his ward colleagues would be abstaining from voting on the motion in light of the pressures being faced by residents. Councillor Morris recommended that the Council should not send letter to Prime Minister. Councillor Morris felt that immigrants were, welcomed and supported by residents, and cited the congregation of a church he attends as an example of this, but concluded that the motion would have an impact on the people of Newport and therefore he would abstain.
- Councillor Evans echoed the comments already made regarding the pressures faced by residents and the detrimental impact and mentioned complaints that he received from residents regarding council services. Councillor Evans stated that Newport had offered sanctuary to over 450,000 people since 2015 through various schemes. Councillor Evans suggested that the Council hold a referendum for the residents of Newport to find out their views, and in the meantime, Council focus on providing better services for citizens.
- The Leader referred to the Standing Orders allowing the matter of the motion to be properly explained and clarified the motion to colleagues. The Leader pointed out that Objective 3, point 6 of the Corporate Plan stated that Newport would be a city of sanctuary, endeavouring to support asylum seekers and refugees from the global community to settle and become part of Newport's community. This commitment was embedded in the plan which was agreed in November 2022 by all members of the Council, including opposition leaders.
- The Leader went on to say that she is a proud Newportonian, who loves her city, community, and birthplace; and reflected on her positive experience at a diverse school. The Leader went on to say that Newport Council colleagues all loved their home, the richness and diversity of communities, and reflected on the privilege of the leadership role which offered the opportunity to meet people from different backgrounds. The Leader noted that this involved welcoming refugees to our great city and listening to their stories of survival and resilience. The Leader commented that she would have the privilege of attending Maindee Primary School this week, which was a School of Sanctuary. The Leader explained that this meant that it was recognised as a school of welcome and safety, where the school forged empathy and cultural awareness. The Leader confirmed that there are around 520 pupils enrolled at the school, and approximately 93% of pupils spoke English as an additional language, with over 42 different languages being spoken amongst pupils. The Leader commented that the school had recently received accreditation for being the first School of Sanctuary in Newport. Leader had benefitted from cultural diversity growing up and looked to the children of Newport who also

experienced the same and children and it was for those children and their families that the Leader was proud to accept this motion.

- Councillor Reeks was proud to support the city and welcomed refugees coming through the correct channels. And added that even City of Sanctuary had a limit. The infrastructure was a crisis point and referred to the schools being at capacity. Councillor Reeks felt that there was a need to focus on day-to-day tasks of normal council functions and therefore did not support the motion.
- Councillor Jones mentioned that as a councillor, he was there to represent residents of Newport and agreed that it was a welcoming place. Councillor Jones also echoed the concerns regarding the shortage of facilities, which caused residents concern.
- Councillor Routley considered that it was imperative that the Council address homelessness, housing, and medical care and echoed the comments of colleagues and therefore objected to the motion.
- Councillor Hourahine also reflected on comments previously mentioned by council colleagues and strongly supported the motion.
- Councillor Batrouni thanked Cllr Stowell-Corten for bringing this motion forward for debate and supported the motion.
- Councillor Clarke supported the motion and outlined concerns in the Bill as well as the negative impact through Newport social media. Councillor Clarke was proud to live in Newport and proud of Newport citizens.
- Councillor Stowell-Corten was pleased to close the debate and put forward her closing argument and reminded everyone of the purpose of the motion. Councillor Stowell-Corten reflected on comments of colleagues and considered the plight of refugees and imagined how it would feel in their situation. Councillor Stowell-Corten took the opportunity to provide information, on the backlog of 138,000 applications and other statistic, facts and dispelling any myths councillors may have with regard to illegal immigrants, safer routes, and bespoke Visa routes. Also referred to comments from councillors in relation housing, schools at capacity, GP, and dentists under pressure. Newport was a dispersal area and we welcomed nurses, GPs and dentists who were former asylum seekers. Asylum Seekers were not jumping the queue and most displaced people stayed near a neighbouring country to return home at their earliest opportunity. Those did come to Newport did so because of links here. More than 30 languages spoken in Newport schools and areas of our city and Councillor Stowell-Corten was proud of this and that our children were tolerant, empathetic, and open-minded citizens. Many colleagues could trace their family members back to immigrants who formed a melting pot of cultures, languages and ideas that had melded to form a Britain and Newport that we all loved and worked in today. There were wars and conflicts that drove a human crisis. Children who fled war in Sudan today would be detained and deported. Fortunately, no one present today would need to seek sanctuary in the future.

Resolved:

- That the majority of Councillors voted in favour of the motion, Therefore the motion was carried.
- Councillors also called upon the Leader of the Council to write to the Prime Minister to outline the Council's concerns.

6. **Pay and Reward Statement**

The Senior Solicitor for Litigation explained to members of the Council the conflict of interest regarding the above item, relating to the Chief Executive and Senior Officers, therefore, at this juncture the Chief Executive and Senior Officers were asked to leave the Council Chambers.

The Presiding Member invited the Leader to introduce the report, which had two items for recommendation to full Council. This required colleagues to review and agree the annual Pay and Reward Policy and the alignment of Chief Officer Leave.

The Pay and Reward Policy for the workforce was an annual report that required adoption by the Council. The policy set out the internal mechanisms for remunerating Council officers and provided an update on any changes since the last adoption in 2022.

Any changes made during the last 12 months were supported by the correct democratic / officer processes where necessary and noted in the covering report.

When the Leader reported last that the Council's gender pay gap continued to compare favourably with other Councils across Wales and the UK, it was anticipated this was still the case when this Council refreshed its pay data later this month. The Leader was also pleased to report that the Council has seen a reduction in the ratio of pay between the lowest and highest paid officers, meaning there was less gap between them.

The report also outlined how the Council aligned the leave of officers, and other terms and conditions, as part of the Councils commitment to a single status agreement in 2015. In the 2022/23 pay award, all officers, other than Chief Officers, were awarded an additional day's annual leave as part of the pay award.

To ensure the Council's continuing commitment to have a single status approach, wherever possible, it was recommended that Chief Officers annual leave was also aligned to include the additional day's leave that other officers of the Council have been awarded.

Councillor Batrouni seconded the report.

Resolved:

That Council

1. Reviewed and agreed the Pay and Reward Policy in order to meet the statutory requirement for a pay policy statement to be approved and published by Council on an annual basis.
2. Reviewed and agreed the alignment of Chief Officer leave.

7. **Participation Strategy: Ward Meetings**

The Presiding Member invited the Leader to present the proposed Framework for the re-introduction of Ward Meetings as a valuable means of engaging with residents.

The report sought Council's approval for the framework setting out the frequency, order of business and provision of support for Ward Meetings to be adopted.

In May 2022, the Council made a commitment to support residents to become more involved in decision-making and encouraged more diversity in decision-makers through the adoption of a Participation Strategy.

Under this strategy, the Council aimed to build on the existing programme of engagement and consultation with the public to further increase participation in democratic processes.

Feedback from the Participation Strategy consultation indicated that residents wanted the Council to explore alternative methods of consultation and Ward Meetings were one of many ways that the Council was able to support wider public involvement in decision-making.

In developing the proposed framework, members of the Democratic Services Committee highlighted the key features that they considered to be an essential part of the arrangements for ward meetings; these features helped to ensure that residents have the opportunity to engage in important decisions, and to set their own agenda, reflecting the issues that were important to each community.

Defining an agreed framework for the ward meetings, that included two fully supported Ward Meetings each year per ward, recognises the Council's commitment to engaging with residents on key decisions that impacted their communities in a timely manner.

Utilising one of the regular ward meetings to focus on budget setting and supporting residents to engage with this process on a face-to-face basis would encourage rich and meaningful feedback shaping the outcome of the decisions being made.

In addition, a second supported ward meeting approximately six months after the budget setting ward meeting would provide a further opportunity to promote awareness of the Council's functions including a summary of progress against key objectives and projects.

Where Members wish to hold a third meeting in a year, administrative support would be provided for booking suitable venues within communities for ward meetings, but there would be no officer support at the meetings.

Importantly, both supported ward meetings would provide the opportunity for residents to set their own points for discussion; so, the community could help to set an agenda that provided a platform to discuss what matters in their own community.

Whilst the proposed framework would support meetings in each ward if required, it would remain within the remit of the ward member/s to determine whether the ward meetings were held in their own community.

Members may prefer to communicate with their residents in a different way, such as ward surgeries, casework, emails, or social media, for example.

Ward Meetings were an option that could be used to enhance communication but would not replace any of these other methods of engagement with communities that were open to Councillors.

The proposed framework supported the long-term development of greater engagement and involvement of residents so that the Council continued to involve and empower the community as part of decision making and democratic processes.

Councillor Al-Nuaimi was pleased that the Democratic Services Committee resolved to continue with the resumption of the Ward meetings following their interruption by the Pandemic, which caused their suspension. This Council had a proud record of pioneering the introduction of these meetings going back to more than 25 years ago. They were forums for debate and engagement with our residents, allowing them to have their say on matters in their communities, including policing matters and Council services delivery. However, Councillor Al-Nuaimi was a bit disappointed at what appeared to be restrictions governing the purpose of the Ward meetings, their timing and officer support for the third meeting.

In his own Ward Stow Hill, the Ward meetings were missed by residents during the last 3 years as forums for engagement and information.

Using the new format recommended in the report, both residents and Councillor Al-Nuaimi looked forward to the resumption of Ward meetings, for both participation and future engagement.

Councillor Evans Seconded the Motion.

Resolved:

Council received the report and approved the proposed framework for adoption, as listed in the report.

8. Scrutiny Annual Report 2021/22

The Presiding Member invited the Chair of Overview and Scrutiny Management Committee, Councillor Hourahine to present the 2021/2022 Scrutiny Annual Report to Council. The purpose of this report was to apprise Council and other interested parties of the role of the scrutiny committees, and their work during the 2021/22 municipal year.

Scrutiny was a function of Councils in England and Wales and was introduced by the Local Government Act 2000, creating separate Cabinet and Scrutiny functions in Local Authorities.

The role of scrutiny was strengthened with the passing of the Local Government (Wales) Measure 2011. This Act required the Committee to report annually to the Council on the work that carried out in the past 12 months and its future work programme. Since the introduction of the Wellbeing of Future Generation Act, Scrutiny also had a statutory role to scrutinise the work of the Public Service Boards.

The underlying principle of Scrutiny arrangements was ensuring that the decision-making process was open, accountable, and transparent.

The scrutiny function at Newport City Council was performed by four scrutiny committees comprising of Elected Members who were not part of the Council's executive. Three of these committees were concerned with performance under Place and Corporate, People, and Partnerships. Overview and Management Scrutiny considers policies, strategies and plans that are cross-cutting and impact upon the whole Council.

The annual report covered the period from May 2021 to April 2022 and was the final annual report of the five-year term leading up to local elections in May 2022.

During this time, there was a restructure which meant that the configuration of the Council changed, however this did not have a material impact on the service areas scrutinised by each Committee.

The Report highlighted the important work carried out by Scrutiny over the year, during which the four committees met on a regular basis.

Performance Committees considered regular updates on service plans for their relevant areas, and used this evidence base to scrutinise performance in a wider context. The Service plan updates included financial information, links with corporate goals, Wellbeing goals and work towards goals set externally to the Council.

End of year updates also included details on how the Council adapted and responded to the challenges faced by services and communities due to the pandemic, and how support was provided to residents and businesses.

A number of recommendations were made to Cabinet commending the quality of the updates, and to promote key achievements within Newport so that residents were informed of actions that provided support during and subsequently to the pandemic.

During this time Committees received reports on the Cabinet's responses to the Recommendations the Committees previously made to the Draft Budget proposals, including investments, as part of Scrutiny's remit of measuring and assessing the Authorities impact and value.

Outside of the cycle of performance review, the Performance Scrutiny Committees also considered reports on topics including In-House Residential Care in Newport aimed at increasing the local provision available for looked after children, the Economic Recovery Strategy detailing progress against the plan supporting Newport businesses and investment, and the wellbeing support provided to staff in this challenging period.

The Performance Scrutiny Committee for Partnerships considered the Wellbeing Plan Annual Report presented by the Public Services Board (PSB) and submitted their comments to be shared with the PSB. Similarly, the Committee also scrutinised the performance against the Wellbeing Plan 2020-21 and submitted recommendations to the Public Services Board for consideration. Partnerships Scrutiny also assessed the collaborative work between the Council and the Education Assessment Services, Shared Resource Service and Barnardo's as part of their agenda.

Overview and Scrutiny Management Committee considered and shaped key strategies setting out priorities for the Council over the coming years, including the Climate Change Strategy and Welsh Five-Year Strategy, as well as annual updates concerning safeguarding, risk management and digital services.

Significant progress was made against actions planned for the reporting period during this time, including revisions to make sure that scrutiny arrangements continued to meet the requirements of the Local Government and Elections (Wales) Act 2021 and the Equality Act 2010. This ensured that scrutiny continued to operate effectively considering recent legislative changes. This would also be a focus for Scrutiny in the next reporting period to recognise changes to arrangements for regional scrutiny of Public Services Boards.

Councillor Hourahine looked forward to Chairing the Overview and Scrutiny committee for the remainder of the Municipal year, working alongside committee members to provide an objective and productive challenge to the decisions of the local authority. Councillor Hourahine also took the opportunity to thank scrutiny colleagues, Cabinet Members, Officers of the Local Authority, and partners for their continued support.

Councillor Routley seconded the motion and congratulated all scrutiny members for their support.

Resolved:

Council agreed the content of the annual report as a basis for the work of the Scrutiny Committees in the coming year.

9. Questions to the Leader of the Council

Before commencement with questions, the Leader made the following announcements:

Opening of the new bridge

Last week the Leader was joined by the Deputy Minister for Climate Change, Lee Waters MS, and the Mayor, to officially open the new city centre active travel bridge.

The bridge replaced the old subway and provided residents and visitors with a safer, more accessible route across the railway line. It connected communities and the city centre, something residents were clear they wanted in responding to the active travel consultations.

It was a complex project led by Newport City Council in partnership with Welsh Government, Network Rail and Transport for Wales. The bridge was delivered on-site by contractors and sub-contractors that were all Welsh based companies, directly benefitting the local economy and communities.

The building of this bridge was yet another step forward in delivering wider regeneration plans for the city centre and greatly improved the public realm around this important transportation hub, making the area far more attractive for all users. The planting beds were sustainable thanks to a drainage system that captured and directed water straight to them.

Marathon

Newport City Council was pleased to welcome thousands of runners and spectators to the city just over a week ago for the ABP Newport Wales marathon and 10k. The weather wasn't the finest on the day, but it proved to be perfect for competitors with three new course records set.

Newport was on the small screen again when the race and highlights were televised last Friday. Well done to everyone who took part, to all the local volunteers and those that worked very hard to make the event a success.

Coronation

The Coronation weekend was fast approaching and so were the plans for community events. The highlight this year was the Big Lunch at Beechwood Park, taking place on Sunday 7 May from 12 noon to 4pm.

With support from Newport City Radio, the Beechwood Park Group and Newport Live, there would be live music, roaming entertainers, sporting, and craft activities for all the family.

The Leader was also pleased to announce that the Council would be able support street parties again this year. Applications were being processed and those successful would be supported with traffic management on the day.

More information about all the Coronation events was available on our website.

Wales National Armed Forces Day

After the coronation, the next major event was Wales National Armed Forces Day.

The Leader was proud to announce that Newport was hosting this year's event on Saturday 24 June with an actioned-packed schedule in place.

The day would begin at 10am with military displays along the riverside and organisations such as the Royal British Legion, the Royal Naval Association, Help for Heroes, Newport Veterans Hub, GAVO and many more, with stalls inside the theatre and arts centre.

There would be a parade in the city centre led by the Regimental Band and Corps of Drums of The Royal Welsh, and the Tigers Army Parachute Display Team would "drop in" somewhere in the city centre.

City centre activities would finish at 3pm but there would be a free, ticketed concert in Rodney Parade from 4pm to 6pm.

The Leader welcomed colleagues support for this prestigious day when the council, its communities, and people from further afield could show their gratitude to all those serving in the armed forces and veterans. Council colleagues would look forward to service people, veterans, residents, and visitors joining them on this prestigious occasion.

For more information and the latest announcements, the Leader suggested keeping an eye on the Council's website and social media.

Cost of living event and School poverty

On Wednesday 26 April, the Council would be hosting another cost-of-living event to offer support to Newport residents.

Taking place at The Riverfront Theatre and Arts Centre, members of the public could drop in any time between 10am and 6pm.

Hundreds of local people attended a similar event last November. The Council had again joined forces with organisations including Newport Citizens Advice, Age Cymru Gwent, Melin Homes, Newport Credit Union, Wastesavers and Aneurin Bevan University Health Board.

The event would be welcoming, inclusive and informal. People could pop in to have a chat with someone or just have a look around, and there would be free tea, coffee, and children's activities on offer.

In the same vein, the Council was also working with schools to make a difference to the lives of children from low-income households.

A new strategy was recently launched to provide bespoke, targeted, and universal approaches to tackling all aspects of poverty that impacted on children and their families.

The strategy was aimed at removing the barriers that could impact on a child's education. All schools received a presentation by Children in Wales about taking a whole school approach, and by working with a range of partners, there would be a wide offer of advice and support available for schools, pupils, and families.

The Leader had the privilege of attending St Julian's Primary School last week, where the children introduced the Leader to the Big Box Void. This was a mini supermarket, housed in a shipping container on the school site. The container and electrical white goods were provided by WG. Other schools in Newport had also signed up to this initiative. There were two aims for this initiative; to reduce food waste and to make food affordable for the community. It was stocked through donations from staff and family and other donations from the local shops. It was also supported and stocked by crops grown in the poly tunnels, which meant that children participated in the activities. The Leader passed on her thanks to Councillors D Davies and M Spencer for their involvement. The shop also stocked, nappies, toothpaste, sanitary products and other household items and it was a pay as you feel shop. There was a tremendous community effort from St Julian's Primary School and the Leader was proud of the effort that all schools were making in Newport.

Library, Museum and Art Gallery reopening

Since the last meeting of Council, the Newport Library, Museum and Art Gallery building in John Frost Square reopened after a major programme of Welsh-government funding work to create space for additional council teams.

Residents could now access a range of services in the heart of the city centre.

Making much better use of a council-owned building, the scheme included new office space; rooms where appointments with residents could take place and a much brighter and welcoming foyer.

Work was also underway on some unique artwork within the building. Urban Circle was successful in obtaining funding for the project which the Leader was looking forward to this artwork being unveiled very soon.

Questions to the Leader

Councillor M Evans:

One in seven people in Wales were employed by the Tourism Industry, which included thousands of Newportonians. Was the Leader therefore opposed or in favour of the Welsh Government's introduction of the Tourism Tax and could the Leader explain the reasons why.

Response:

The Leader felt that tourism was important an important aspect of the Welsh economy and hospitality was part of tourism. Newport had a great deal on offer, and we also supported the development of more bed spaces; there was the International Conventional Centre. We also had our heritage assets including the Transporter Bridge and Caerleon; our Roman History was second to none. In terms of tourism tax, which would be left to the discretion of each individual Local Authorities to consider, which was a key point as it enables the 22 Welsh Local Authorities to review this on a case-by-case basis. When it came to the concept of introducing a Tourism Tax, it was a matter for full council to debate.

Supplementary:

Other Councils in Wales have given their stance publicly on Tourism Tax, why have we not as yet.

Response:

The Leader would not give a statement until she had undertaken a full analysis of all the supporting evidence, including the financial information around this. The Leader did however, emphasized the excellent support shown by the Business Support Team for all businesses across Newport. Working with major businesses, small businesses, and SMEs. It was important to recognize that this council supported businesses. This was shown through the discretionary element for business rates along with the rebate from the WG. The information on the subject that Councillor Evans raised would need to be evidence based.

Councillor Morris:

Was the only way to make an appointment for the tip was by an online appointment.

Response:

The Leader advised that this was not the only way and that residents could also make the appointment face to face. Residents could go into the library museum and hubs to obtain the information.

Councillor Hourahine:

In January there were two days of public engagement in Newport, during the budgeting process. Did the Leader consider there to be any benefit to adopting such an approach for the distribution of funding.

Response:

Many councillors would be aware of the participatory budgeting work that the Council led over the last few years and the Leader thanked councillor colleagues for work done in terms of highlighting and endorsing applications made by residents.

This was a partnership arrangement with ABUHB and OneNewport Partnership. This was a way to enable communities to access resources that were not directed by the Council. This started this around the start of the pandemic. Colleagues would recall that at the end of the pandemic the Council introduced £0.5M of covid community recovery scheme distributed by participatory budgeting scheme. This year, the program aims was building stronger more resilient communities, improving people's health and wellbeing, addressing inequality, tackling climate change emergency, and making Newport a better place to live. Four programmes had been completed in participatory budgeting and the evidence had suggested this was a very good way of allocating funds. Partner organisations had also provided additional funds. This was an important way of enabling participation, it was also about citizens deciding where the public money went and helped to engage partners and community representatives to get involved. The Leader recently attended the Newport Women's Forum where success stories were highlighted. There was also project work taking place in Pill with some of the successful recipients of this funding. Not only was it an effective way of distributing funding, but it also helped to build social capital and make communities stronger and increases trust in funding organisations and amongst community groups. This had been popular and well over 1,000 people had taken part in these sessions and the Leader was proud of the Partnerships Team, who led the way with this and was an exemplar for the distribution of funding across the whole of Wales and the UK.

10. **Questions to the Cabinet Members**

There was one written question to the Cabinet Members.

Question 1 – Deputy Leader/ Cabinet Member: Education and Early Years

Councillor Routley

As the number of new housing developments in Newport rises, it is becoming increasingly clear that our existing schools are struggling to meet the demand.

As a Cabinet Member, what actions are you taking to alleviate the current and future pupil placement crisis that is affecting numerous families?

What measures will you and your administration take to address the emotional strain that parents are experiencing due to the high rate of application rejections?

Response from Councillor Davies

Offers of places in the September 2023 Reception year group were issued on 17th April, and whilst a high proportion of applicants were successful in gaining a place at one of their preference schools, a minority of primary schools for which the Council is the admission authority (2/37) were unable to meet the demand for places from pupils living in their catchment area. This is disappointing; however, parents are always encouraged to include multiple preferences when making their applications to increase their probability of receiving an offer that they are satisfied with. The School Admissions Team will continue to work with families without a current offer to secure an alternative school placement for their children and support them with this process.

Notwithstanding this, there is an overall sufficiency of places across in city within the primary sector, and therefore the Council continues to fulfil its legal duties in relation to statutory schooling; however, it is inevitable that this does not always correlate with parental preference. The development of a new school on the Whiteheads development, and the subsequent relocation of Ysgol Gymraeg Nant Gwenlli, will increase the overall availability of primary school places in the west of the city, and two new developer led primary schools will open on the east of the city over the next few years. All Newport primary schools perform to

high standards and our Home to School Transport policy supports primary aged children whose nearest available school is two miles or more from their home address.

In terms of the secondary sector, the published admission numbers of two secondary schools will formally increase from September 2023 to assist in meeting transitional demand, and again there is an overall sufficiency of places in the sector for the September 2023 Year 7 cohort. The projected future demand for secondary provision continues to be reported through and monitored by the Planning of School Places group, and data will be used to inform future capital projects.

11. **Date of Next Meeting**

The next meeting would take place on 16 May and was the Council AGM.

The Presiding Member took the opportunity to thank all councillors for their hard work, especially newly elected members for the work in their wards.

Minutes



Council

Date: 16 May 2023

Time: 5.00 pm

Present: Councillors C Reeks, S Cocks, E Stowell-Corten, J Harris, A Screen, L James, T Harvey, M Howells, P Bright, J Peterson, A Pimm, D Batrouni, D Jenkins, P Drewett, B Davies, S Adan, M Pimm, C Baker-Westhead, J Reynolds, R Howells, A Sterry, J Jones, G Horton, J Cleverly, P Cockeram, D Davies, M Al-Nuaimi, M Evans, D Harvey, M Kellaway, M Linton, D Mayer, R Mogford, J Mudd, M Spencer, K Thomas, C Townsend, T Watkins, J Clarke, Y Forsey, P Hourahine, J Hughes, J Jordan, L Lacey, S Marshall, W Routley, A Morris, F Hussain and B Perkins

Apologies: Councillors D Fouweather and K Whitehead

1. Preliminaries

1.i Declarations of Interest

There were no declarations of interest at this stage, but members declared personal interests at the appropriate times during the meeting when they were nominated for appointments.

1.ii Apologies

Councillors Whitehead and Fouweather.

2. Appointment of the Presiding Member

The Leader moved the appointment of the Presiding Member.

Councillor Cockeram declared an interest at this point.

It was moved and seconded that Councillor Cockeram be appointed as Presiding Member.

Resolved:

That Councillor Cockeram be appointed as Presiding Officer of the Council.

3. Appointment to the Leader of the Council

The Presiding Officer invited a member from the majority party to move the appointment of Leader of the Council.

Councillor Mudd declared an interest at this point.

It was moved and seconded by Councillor Evans that Councillor Mudd be appointed as Leader of the Council.

Resolved:

That Councillor Jane Mudd be appointed as Leader of the Council.

The Leader, as elected announced her appointment of Cabinet Members:

Cabinet Member	Appointed
Economic Growth and Strategic Investment	Councillor Jane Mudd
Education and Early Years and Deputy Leader	Councillor Deb Davies
Community Wellbeing	Councillor Deb Harvey
Strategic Planning, Regulation and Housing (and Business Manager)	Councillor James Clarke
Social Services (Adult Services)	Councillor Jason Hughes
Social Services (Children Services)	Councillor Stephen Marshal
Organisational Transformation	Councillor Dimitri Batrouni
Climate Change and Bio-diversity	Councillor Yvonne Forsey
Infrastructure and Assets (and LGBTQ+ champion)	Councillor Laura Lacey

Council Business Manager – Councillor James Clarke
Group Chief Whip – Councillor Emma Corten

Councillor Evans then announced the Shadow appointments.

Opposition Spokespersons:

Post	Appointed
Economic Growth and Strategic Investment	Councillor Matthew Evans
Education and Early Years	Councillor William Routley
Community Wellbeing and Deputy Leader	Councillor Chris Reeks
Strategic Planning, Regulation and Housing	Councillor David Fouweather
Social Services	Councillor Martyn Kellaway
Organisational Transformation	Councillor Chris Reeks
Climate Change and Bio-diversity	Councillor John Jones
Infrastructure and Assets	Councillor Ray Mogford

4. Appointments to Chairs of Committees

Following nominations by the Leaders of their respective parties, and the nominations having been duly seconded, it was **Resolved** that the following Committee Chair appointments be agreed by Council:

Chair of Committee	Appointed
Presiding Officer	Councillor Paul Cockeram
Planning Committee	Councillor Mark Spencer
Licensing Committee	Councillor Kate Thomas
Democratic Services Committee	Councillor Ray Mogford
Overview and Scrutiny Management Committee	Councillor Phil Hourahine
Performance Scrutiny Committee – Partnerships	Councillor Emma Stowell-Corten
Performance Scrutiny Committee – People	Councillor William Routley

(The nominated persons listed above declared an interest in this item and did not vote on their specific appointments).

5. Appointments to Committees

The Council gave effect to appointments to Committees by the political groups.

Each Group Leader agreed to pass the appointments of members to the Committee to the Proper Officer for recording in the Minutes.

The following allocation of Committee seats was confirmed:

Planning Committee	
Labour (Chair)	Councillor Mark Spencer
Labour (Deputy Chair)	Councillor Malcolm Linton
Labour	Councillor Tim Harvey
Labour	Councillor John Reynolds
Labour	Councillor Steve Cocks
Labour	Councillor Allan Screen
Labour	Councillor Bev Perkins
Conservative	Councillor John Jones
Conservative	Councillor Ray Mogford
Newport Independent Party	Councillor Jason Jordan
Lliswerry Independent Group	Councillor Mark Howells

Licensing Committee	
Labour (Chair)	Councillor Kate Thomas
Labour	Councillor David Mayer
Labour	Councillor Rhian Howells
Labour	Councillor Alex Pimm
Labour	Councillor Farzina Hussain
Labour	Councillor Claire Baker-Westhead
Labour	Councillor Saeed Adan
Conservative	Councillor David Fouweather
Conservative	Councillor Martyn Kellaway
Newport Independent Party	Councillor Janet Cleverly
Lliswerry Independent	Councillor Allan Morris

Governance Audit Committee	
Labour	Councillor Gavin Horton
Labour	Councillor John Harris
Labour	Councillor Steve Cocks
Conservative	Councillor Ray Mogford
Newport Independent Party	Councillor Jason Jordan
Independent Members	**Declined
Lay Members*	Gareth Chapman Don Reed Dr Norma Barry

* Chair to appointed by the Committee

Democratic Services Committee	
Conservative (Chair)	Councillor Ray Mogford

Labour	Councillor Emma Stowell-Corten
Labour	Councillor Mark Spencer
Labour	Councillor Bev Perkins
Labour	Councillor Phil Hourahine
Labour	Councillor Rhian Howells
Labour	Councillor Kate Thomas
Labour	Councillor Tim Harvey
Llisbury Independent Group	Councillor Andrew Sterry
Independent Members	**Declined

Scrutiny Committees:

Overview and Scrutiny Management Committee	
Labour (Chair)	Councillor Phil Hourahine
Labour	Councillor Miqdad Al-Nuaimi
Labour	Councillor Bev Davies
Labour	Councillor Gavin Horton
Labour	Councillor Paul Bright
Labour	Councillor Claire Baker-Westhead
Labour	Councillor Stephen Cocks
Conservative	Councillor Matthew Evans
Llisbury Independent Group	**Declined
The Green Party	Councillor Lauren James

Performance Scrutiny Committee - Partnerships	
Labour (Chair)	Councillor Emma Stowell-Corten
Labour	Councillor Farzina Hussain
Labour	Councillor Matthew Pimm
Labour	Councillor Pat Drewett
Labour	Councillor Allan Screen
Labour	Councillor Claire Baker-Westhead
Labour	Councillor Bev Davies
Conservative	Councillor John Jones
Newport Independent Party	Councillor Kevin Whitehead
Llisbury Independent Group	Councillor Allan Morris

Performance Scrutiny Committee – People	
Conservative (Chair)	Councillor William Routley
Labour	Councillor Miqdad Al-Nuaimi
Labour	Councillor Paul Bright
Labour	Councillor David Mayer
Labour	Councillor Deb Jenkins
Labour	Councillor Bev Davies
Labour	Councillor Rhian Howells
Labour	Councillor Pat Drewett
Newport Independent Party	Councillor Janet Cleverly
Llisbury Independent Group	**Declined
Welsh Liberal Democrats	Councillor Carmel Townsend

Performance Scrutiny Committee – Place and Corporate	
Llisbury Independent Group (Chair)	*Councillor Mark Howells
Labour	Councillor Malcolm Linton

Labour	Councillor Alex Pimm
Labour	Councillor John Reynolds
Labour	Councillor John Harris
Labour	Councillor Gavin Horton
Labour	Councillor Saeed Adan
Labour	Councillor Kate Thomas
Conservative	Councillor Chris Reeks
Newport Independent Party	Councillor Janet Cleverly

*This Chair position will be on an annual rotation basis with the Lliswerry Independent group, Councillor Mark Howells.

Standards Committee	
Labour	Councillor Paul Cockeram
Labour	Councillor Farzina Hussain
Conservative	Councillor David Fouweather
Co-opted Members	Andrew Mitchell (Chair) Kerry Watkins (Vice Chair) John Davies (CC Rep) Richard Morgan Gill Nurton Dr Paul Worthington

SACRE: The Standing Advisory Council on Religious Education	
Councillor Deb Davies	Chair
Councillor Farzina Hussain	Labour appointment
Councillor TBC	Labour appointment
Councillor Saeed Adan	Labour appointment
Councillor David Fouweather	Conservative appointment

Appointments Committee – Strategic Director	
Labour	Councillor Jane Mudd
Labour	Councillor Deb Harvey
Labour	Councillor James Clarke
Labour	Councillor Pat Drewett
Conservative	Councillor Matthew Evans
Newport Independents	Councillor Janet Cleverly
Lliswerry Independent Group	Councillor M Howells

Corporate Parenting Forum	
Labour (Chair)	Councillor Stephen Marshall
Labour	Councillor Tim Harvey
Labour	Councillor Claire Baker-Westhead
Labour	Councillor Allan Screen
Labour	Councillor Paul Bright
Labour	Councillor Bev Perkins
Labour	Councillor Bev Davies
Conservative	Councillor Chris Reeks
Newport Independent Party	Councillor Janet Cleverly
Lliswerry Independent Group	Councillor Allan Morris

** For those committee memberships declined by the Lliswerry Independent group, these have been offered to the Welsh Liberal Democrats and the Green party.

LEA Representatives

Governing Body	No of Vacancies / Re-appointments	Nominations Received
Ysgol Gymraeg Bro Teyrnnon	1	Tom Pedley

HR Appeals

Members to be appointed to be used in rotation:
Councillors

Employee Partnership Forum

Cabinet Member for Organisational Transformation, Councillor Dimitri Batrouni
All other Members by invitation of Chair on an ad hoc basis

Champions:

1. **Older Persons Champion:** Councillor Trevor Watkins
2. **Disabled, Vulnerable Persons Champion:** Councillor Deb Jenkins
3. **Carers Champion:** Councillor Paul Cockeram
4. **Anti-Poverty Champion:** Councillor Phil Hourahine
5. **Armed Forces Champion:** Councillor Mark Spencer
6. **Biodiversity Champion:** Councillor Emma Corten
7. **B.A.M.E Champion:** Councillor Farzina Hussain
8. **L.G.B.T. Champion:** Councillor Laura Lacey
9. **Welsh Champion:** Councillor John Harris
10. **Active Travel Champion:** Councillor David Mayer

6. Appointments to External Bodies

The Council gave effect to appointments of members to external bodies.

Each Group Leaders agreed to pass the appointments to Outside Bodies and members with Special Responsibilities to the Proper Officer for recording in the Minutes, as outlined in the Appendix 2 below.

7. Adjournment

Councillors took a short break whilst the council chambers were prepared for the Inauguration of the Mayor.

8. Inauguration and Robing Ceremony of the Mayor for the year 2023 to 2024

Council resumed and the Mayor Elect, Councillor Trevor Watkins was sworn in as the new Mayor of Newport for the year 2023/2024.

9. Appointment of the Deputy Mayor

Councillor Pat Drewett was sworn in as the new Deputy Mayor for the Year 2023/24.

10. **Appendix 1 - Cabinet Member Portfolios**

Appendix 1

Cabinet Member Portfolios – Amended may **2023**

The Leader is responsible for the discharge of Executive Functions and has delegated responsibility for the discharge of some Executive Functions to the Cabinet as a whole and to individual Cabinet Members, in accordance with this scheme of delegation.

The following Executive Functions have been delegated to individual Cabinet Members in relation to the portfolios allocated to them by the Leader, as set out in the tables below.

If there is any uncertainty as to whether a matter falls within a particular portfolio, the Leader will make a determination as to which Cabinet Member should take that executive decision.

General for all Cabinet Members:

Policies and Policy Documents

All Cabinet Members have responsibility to determine and amend any policy or policy documents relating to their portfolios, in line with the Council's policy framework and budget. This does not include those policies and documents reserved for determination by Council, or delegated to the Cabinet collectively, other individual Cabinet Members or officers. All operational matters are to be determined by the relevant Head of Service in accordance with the Officer Scheme of Delegation.

Policy documents will include:

- Strategies
- Schemes
- Plans
- Guidance documents or supplementary guidance documents
- Eligibility criteria and patterns of provision
- Objectives for service delivery within the portfolio

Service Planning and Performance

To determine the service plans for service areas within the portfolio, to monitor performance against service plans and to determine any actions arising.

Consultation Documents

To determine the response to any major consultation document or formal inspection document specific to the portfolio or service area.

Statutory Notices

To determine whether to advertise, consult upon or publish any statutory notices or Orders (insofar as they are not delegated to officers) and to take action upon advertised proposals in the light of any representations received.

Variations to Budgets

To determine any variations to budgets in accordance with Financial Regulations and the Constitution, including virement up to an aggregate total of £100,000 per annum or 10% of the Objective Analysis as set out in the Budget Book (whichever is the lower).

Tenders

To determine an approved or select list of prospective tenderers for supply of goods, materials or services within the portfolio and to determine whether to exclude contractors from approved or select lists.

Grants

In consultation with the Leader, to determine whether to accept available external grants which require match funding, subject to confirmation of available funding to meet any commitment by the Council, which must include any residual termination costs to the Council when grant funding ceases.

To agree criteria, limits, eligibilities and distribution within schemes for grant aid in relation to services within the portfolio and to determine whether to waive conditions relating to grant aid.

To make grants or provide support to organisations or individuals, other than those subject to specific delegations elsewhere within the scheme, where the grant amount is £20,000 or above. Decisions on grant applications of less than £20,000 will be determined by Heads of Service acting within agreed criteria.

To determine circumstances in which repayment of a grant may be waived.

Fees and Charges

To set fees and charges for services or the use of premises within the portfolio and to determine any revisions (to the extent that they have not been fixed by Cabinet as part of the Council's general budget-setting process)

To determine subsidies or concessions within any charging or other schemes.

To determine circumstances in which payments may be waived.

Buildings

To declare buildings or land surplus to service requirements.

To determine, subject to Planning Permission whether to grant consent for the installation of telecommunications equipment on property or land held within the portfolio.

To determine any programme of modernisation or improvement of property held within the portfolio, subject to budget provision.

Research and Studies

To determine whether to appoint external assistance for research, studies or investigation, subject to budgetary availability.

Vehicles

To determine any programme of replacement of vehicles within the portfolio, subject to available finance.

Partnership and Consultation Arrangements

To determine whether to enter into any non - statutory partnership or compact arrangements or to take part in any non - statutory forum arrangements, subject to accordance with the Council's policy framework and budget.

To determine arrangements for regular consultation and Liaison with partners, stakeholders or other interested parties

Suspension of Standing Orders

To determine circumstances in which to suspend Standing Orders or waive Contract Standing Orders and Financial Regulations and to ensure the Governance and Audit Committee are informed of action taken and the reasons.

Pecuniary or Personal Interest / Absence

Where a Cabinet Member has a pecuniary or personal interest, he or she should declare the interest and submit the matter for determination by the Leader of the Cabinet or, in the absence of the Leader, the Deputy Leader or such other Cabinet Member as the Leader may appoint.

Where a Cabinet Member is absent or there is some other reason he or she cannot determine an issue the matter will be determined by the Leader of the Cabinet or, in the absence of the Leader, by the Deputy Leader or such other Cabinet Member as the Leader may appoint.

Specific Delegations to Cabinet Members

Leader of the Council and
Cabinet member for Economic Growth and Strategic Investment
To determine and amend any policy or policy documents in relation to: <ul style="list-style-type: none">· All financial matters· Procurement· Performance· Fairness· Corporate planning· Public relations and all contact with the press· Mayoral and corporate events· Cabinet Member Development· Major projects· Democratic Services and Constitutional issues· Relationships with national bodies· South East Wales Corporate Joint Committee· Newport Economic Network· Western Gateway· Key Cities· Regeneration

- Economic development
- Work & Skills
- Culture & heritage
- Tourism
- Publicity, marketing and communications

Deputy Leader and Cabinet Member for Education and Early Years

General:

- To deputise for the Leader as Chair of Cabinet and to exercise delegated powers in relation to the Leader's portfolio in the absence of the Leader or otherwise as determined by the Leader

To determine and amend any policy or policy documents in relation to:

- Education services including EAS
- Schools
- Early years, including prevention and inclusion
- School catering
- Music services
- Education inclusion
- Looked After Children in school settings
- Parental rights
- Strategies for reducing the number of young people not in employment, education or training (NEETs)
- To develop strategies to develop prospects and training to help young people into jobs or to start and develop a business
- Member development

Cabinet Member for Infrastructure and Assets

To determine and amend any policy or policy documents in relation to:

- Highways
- Drainage
- Street cleaning
- Traffic matters
- Regional transport
- Transport and access to the city, not including Newport Transport Bus Company or any other providers
- Integrated transport
- Road safety
- Civil contingencies
- Assets
- Any policy issues relating to property or the Council's relationship with NORSE as it relates to any property matters
- Any land and property acquisitions and disposals not delegated to the Head of People, Policy & Transformation

For clarity – the Cabinet Member will determine traffic orders which receive objections or are contested. Uncontested orders or those that receive full support are to be determined by the relevant Head of Service.

Cabinet Member for Strategic Planning, Regulation and Housing

To determine and amend any policy or policy documents in relation to:

- Strategic Planning
- Planning and Development Services
- Local Development Plan – not reserved to Council
- Regional Planning
- Housing
- Licensing, other than those reserved to Council or the Licensing Committee
- Public Protection
- Community Safety
- Environmental Health
- Trading Standards
- Taxis

Cabinet Member for Climate Change and Bio-diversity

To determine and amend any policy or policy documents in relation to:

- Carbon Reduction Strategy
- Sustainable Travel Plan
- Waste disposal
- Refuse
- Recycling and sustainability
- Green services
- Cemeteries & Crematorium
- Parks

Cabinet Member for Community Wellbeing

To determine and amend any policy or policy documents in relation to:

- Flying Start
- Families First
- Communities First
- The anti-poverty agenda
- Socio-economic duty
- Residual matters with the Sports and Leisure Trust, Newport LIVE, including the Riverfront Theatre and Arts Centre
- Welsh Church Fund
- Housing Benefits
- Council tax benefits
- Future Generations
- Adult education
- Library services
- Youth services
- Play development
- All matters relating to Community Centres

Cabinet Member for Social Services – Adult Services

To determine and amend any policy or policy documents in relation to:

- Adult Social Services
- Care in the community for older people
- Third sector strategic issues
- Substance misuse
- Occupational therapy
- Frailty strategies
- Mental health
- Learning disability
- Residential services to older people
- Homecare
- Disabled Facilities Grants
- Supported living
- Supporting People

Cabinet Member for Social Services – Children Services

- Children and Family Services including Looked After Children
- Safeguarding
- Domestic Abuse
- Child protection
- Youth offending
- Integrated family support
- Crisis support
- Fostering
- Services for disabled children

The Cabinet Member will also determine the following:

- Any action to be taken to meet minimum standards for local authority adoption services or any other minimum standards relating to Children and Family Services
- Any action to be taken arising from any serious case review from the Child Protection Committee
- The requirements of any contracted foster carer scheme or similar, and to determine any matters relating to the recruitment and retention of foster carers
- Any action arising from reports received resulting from visits to residential homes for children and young people
- Foster parent carers payments and allowances

Cabinet Member for Organisational Transformation

To determine and amend any policy or policy documents in relation to:

- Organisational development
- Business transformation
- Improvement planning
- Any policies relating to Equalities not reserved to Cabinet or Council
- Communication within the organisation
- The Council's face-to-face centre and the Contact Centre
- Information risk and governance
- Customer insight
- Information management
- Improving access to services
- ICT strategies
- Digital innovation in the Council
- Strategies for public engagement
- Any corporate HR policies including Health and Safety
- To undertake any collective bargaining activity and to determine and implement any consultative or negotiation machinery
- Legal Services
- Registration Services
- Electoral Registration

11. Appendix 2 - Outside Bodies

OUTSIDE BODIES

Board / Representative	Party	
Aneurin Bevan University Health Board		
Mark Spencer	Welsh Labour	
Kate Thomas	Welsh Labour	
Arts Council for Wales: SE Wales Region		
Deb Harvey	Welsh Labour	
Books Council for Wales		
Pat Drewett	Welsh Labour	
Cardiff Capital Region City Deal Joint Overview and Scrutiny Committee		
Phil Hourahine	Welsh Labour	
Cardiff Capitol Region Transport Board		
Laura Lacey	Welsh Labour	
Compound Semi Conductor (CSC) Foundry (CCRC)		
Deb Davies	Welsh Labour	
Charitable Trusts Panel		
James Clarke	Welsh Labour	
Kate Thomas	Welsh Labour	
Mark Spencer	Welsh Labour	
Paul Cockeram	Welsh Labour	
William Routley	Welsh Conservative	
Citizens Advice Bureau		
Paul Cockeram	Welsh Labour	

Coleg Gwent			
	David Mayer	Welsh Labour	
Consortium of Local Authorities in Wales			
	Jane Mudd	Welsh Labour	
Credit Union			
	Stephen Marshall	Welsh Labour	
EAS – Company Board			
	Laura Lacey	Welsh Labour	
	Paul Bright	Welsh Labour	
EAS – Audit and Risk Assurance Committee			
	Steven Cocks	Welsh Labour	
	John Harris	Welsh Labour	
EAS Commissioning Group			
	Allan Screen	Welsh Labour	
	Alex Pimm	Welsh Labour	
East Newport Social Care Centre			
	Deb Harvey	Welsh Labour	
Fairness Commission			
	Kate Thomas	Welsh Labour	
	Vacant		
Food Waste Treatment Partnership			
	Laura Lacey	Welsh Labour	
	Yvonne Forsey	Welsh Labour	
Foster Panel			
	John Reynolds	Welsh Labour	
Frailty Project Joint Committee			
	Matthew Pimm	Welsh Labour	
Friends of Newport Transporter Bridge			
	Deb Harvey	Welsh Labour	
Greater Gwent Archives Joint Committee			
	David Mayer	Welsh Labour	
	Pat Drewett	Welsh Labour	
Greater Gwent Cremation Joint Committee			
	Laura Lacey	Welsh Labour	
	Yvonne Forsey	Welsh Labour	
Growing Space			
	Trevor Watkins	Welsh Labour	
Gwent Association of Voluntary Organisations Local Committee			
	Phil Hourahine	Welsh Labour	
Gwent Level Wetlands Reserve			
	Yvonne Forsey	Welsh Labour	
Gwent Police and Crime Panel			
	Farzina Hussain	Welsh Labour	
	Mark Spencer	Welsh Labour	
	Deb Jenkins	Welsh Labour	
Gwent Public Services Board Scrutiny Committee			
	Emma Stowell Corten	Welsh Labour	
	Farzina Hussain	Welsh Labour	
Indoor Bowling Association			
	Miqdad Al-Nuaimi	Welsh Labour	
Jerome Gatehouse Collection Trust			
	Mark Spencer	Welsh Labour	

Joint Council for Wales			
	Jane Mudd	Welsh Labour	
	Deb Davies	Welsh Labour	
Living Levels Board			
	Laura Lacey	Welsh Labour	
	Yvonne Forsey	Welsh Labour	
Merchant Navy Welfare			
	Matthew Pimm	Welsh Labour	
	Allan Speight		
Monmouthshire and Brecon Canal Joint Steering Group			
	David Mayer	Welsh Labour	
	Bev Perkins	Welsh Labour	
	Phil Hourahine	Welsh Labour	
Newport Harbour Commission			
	Ray Truman		
	Trevor Watkins	Welsh Labour	
Newport Live Board			
	Yvonne Forsey	Welsh Labour	
	Jason Hughes	Welsh Labour	
Newport Now BID			
	Jane Mudd	Welsh Labour	
Newport Transport Board			
	Deb Harvey	Welsh Labour	
	James Clarke	Welsh Labour	
	Bev Davies	Welsh Labour	
	Mark Spencer	Welsh Labour	
Newport Women's Aid			
	Deb Jenkins	Welsh Labour	
Norse Joint Partnership Board			
	Deb Davies	Welsh Labour	
PATROL (Parking and Traffic Regulations Outside London)			
	Laura Lacey	Welsh Labour	
Pill Mill Centre Trust			
	Saeed Adan	Welsh Labour	
Prosiect Gwyrdd Joint Committee			
	Yvonne Forsey	Welsh Labour	
	Laura Lacey	Welsh Labour	
Public Services Board			
	Jane Mudd	Welsh Labour	
	Beverly Owen	Welsh Labour	
Raven House Trust			
	Bev Davies	Welsh Labour	
Reserve Forces and Cadet Association			
	Matthew Evans	Welsh Conservative	
Roger Williams and Queen Victoria Alms Houses			
	Miqdad Al-Nuaimi	Welsh Labour	
SACRE			
	Deb Davies (Chair)	Welsh Labour	
	Saeed Adan	Welsh Labour	
Shared Resource Service Strategic Board			
	Trevor Watkins	Welsh Labour	
	Miqdad Al-Nuaimi	Welsh Labour	

Wastesavers Limited			
	Alex Pimm	Welsh Labour	
	Saeed Adan	Welsh Labour	
	Malcolm Linton	Welsh Labour	
	Bev Davies	Welsh Labour	
Welsh Books Council			
	Pat Drewett	Welsh Labour	
Welsh Local Government Association			
	Jane Mudd	Welsh Labour	
	Mark Spencer	Welsh Labour	
	Deb Davies	Welsh Labour	
	James Clarke	Welsh Labour	
Welsh Purchasing Consortium Joint Arrangements			
	Jane Mudd	Welsh Labour	
Williams Trust			
	Claire Baker- Westhead	Welsh Labour	
	Steven Cocks	Welsh Labour	
	Jason Hughes	Welsh Labour	
WLGA Co-ordinating Committee			
	Jane Mudd	Welsh Labour	

The meeting terminated at Time Not Specified



Report

Council

Part 1

Date: 18 July 2023

Subject Appointments

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

Author Governance Team Leader

Ward General

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

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

Action by Governance Team Leader

Timetable Immediate

This report was prepared after consultation with:

- Council Business Managers
- Head of Law and Standards

Signed

Background

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

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

Governing Body Appointments

Governing Body	No of Vacancies / Re-appointments	Nominations Received
Glasllwch Primary School	Re-Appointment	Gilliam Hyland
Malpas Court Primary School	Re-Appointment	David Mayer
Malpas Court Primary School	Re-Appointment	William Langsford
Ringland Primary School	Re-Appointment	Laura Lacey
Langstone Primary School	Resignation	Ray Mogford
Jubilee Park Primary School	Resignation	Jackie Littlejohns

Proposal

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

Comments of Chief Financial Officer

There are no financial implications directly arising from this report.

Comments of Monitoring Officer

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

Comments of Head of People, Policy and Transformation

There are no staffing implications directly arising from this report.

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.

Consultation

As set out above

Background Papers

Newport City Council Constitution

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

Dated: 11 July 2022

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Report

Council

Part 1

Date: 18 July 2023

Subject **Treasury Management Outturn Report – 2022/23**

Purpose This report is to inform Council of treasury activities undertaken for the financial year 2022/23 and confirms that all treasury and prudential indicators have been adhered to. The report has been considered by Governance and Audit Committee and Cabinet, who provided no reservations or adverse feedback.

Author Head of Finance / Assistant Head of Finance

Ward All

Summary In line with the agreed Treasury Management Strategy, the Council continues to be both a short-term investor of cash and borrower to manage day-to-day cash flows. Current forecasts indicate that, in the future, temporary borrowing may be required to fund normal day-to-day cash flow activities and longer-term borrowing will increase to fund commitments in the current capital programme, as well as the impact of reduced capacity for 'internal borrowing'.

The Authority also invested in three covered bonds within 2022-23, totalling £10m, in line with the Council's Treasury Management Strategy, which stated that the Council would consider long term investments up to £10m.

During the year, the Council's total borrowing reduced from £142.1m to £138.6m and total investments reduced from £58.3m to £47.2m, meaning overall the Council net borrowing increased by £7.6m to £91.4m as the 31st March 2023.

The report confirms that all prudential indicators were complied with during 2022/23.

Proposal **To note the report on treasury management activities for the period 2022-23.**

Action by Head of Finance / Assistant Head of Finance

Timetable Immediate

This report was prepared after consultation with:

- Treasury Advisors
- Head of Finance

Signed

Background

1. Treasury risk management within Newport City Council is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's Treasury Management in the Public Services: Code of Practice 2017 Edition (the CIPFA Code) which required the Authority to approve a treasury management strategy before the start of each financial year and, as a minimum, a semi-annual and annual treasury outturn report. This report fulfils the Authority's legal obligation to have regard to the CIPFA Code.
2. CIPFA published its revised Prudential Code and Treasury Management Code of Practice in December 2021. The new code took immediate effect, although authorities could choose to defer introducing the revised reporting requirements until the 2023/24 financial year, which the Council has elected to do. The key changes within the revised code are;
 - It particularly highlights the requirement that local authorities must not borrow to invest primarily for financial return.
 - The forward-looking prudential indicators must be monitored and reported to members at least quarterly (currently half-yearly) as part of the normal budget monitoring reports.
 - The Authority will also have to explicitly document a formal and comprehensive knowledge and skills schedule to ensure the effective acquisition and retention of treasury management skills for those responsible for the management, delivery, governance, decision-making and compliance with legislative requirements.
3. CIPFA defines Treasury Management as

The management of the organisation's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.
4. The successful identification, monitoring and control of risk are therefore central to the Authority's treasury management strategy. The 2022/23 Treasury Management Strategy was approved by the Council as part of the Capital Strategy in March 2022 and can be viewed at the following location.
<https://democracy.newport.gov.uk/documents/s21100/04%20Cabinet%20Report%20-%20Capital%20Strategy%20and%20Treasury%20Strategy%202022-23.pdf?LLL=0>
5. This report presents the following information:
 - details of capital financing, borrowing, any debt rescheduling and investment transactions
 - reports on the risk implications of treasury decisions and transactions.
 - details the monitoring position on treasury management transactions.
 - compliance with treasury limits set and the Prudential Code
6. This report was initially considered by Governance & Audit Committee on 25th May 2023 and subsequently by Cabinet on 14th June 2023. No contrary feedback or need for revision was volunteered, and it was endorsed for onward circulation to Council.

BORROWING STRATEGY / ACTIVITY

Short and Long Term Borrowing

7. Whilst the Council has significant long-term borrowing requirements, the Council's current strategy of funding capital expenditure (from a 'cash' perspective) is through the concept of 'internal borrowing' where the Council seeks to use its existing cash balances and reserves to afford its capital expenditure prior to the necessity to take out external borrowing i.e. we defer taking out new long term borrowing and fund capital expenditure from the Council's own cash resources for as long as we can – which exist because of 'cash-backed' reserves and, to a lesser extent, day to day

positive cash-flows. The Council may undertake borrowing early if there is a clear underlying need for future borrowing and it feels it can minimise risk of future interest rate rises while providing value for money. Any such action will be in line with advice from our treasury advisors.

8. By using an internal borrowing strategy, the Council can also minimise cash holding at a time when counterparty risk remains relatively high, especially within the current economic climate. The interest rates achievable on the Council's investments are also lower than the current rates payable on long-term borrowing so this remains a sensible consideration in operating an 'internal borrowing' arrangement – i.e., it would cost more to borrow than it would to utilise existing investment balances and forego interest receivable. Whilst the strategy minimises investment counterparty risk, the risk of interest rate exposure is increased.
9. The cost of both long and short-term borrowing rose significantly over 2022-23, with rates at the end of March 2023 around 2% - 4% higher than those at the beginning of April 2022. Rate rises have been driven primarily by inflation and the Bank of England has increased interest rates to try and control this. On 11th May 2023, the Bank of England's Monetary Policy Committee increased the rate by a further 0.25% taking the official bank rate to 4.5%. The Council's treasury advisors predict there could be a further one or two 0.25% rises in bank rate over the short term before a pause to assess the impact. A reduction is currently forecast from quarter 2-3 in 2024 though not down to historically low levels and there are still both upside and downside pressures on the interest rates.
10. Over the short to medium term, the level of borrowing required to fund (from a 'cash' perspective) the capital programme will be substantial. As well as this, the Council will have a requirement to be a net borrower into the long term. Therefore, consideration could be taken to undertake borrowing early, considering recent interest rate rises and the potential for further rate rises in the short term. Essentially, we would reduce our internal borrowing position in the short term. The market position is being constantly monitored to review this and manage, as far as possible, the risk of resulting increase in borrowing costs over the medium term and this would only be done in consultation with the Council's treasury advisors and where it was felt to be appropriate and affordable.
11. The following table compares the borrowing levels at the end of 2022-23 with the equivalent from the end of the previous year. This indicates a net reduction in borrowing of £3.5m during 2022-23, predominantly through the redemption of a small PWLB loan at the end of September, which has not been re-financed, plus we have a number of loans which are Equal Instalments of Principal (EIP) loans, which pays back principal over the life of the loan, so the borrowing levels decline naturally over the life of the loan as an alternative to maturity based loans where the amount borrowed is only repaid when the loan period expires.

Comparison	2022-23	2021-22
Public Works Loan Board	93,089,897	97,064,396
Interest Free Borrowing	9,905,757	10,079,675
LOBOs	30,000,000	30,000,000
Ex LOBO	5,000,000	5,000,000
Accrued Interest	606,212	0
	138,601,866	142,144,071

12. In regard to LOBOs (Lender Option borrower Option), no loans were called during the period. All £30m outstanding is subject to potential change of interest rates by the lender (which would automatically trigger a right to the Council to repay these loans). Should a change of interest rate be requested, then it will be considered in detail and a decision on how to proceed will be made in conjunction with our treasury advisors.

INVESTMENTS ACTIVITY / POSITION

13. The Council's strategies in this area of Treasury Management are;

- (i) to be a short term and relatively low value investor, consistent with the pursuit of an 'internal borrowing strategy' and
 - (ii) investment priorities should follow the priorities of security, liquidity, and yield, in that order.
14. The following table compares the investment levels at the end of 2022-23 with the equivalent from the end of the previous year. This indicates a net decrease in investment activity of £11m during 2022/23.

	2022-23	2021-22
	-	
Investment	47,231,574	- 58,265,000
	-	
	47,231,574	- 58,265,000

These investments reflect surplus cash invested in financial institutions or organisations to provide a financial return. Appreciating the ongoing conflict in Ukraine, none of our investments directly involve Russian institutions.

15. January 2018 saw the implementation in the UK of the second Markets in Financial Instruments Directive (MiFID II), where treasury consulting firms were obliged to treat all local authorities as retail clients unless they opted up to professional client status and met certain criteria. Those criteria included holding a minimum of £10m investment balance and employing knowledgeable and experienced staff to carry out investment transactions.
16. In February 2023 the Council invested in three covered bonds to satisfy this requirement; Santandar (£3.5m), Lloyds (£4m) and Cie de Financement Foncier (£2.5m). These are longer term investments which helps diversify our investment portfolio. Covered bonds are debt instruments secured by a cover pool of mortgage loans (with property as collateral) or public-sector debt to which investors have a preferential claim in the event of default. In covered bonds, dual recourse means that bondholders have two sources of repayment: the issuer of the bond (a bank or building society), and the cover pool of assets that the bond is backed by. If the issuer defaults, bondholders have recourse to the cover pool, which is regularly monitored to ensure it is more than sufficient to cover the outstanding debt.

There are several benefits to having covered bonds within the investment portfolio; they have a high credit quality as they are issued by major financial institutions which are regulated entities subject to high levels of supervision. As a result, most UK covered bonds are rated AAA, which is the credit rating for all three bonds which the Authority has invested in.

Covered bonds avoids 'bail-in' risk. Following the implementation of the Bank Recovery and Resolution Directive (BRRD) in Europe, many unsecured liabilities of financial institutions became subject to "bail-in" requirements. In the event of a default the unsecured depositors will recapitalise the bank. Secured debt obligations, including covered bonds, are exempt from this treatment under the BRRD.

Covered bonds also have a high yield compared to risk and offer greater diversification than many debt instruments with comparable risk exposure, such as government bonds.

17. Currently the Council also has £7m invested with the CCLA Money Market Fund, which can be redeemed without notice, so is extremely liquid.
18. As outlined previously, with the Bank of England increasing its base rate from 0.75% at the beginning of the year to 4.25% at the end of March 2023, short-dated cash rates, which had ranged between 0.7% - 1.5% at the beginning of April, rose by around 3.5% for overnight/7-day

maturities and 3.3% for 6-12 month maturities. By end March 2023, the rates on DMADF deposits ranged between 4.05% and 4.15%.

19. All the investments that the authority makes, with the exception of the covered bonds outlined above, are for less than 364 days. The Authority keeps Cash extremely liquid, with the majority of our investments for less than 35 days although the Authority does invest with other local authorities for slightly longer periods. As at 31st March 2023 the Authority's investments had an interest rate of between 2.8% and 4.4%.

NON-TREASURY INVESTMENTS

20. The definition of investments in CIPFA's revised Treasury Management Code now covers all the financial assets of the Authority as well as other non-financial assets which the Authority holds primarily for financial return. This is replicated in the Investment Guidance issued by the Department for Levelling Up, Housing and Communities (DLUHC) and Welsh Government, in which the definition of investments is further broadened to also include all such assets held partially for financial return.

The Authority also held such investments in:

- directly owned property such as office and commercial units of £10.6m
- loans to developers £10.3m
- shareholding in subsidiaries £0.3m (Newport Transport)

Directly held property is subject to annual valuation review which can change the value of the holding.

The developer loans activity reflects those regenerative partnership projects that are included within the capital programme to assist developers with cash flow loans on particular projects and which are required to be repaid plus interest.

OTHER TREASURY CONSIDERATIONS FOR 2022-23

Economic background and Counter Party Update

21. Appendix A outlines the underlying economic environment as provided by the Council's Treasury Management Advisors, Arlingclose. This is very useful context in informing annual strategy and assisting in effective treasury decisions.
22. In March 2023, following the failure of two US regional banks and the state-sponsored takeover of Credit Suisse by UBS, our treasury management advisors Arlingclose advised that they were reducing their recommended duration for unsecured investments in all banks to 35 days. This was a precautionary stance given the difficulty in projecting the wider market impact of what seemed relatively idiosyncratic problems. Importantly, the long-term rating of Santander UK, (the Council's bankers), remains at A+; above the Council's minimum level of A-.

Compliance with Prudential Indicators approved by Council

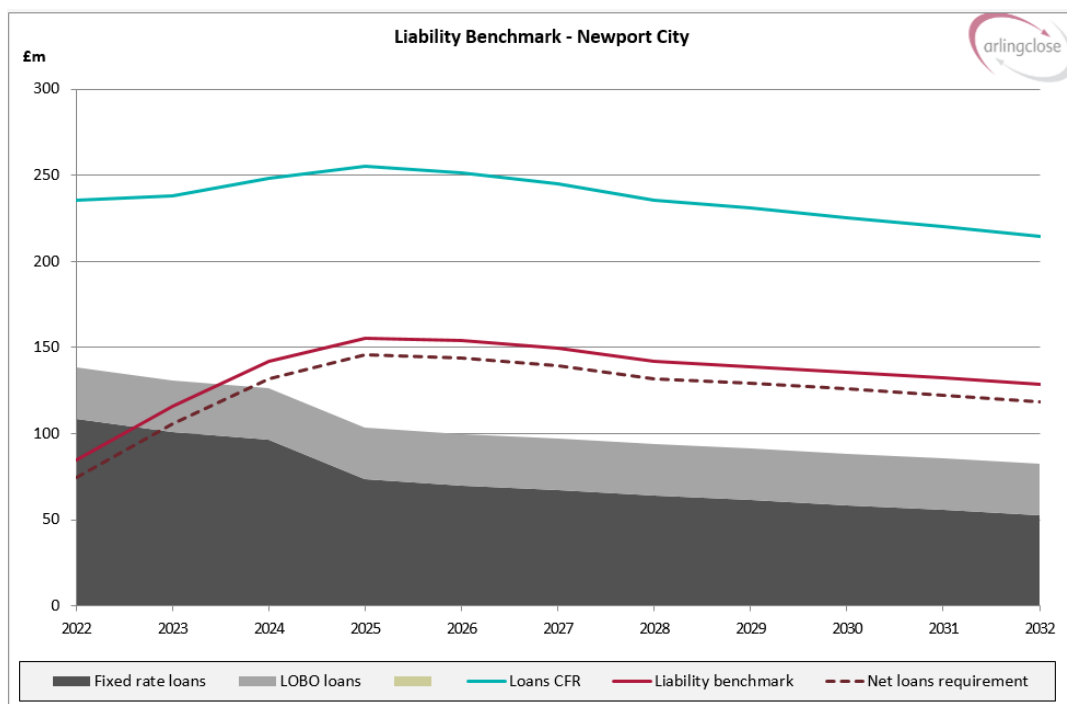
23. The Authority measures and manages its exposures to treasury management risks using various indicators which can be found in Appendix B. The Authority has complied with the Prudential Indicators for 2022/23, set in March 2022 as part of the Treasury Management Strategy

Liability Benchmark Indicator

24. CIPFA recommends that the optimum position for external borrowing should be at the level of the Liability Benchmark (i.e., all balance sheet resources should be used to maximise internal borrowing). If the outputs show future periods where external loans are less than the Liability

Benchmark, then this indicates a borrowing requirement thus identifying where the authority is exposed to interest rate, liquidity and refinancing risks. Conversely, where external loans exceed the Liability Benchmark then this will highlight an over borrowed position which will result in excess cash in the organisation requiring investment thus exposing the authority to credit and reinvestment risks and a potential cost of carry. The treasury strategy should explain how the treasury risks identified by the Liability Benchmark are to be managed over the coming years.

25. A recent change in guidance recommended sharing details of benchmark liability periodically with members. The Liability Benchmark is effectively the Actual/Real Net Borrowing Requirement of a local authority plus a liquidity allowance. In its simplest form, it is calculated by deducting the amount of investable resources available on the balance sheet (reserves, cash flow balances) from the amount of outstanding external debt and then adding the minimum level of investments required to manage day-to-day cash flow.

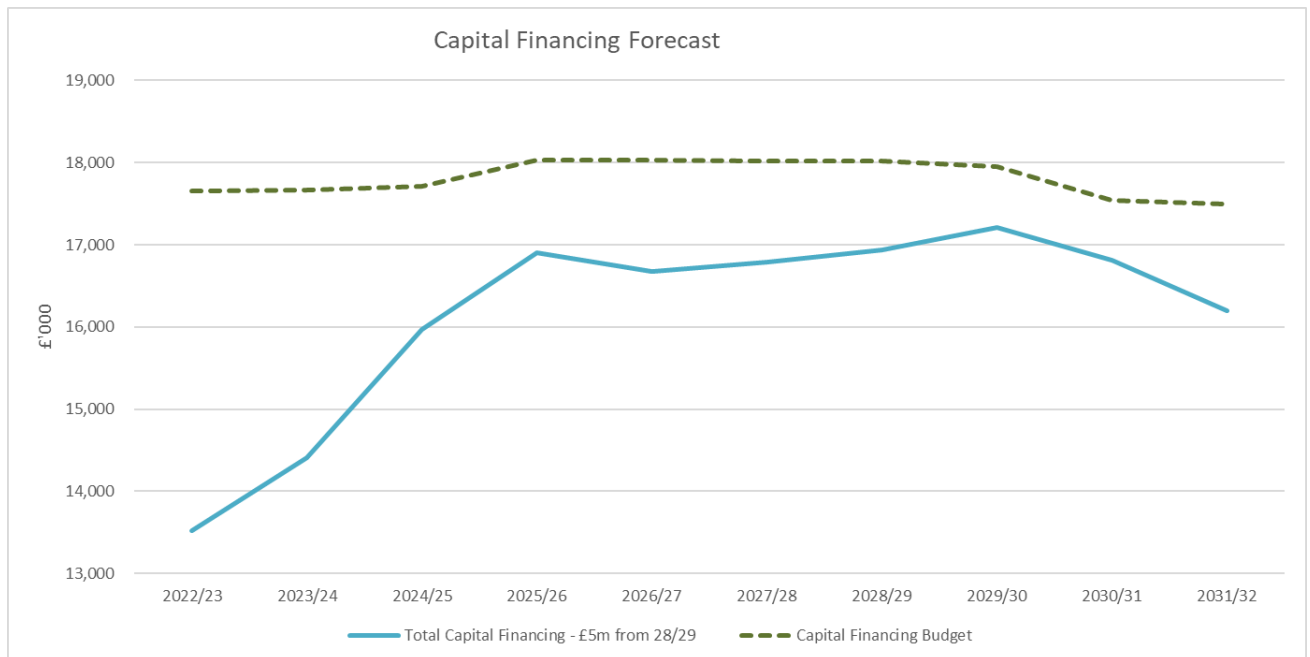


26. The chart above contains a number of elements, which are explained below:
- The blue line reflects the accumulated value of historic, and future, unfunded capital expenditure – i.e. expenditure initially funded by borrowing and then funded via the revenue budget, over time, in the form of MRP (Minimum Revenue Provision). In effect, this line represents the gross amount of borrowing required.
 - The solid red line is the calculated actual/real level of borrowing required, taking into account the Council’s internal borrowing capacity (i.e. the value of balance sheet resources at any point in time). The gap between the blue and red lines represents the internal borrowing capacity.
 - The grey shaded areas represent the actual borrowing undertaken by the Council as of 31 March 2023 and shows how these loans reduce as they are scheduled for repayment.
 - The white gap between the solid red line and the grey shaded areas represents the estimated amount of new borrowing required over the next ten years. A large proportion of this new borrowing would be to replenish existing maturing borrowing, with the remainder being required as a result of the Council’s capital expenditure plans.
27. Several key conclusions from the chart are outlined below:
- In 2022 and 2023, it can be seen that actual borrowing exceeds the amount of calculated borrowing. The level of borrowing held is the result of historical borrowing commitments, coupled with the larger than anticipated investment levels (mainly due to the volume of external grants received during the COVID-19 pandemic period) increasing the internal borrowing capacity and, in effect, reducing the calculated need to borrow. As noted above in the investment section of this

report; the Council was investing about £47m at 31 March 2023 and the graph above reflects that.

- Between 2023 and 2025, the gross need to borrow increases (blue line) but the calculated need for actual/real borrowing increases more sharply (red line). This is because the Capital Programme commitments add to the need to borrow but, at the same time, the internal borrowing capacity is predicted to reduce as reserves are utilised and investment levels reduce.
- During the same window, actual borrowing held (grey shaded areas) reduces as loans are repaid. The combination of this, and the sharp increase in the need to borrow, means that actual new borrowing in the region of £50m could be required by the end of 2025.
- There is then a relatively stable period where the gross borrowing requirement, the calculated actual need to borrow and the actual loans held all steadily reduce until 2032. This would achieve one of the Council’s aims of stabilising the Capital Financing Requirement (CFR) in order to mitigate the impact of a rising CFR on capital financing costs incurred within the revenue budget and comply with the requirement for capital expenditure plans to be affordable, prudent and sustainable over the medium term.
- It should be noted that capital expenditure beyond 2027/28 is based on £5m unfunded expenditure per year, for modelling purposes only. Until that point, there is no new borrowing assumed, however this stance will be subject to an annual review as part of the rolling approach to capital programme management.

28. The chart below provides a graphical illustration of the impact that the current capital expenditure plans (plus an assumed £5m of unfunded capital expenditure per year from 2028/29 onwards) will have on the capital financing revenue budget and is a translation of the information outlined in the Liability Benchmark graph above. Essentially, the Council’s revenue budget impact from the above liability benchmark position and forecast



29. As can be seen from the blue line, there is a broadly similar trajectory to capital financing costs as there is to the liability benchmark line outlined in the Liability Benchmark chart. The costs are projected to increase sharply up to 2025/26 and then plateau thereafter. This is to be expected, as the capital financing costs (comprising MRP and interest) are the product of unfunded capital expenditure. The dashed line identifies the revenue budget currently projected to be available for meeting those costs and confirms that, currently, there is anticipated to be sufficient revenue budget available. However, the uncertainty regarding interest rates means there is a risk that interest rates raise beyond current assumptions and the current headroom could be exhausted, potentially leading to a pressure upon the medium term financial plan.

Outlook for short to medium term

30. As outlined in the Liability Benchmark graph, and elsewhere in the report, the Council has a longer term underlying need to borrow. This is driven by the increasing expenditure on the Capital Programme, with a significant peak expected in 2023/24 and 2024/25, as well as the need to refinance existing borrowing. It is anticipated that the need to borrow will crystallise towards the latter part of the 2023/24 financial year, unless there is slippage against the Capital Programme, in which case that need could be deferred until 2024/25. In the intervening period, the Council should be able to manage its cashflow requirements through its internal borrowing strategy and gradually reducing the level of investments held. If there are any short term cashflow needs, these can be addressed via short term borrowing.
31. Due to the current increases in interest rates, and the possibility of one more rise before current advice suggests that the peak is reached, the Council will continue to defer the need to take out long term borrowing for as long as possible. It is hoped that, by adopting this approach, interest rates may have reduced from their current levels, although not to the level pre-2020, reducing to some extent the impact upon the revenue budget of undertaking new borrowing.
32. Aside from LOBOs, which could potentially see interest rate rises, all of the external borrowing is on a fixed rate basis. Therefore, and in line with advice from the treasury advisors, the intention is to hold off undertaking any borrowing until absolutely necessary, in anticipation that rates will reduce, even if not to the levels available in recent years. This position will be reviewed on a regular basis in conjunction with the treasury advisors, especially in light of the volatile economic context and the regularly changing borrowing rates.

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?
Investment counterparty not repaying investments	High but depending on investment value	Low	The Council only invests with institutions with very high credit scores. It employs advisors to monitor money market movements and changes to credit scores and acts immediately should things change adversely. The lower levels of funds available for investment will also alleviate the risk. Colleagues also monitor financial circulars and Treasury consultants' advice to be able to respond in a timely fashion and withdrew its investment from one local authority recently.	Members, Head of Finance, Treasury staff, based on advice from treasury advisors
Interest Rates moving adversely against expectations	Medium	Medium	Interest rates are currently volatile, however the Council's external borrowing is based on fixed interest rates, although there is a degree of risk in relation to LOBOs. The Council will continue to monitor interest rates in anticipation of a medium term need to borrow and will work with its treasury advisors to identify the optimum time to undertake any new borrowing.	Head of Finance, Treasury staff, treasury advisors

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

It is the Council's policy to ensure that the security of the capital sums invested is fully recognised and has absolute priority. The Council follows the advice of the Welsh Government that any investment decisions take account of security, liquidity and yield in that order.

Options Available and considered

The Prudential Code and statute requires that, during and at the end of each financial year, reports on these matters are presented to Council for approval.

Preferred Option and Why

The approach required by statute is quite prescriptive, such that there are not many choices/options. This report is a regular half yearly event. The Governance and Audit Committee acts as the main scrutiny mechanism before a similar report is received by Cabinet/Council. Cabinet has considered the report and full Council is required to note the contents of the report.

Comments of Chief Financial Officer

Decisions made on treasury matters will be made with a view to comply with the Treasury Management Strategy, Prudential Indicators, taking advice, where needed, from our Treasury Advisers.

The report highlights that the Council continues to hold high investment levels, partly due to slippage within the Capital Programme and additional cash received via Welsh Government grants towards the end of the financial year. The underlying medium-term need to borrow remains and it is anticipated that new borrowing may be required towards the end of the 2023/24 financial year. However, should there be further slippage within the Capital Programme, it is possible that the need may be deferred until 2024/25. This would potentially be beneficial to the Council, in that interest rates may have reduced from their current levels by then, thus mitigating to some extent the impact upon the revenue budget of undertaking new borrowing. The Council's approach will, therefore, continue to defer the need to borrow for as long as possible, in order to avoid the peak of interest rates anticipated during this summer. Regular and close monitoring of this position will be undertaken with the Council's treasury advisors and, should the advice change, I have delegated authority to undertake borrowing as required.

The report also highlights the decision taken in the final quarter of the 2022/23 financial year to invest £10m in covered bonds. This investment ensures that the Council can maintain its professional client status under the MIFID II directive and, also, will generate a secure and positive return on investment. In addition, covered bonds are regarded as an extremely secure investment, one which is not subject to bail-in, thereby ensuring that the investment priority of security over yield is adhered to. It is, therefore, positive that the Council has been able to lock-in a good level of return for a number of years, in a product that provides the level of security desired.

Comments of Monitoring Officer

There are no legal implications. The in year and annual treasury management report is consistent with relevant Chartered Institute of Public Finance and Accountancy Guidance, Treasury Management principles and the Council's investment Strategy.

Comments of Head of People, Policy and Transformation

There are no direct HR implications associated with the report.

The Well-being of Future Generations Act requires public bodies to balance short-term needs with the needs to safeguard the ability to meet long-term needs as outlined in the approach taken.

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 on the treasury management activities for the year retrospectively. However, fairness and equality are considered as part of service delivery and will feature in annual finance reports, such as the Treasury 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. This report is a backwards looking report of the treasury management activities of the Council. It shows that we followed the treasury management strategy and the compliance with prudential code and treasury management indicators. This links into the long-term objectives of the authorities and ensures that the Councils' activities are carried out in an affordable, prudent and sustainable manner.

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.

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. Nothing in this report is considered to have a direct equality impact.

Consultation

N/A

Background Papers

Reports to Council March 2022 and February 2023: Capital Strategy and Treasury Strategy.

Dated: 11 July 2023

APPENDIX A

Introduction

The Authority's treasury management strategy for 2022/23 was approved at a meeting on 1st March 2022. The Authority has borrowed and invested substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of risk remains central to the Authority's treasury management strategy.

The 2021 Prudential Code includes a requirement for local authorities to provide a Capital Strategy, a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The Authority's Capital Strategy, complying with CIPFA's requirement, was approved by full Council on 1st March 2022.

External Context

Economic background: The war in Ukraine continued to keep global inflation above central bank targets and the UK economic outlook remained relatively weak with the chance of a mild recession. The economic backdrop during the January to March period continued to be characterised by high energy and commodity prices, high inflation, and the associated impact on household budgets and spending.

Central Bank rhetoric and actions remained consistent with combatting inflation. The Bank of England, US Federal Reserve, and European Central Bank all increased interest rates over the period, even in the face of potential economic slowdowns in those regions.

Starting the financial year at 5.5%, the annual CPI measure of UK inflation rose strongly to hit 10.1% in July and then 11.1% in October. Inflation remained high in subsequent months but appeared to be past the peak, before unexpectedly rising again in February. Annual headline CPI registered 10.4% in February, up from 10.1% in January, with the largest upward contributions coming from food and housing. RPI followed a similar pattern during the year, hitting 14.2% in October. In February RPI measured 13.8%, up from 13.4% in the previous month.

Following the decision by the UK government under Rishi Sunak and Jeremy Hunt to reverse some of the support to household energy bills announced under Liz Truss, further support in the form of a cap on what energy suppliers could charge household was announced in the March Budget to run from April until end June 2023. Before the announcement, typical household bills had been due to rise to £3,000 a year from April.

The labour market remained tight albeit with some ongoing evidence of potential loosening at the end of the period. The unemployment rate 3mth/year eased from 3.8% April-June to 3.6% in the following quarter, before picking up again to 3.7% between October-December. The most recent information for the period December-February showed an unemployment rate of 3.7%.

The inactivity rate was 21.3% in the December-February quarter, slightly down from the 21.4% in the first quarter of the financial year. Nominal earnings were robust throughout the year, with earnings growth in December-February at as 5.7% for both total pay (including bonuses) and 6.5% for regular pay. Once adjusted for inflation, however, both measures were negative for that period and have been so throughout most of the year.

Despite household budgets remaining under pressure, consumer confidence rose to -36 in March, following readings of -38 and -45 in the previous two months, and much improved compared to the record-low of -49 in September. Quarterly GDP was soft through the year, registering a 0.1% gain in the April-June period, before contracting by (an upwardly revised) -0.1% in the subsequent quarter. For the October-December period was revised upwards to 0.1% (from 0.0%), illustrating a resilient but weak economic picture. The annual growth rate in Q4 was 0.6%.

The Bank of England increased the official Bank Rate to 4.25% during the financial year. From 0.75% in March 2022, the Monetary Policy Committee (MPC) pushed through rises at every subsequent meeting over the period, with recent hikes of 50bps in December and February and then 25bps in March, taking Bank Rate to 4.25%. March's rise was voted by a majority of 7-2, with two MPC members preferring to maintain Bank Rate at 4.0%. The Committee noted that inflationary pressures remain elevated with growth stronger than was expected in the February Monetary Policy Report. The February vote was also 7-2 in favour of a hike, and again with two members preferring to keep Bank Rate on hold.

After reaching 9.1% in June, annual US inflation slowed for eight consecutive months to 6% in February. The Federal Reserve continued raising interest rates over the period with consecutive increases at each Federal Open Market Committee meetings, taking policy rates to a range of 4.75%- 5.00% at the March meeting.

From the record-high of 10.6% in October, Eurozone CPI inflation fell steadily to 6.9% in March 2023. Energy prices fell, but upward pressure came from food, alcohol, and tobacco. The European Central Bank continued increasing interest rates over the period, pushing rates up by 0.50% in March, taking the deposit facility rate to 3.0% and the main refinancing rate to 3.5%.

Financial markets: Uncertainty continued to be a key driver of financial market sentiment and bond yields remained relatively volatile due to concerns over elevated inflation and higher interest rates, as well as the likelihood of the UK entering a recession and for how long the Bank of England would continue to tighten monetary policy. Towards the end of the period, fears around the health of the banking system following the collapse of Silicon Valley Bank in the US and purchase of Credit Suisse by UBS caused further volatility.

Over the period the 5-year UK benchmark gilt yield rose from 1.41% to peak at 4.70% in September before ending the financial year at 3.36%. Over the same timeframe the 10-year gilt yield rose from 1.61% to peak at 4.51% before falling back to 3.49%, while the 20-year yield rose from 1.82% to 4.96% and then declined to 3.82%. The Sterling Overnight Rate (SONIA) averaged 2.24% over the period.

Credit review: Early in the period, Moody's affirmed the long-term rating of Guildford BC but revised the outlook to negative. The agency also downgraded Warrington BC and Transport for London.

In July Fitch revised the outlook on Standard Chartered and Bank of Nova Scotia from negative to stable and in the same month Moody's revised the outlook on Bayerische Landesbank to positive. In September S&P revised the outlook on the Greater London Authority to stable from negative and Fitch revised the outlook on HSBC to stable from negative.

The following month Fitch revised the outlook on the UK sovereign to negative from stable. Moody's made the same revision to the UK sovereign, following swiftly after with a similar move for a number of local authorities and UK banks including Barclays Bank, National Westminster Bank (and related entities) and Santander.

During the last few months of the reporting period there were only a handful of credit changes by the rating agencies, then in March the collapse of Silicon Valley Bank (SVB) in the US quickly spilled over into worries of a wider banking crisis as Credit Suisse encountered further problems and was bought by UBS.

Credit Default Prices had been rising since the start of the period on the back of the invasion of Ukraine, and in the UK rose further in September/October at the time of the then-government's mini budget. After this, CDS prices had been falling, but the fallout from SVB caused a spike on the back of the heightened uncertainty. However, they had moderated somewhat by the end of the period as fears of contagion subsided, but many are still above their pre-March levels reflecting that some uncertainty remains.

On the back of this, Arlingclose reduced its recommended maximum duration limit for unsecured deposits for all UK and Non-UK banks/institutions on its counterparty list to 35 days as a precautionary measure. No changes were made to the names on the list.

As market volatility is expected to remain a feature, at least in the near term and, as ever, the institutions and durations on the Authority's counterparty list recommended by Arlingclose remains under constant review.

Local authorities remain under financial pressure, but Arlingclose continues to take a positive view of the sector, considering its credit strength to be high. Section 114 notices have been issued by only a handful of authorities with specific issues. While Arlingclose's advice for local authorities on its counterparty list remains unchanged, a degree of caution is merited with certain authorities.

Local Context

On 31st March 2023, the Authority had net borrowing of £91.4m arising from its revenue and capital income and expenditure. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The work on the 2022-23 statement of accounts is currently a work in progress, so the figures in the table below are currently draft and will be updated if required once the draft accounts for 2022-23 have been completed.

Table 1: Balance Sheet Summary

	31.3.23 Actual £m
General Fund CFR	282.4
Less: *Other debt liabilities	38
Borrowing CFR	244.4
Less: Usable reserves	-149
Less: Working capital	-4
Net borrowing	91.4

* Finance leases, PFI liabilities and transferred debt that form part of the Authority's total debt

The Authority pursued its strategy of keeping borrowing and investments below their underlying levels, sometimes known as internal borrowing, in order to reduce risk and keep interest costs low.

The treasury management position at 31st March 2023 and the change during the year is shown in Table 2 below.

Table 2: Treasury Management Summary

	31.3.22 Balance £m	Movement £m	31.3.23 Balance £m	31.2.23 Rate %
Long-term borrowing	132	(3.3)	128.7	3.6
Long term interest free borrowing	10.1	(0.2)	9.9	-
Short-term borrowing	0	-	-	-
Total borrowing	142.1	(3.5)	138.6	3.6
Long-term investments	0	(10.0)	(10.0)	4.5
Short-term investments	(36.0)	5.8	(30.2)	-
Cash and cash equivalents	(22.3)	15.3	(7.0)	0.6
Total investments	(58.3)	11.1	(47.2)	5.2
Net borrowing	83.8	7.6	91.4	8.8

The main movement in the year is the increase in long-term investments. The authority invested in three covered bonds with Santandar (£3.5m), Lloyds (£4m) and Cie de Financement Foncier (£2.5m) as per the Capital and Treasury and Management Strategy for 2022/23.

Borrowing Update

CIPFA's 2021 Prudential Code is clear that local authorities must not borrow to invest primarily for financial return and that it is not prudent for local authorities to make any investment or spending decision that will increase the capital financing requirement, and so may lead to new borrowing, unless directly and primarily related to the functions of the Authority. PWLB loans are no longer available to local authorities planning to buy investment assets primarily for yield unless these loans are for refinancing purposes.

The Authority is not planning to purchase any investment assets primarily for yield within the next three years and so is able fully access the PWLB.

Borrowing Strategy and Activity

As outlined in the treasury strategy, the Authority's chief objective when borrowing has been to strike an appropriately low risk balance between securing lower interest costs and achieving cost certainty over the period for which funds are required, with flexibility to renegotiate loans should the Authority's long-term plans change being a secondary objective. The Authority's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio and, where practicable, to maintain borrowing and investments below their underlying levels, sometimes known as internal borrowing.

The cost of both long and short-term borrowing rose dramatically over the year, with rates at the end of March around 2% - 4% higher than those at the beginning of April. Rate rises have been driven primarily by inflation and the need for central banks to control this by raising interest rates. Particularly dramatic rises were seen in September after Liz Truss' 'mini-budget' included unfunded tax cuts and additional borrowing to fund consumer energy price subsidies: over a twenty-four-hour period some PWLB rates increased to 6%. Rates have now fallen from September peaks but remain volatile and well above recent historical norms. The PWLB 10-year maturity certainty rate stood at 4.33% at 31st March 2023, 20 years at 4.70% and 30 years at 4.66%.

Aside from LOBOs, which could potentially see interest rate rises, all of the external borrowing is on a fixed rate basis. Therefore, and in line with advice from the treasury advisors, the intention is to hold off undertaking any borrowing until absolutely necessary, in anticipation that rates will reduce, even if not to the levels available in recent years. This position will be reviewed on a regular basis in conjunction with the treasury advisors, especially in light of the volatile economic context and the regularly changing borrowing rates.

Whilst the Council has significant long-term borrowing requirements, as mentioned previously in the report the Council's current strategy of funding capital expenditure is through the use 'internal borrowing'. Over the medium term, it is anticipated that the level of borrowing required to facilitate the new capital programme will be substantial. The Council may undertake borrowing early if there is a clear underlying need for future borrowing and it feels it can minimise risk of future interest rate rises while providing value for money. But currently, in line with advice from the treasury advisors, the intention is to hold off undertaking any borrowing until absolutely necessary, in anticipation that rates will reduce, even if not to the levels available in recent years.

At 31st March 2023 the Authority held £138.6m of loans, a decrease of £3.5m to 31st March 2023, as part of its strategy for funding previous [and current] years' capital programmes. Outstanding loans on 31st March are summarised in Table 3 below.

Table 3A: Borrowing Position

	31.3.23 Balance £m	Net Movement £m	31.3.23 Balance £m	31.3.23 Weighted Average Rate %	31.3.23 Weighted Average Maturity (years)
Public Works Loan Board	97.0	(3.9)	93.1	3.7	17.9
Banks (LOBO)	30.0	-	30.0	4.4	31.2
Banks (fixed term)	5.0	-	5.0	3.8	54.9
Local authorities (long-term)	-	-	-	-	-
Local authorities (short-term)	-	-	-	-	-
Other inc. WG loans	10.1	(0.2)	9.9	-	0.4
Accrued interest	-	0.6	0.6		
Total borrowing	142.1	(3.5)	138.6	3.6	21.3

The Authority's borrowing decisions are not predicated on any one outcome for interest rates.

Other Debt Activity

Although not classed as borrowing, the Authority previously raised capital finance to afford Glan Usk School and the Southern Distributor Road. The Accounts for 2022-23 are still being prepared at the time this report is finalised, but as an illustration the 2021-22 Statement of Accounts indicated an outstanding liability of £39m to pay to the operator.

Treasury Investment Activity

CIPFA published a revised Treasury Management in the Public Services Code of Practice and Cross-Sectoral Guidance Notes on 20th December 2021. These define treasury management investments as investments that arise from the organisation's cash flows or treasury risk management activity that ultimately represents balances that need to be invested until the cash is required for use in the course of business.

The Authority holds significant invested funds, representing income received in advance of expenditure plus balances and reserves held. During the year, the Authority's investment balances ranged between £98.7m and £43.7m million due to timing differences between income and expenditure. The investment position is shown in table 4 below.

	31.3.22 Balance £m	Movement £m	31.3.23 Balance £m	31.3.23 Income Return %	31.3.23 Weighted average maturity Years
Banks & building societies (unsecured)	(2.3)	2.3	-	-	-
Government (incl. local authorities)	(46.0)	15.8	(30.2)	3.7	0.1
Money Market Funds	(10.0)		(7.0)	4.1	On Call
Covered Bonds	-	(10.0)	(10.0)	5.2	4.5
Total investments	(58.3)	8.1	(47.2)	4.1	1.0

Both the CIPFA Code and government guidance require the Authority to invest its funds prudently, and to have regard to the security and liquidity of its treasury investments before seeking the optimum rate of return, or yield. The Authority's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.

Bank Rate has increased from 0.75% at the beginning of the year to 4.25% at the end of March 2023. Short-dated cash rates, which had ranged between 0.7% - 1.5% at the beginning of April, rose by around 3.5% for overnight/7-day maturities and 3.3% for 6-12 month maturities.

By end March 2023, the rates on DMADF deposits ranged between 4.05% and 4.15%. The return on the Council's sterling Low Volatility Net Asset Value (LVNAV) Money Market Funds ranged between 0.58% in early April and between 4.1167% at the end of March.

Given the risk of short-term unsecured bank investments, in February 2023 the Authority has invested in alternative and/or higher yielding asset classes as shown in table 4 above. £10m that is available for longer-term investment was invested in covered bonds.

Non-Treasury Investments

The definition of investments in CIPFA's revised 2021 Treasury Management Code covers all the financial assets of the Authority as well as other non-financial assets which the Authority holds primarily for financial return. Investments that do not meet the definition of treasury management investments (i.e., management of surplus cash) are categorised as either for service purposes (made explicitly to further service objectives) and or for commercial purposes (made primarily for financial return).

Investment Guidance issued by the Department for Levelling Up Housing and Communities (DLUHC) and Welsh Government also broadens the definition of investments to include all such assets held partially or wholly for financial return.

The Authority also held investments in

- directly owned property such as office and commercial units of £10.6m
- loans to developers £10.3m
- shareholding in subsidiaries £0.3m

These investments generated £0.45m of investment income for the Authority after taking account of direct costs.

Compliance

The Head of Finance reports that all treasury management activities undertaken during the year complied fully with the CIPFA Code of Practice and the Authority's approved Treasury Management Strategy. Compliance with specific investment limits is demonstrated in table 7 below.

Compliance with the authorised limit and operational boundary for external debt is demonstrated in the table below.

	2022/23 Maximum	31.03.23 Actual	2022/23 Operational Boundary	2022/23 Authorised Limit	Complied? Yes / No
Borrowing	141.9	138.6	192	271	ü
PFI and Finance Leases	40	38	41	41	ü
Total debt	181.9	176.6	233	312	ü

Since the operational boundary is a management tool for in-year monitoring it is not significant if the operational boundary is breached on occasions due to variations in cash flow, and this is not counted as a compliance failure.

Table 8: Investment Limits

Credit rating	Banks unsecured	Banks secured	Government	Corporates	Registered Providers
UK Govt	n/a	n/a	£ Unlimited 50 years	n/a	n/a
AAA	£5m 5 years	£10m 20 years	£10m 50 years	£5m 20 years	£5m 20 years
AA+	£5m 5 years	£10m 10 years	£10m 25 years	£5m 10 years	£5m 10 years
AA	£5m 4 years	£10m 5 years	£10m 15 years	£5m 5 years	£5m 10 years
AA-	£5m 3 years	£10m 4 years	£10m 10 years	£5m 4 years	£5m 10 years
A+	£5m 2 years	£10m 3 years	£5m 5 years	£5m 3 years	£5m 5 years
A	£5m 13 months	£10m 2 years	£5m 5 years	£5m 2 years	£5m 5 years
A-	£5m 6 months	£5m 13 months	£5m 5 years	£5m 13 months	£5m 5 years
None	£1m 6 months	n/a	£10m 25 years	Not Applicable	£5m 5 years
Pooled funds and real estate investment trusts		£10m per fund or trust			

There was no non-compliance within 2022-23.

Treasury Management Indicators

The Authority measures and manages its exposures to treasury management risks using the following indicators.

Security: Other Councils have adopted a voluntary measure of its exposure to credit risk by monitoring the value-weighted average credit rating *or* (credit score) of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

This is a functionality that we are potentially looking to introduce in future years strategy but in the interim the Council still uses the table overleaf prescriptively in considering investments.

Interest Rate Exposures: This indicator is set to control the Authority's exposure to interest rate risk. The upper limits on the one-year revenue impact of a 1% rise or fall in interests was:

	31.3.23 Actual	2022/23 Limit	Complied
Upper limit on one-year revenue impact of a 1% rise in interest rates (borrowing)	0	200,000	ü
Upper limit on one-year revenue impact of a 1% fall in interest rates (investments)	70,000	100,000	ü

The authority did not undertaken any new long term borrowing in 2022/23, and the figures in the table above are only calculated on those investments which has a variable interest rate.

Maturity Structure of Borrowing: This indicator is set to control the Authority's exposure to refinancing risk. The upper and lower limits on the maturity structure of all borrowing were:

	31.03.23 Actual	Upper Limit	Lower Limit	Complied
Under 12 months	4%	60%	0%	ü
12 months and within 24 months	5%	40%	0%	ü
24 months and within 5 years	22%	40%	0%	ü
5 years and within 10 years	9%	40%	0%	ü
10 years and within 20 years	24%	30%	0%	ü
20 years and within 30 years	7%	20%	0%	ü
30 years and within 40 years	18%	20%	0%	ü
40 years and within 50 years	4%	20%	0%	ü
50 years and above	7%	20%	0%	ü

Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.

Principal Sums Invested for Periods Longer than a year: The purpose of this indicator is to control the Authority's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end were:

	2022/23	2023/24	2024/25
Actual principal invested beyond year end	10	10	10
Limit on principal invested beyond year end	10	10	10
Complied	ü	ü	ü



Report

Council

Part 1

Date: 18 July 2023

Subject Annual Welsh Language Monitoring Report 2022 - 23

Purpose This annual monitoring report sets out Newport City Council's progress against its Welsh language commitments during the financial year 2022-2023.

The attached monitoring report is required to be published on the council's website in accordance with statutory responsibilities under the Welsh Language Standards.

Author Strategic Director, Transformation and Corporate
Head of People, Policy and Transformation

Ward All

Summary The Council is required to report annually on its progress in complying with the Welsh Language Standards under the Welsh Language (Wales) Measure 2011. This report covers the seventh year of implementation, following the imposition of the Council's Welsh language standards in March 2016.

The report provides an overview of the Council's progress in meeting the Welsh Language Standards, includes 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.

Proposal To approve the attached final monitoring report published on the Council's website, in accordance with statutory deadlines.

Action by Corporate Management Team

Timetable Immediate

This report was prepared after consultation with:

- Cabinet Member for Organisational Transformation
- Welsh Language Implementation Group (staff group)
- Strategic Director, Transformation and Corporate
- Head of People, Policy and Transformation

Signed

Background

Legal context

This annual report has been prepared in accordance with Welsh Language Standards 158, 164 and 170, and sets out how Newport City Council has complied with the Welsh Language Standards imposed on the authority by the Welsh Language Commissioner. This represents the council's sixth year of implementing the Welsh Language Standards which came into force on the 30th of March 2016.

The report is published on the Council's website by 30th June 2023 each year.

Governance

The implementation of, and compliance with, Welsh Language Standards is supported by the Council's Welsh Language Implementation Group, chaired by the Strategic Director for Corporate and Transformation. Newport City Council has an Elected Member, Welsh Language Champion, and Welsh Language is part of the Cabinet Member for Organisational Transformation's wider Equalities portfolio.

The report has been reviewed by Scrutiny and also received by Cabinet.

Developments

This annual report reflects the positive work undertaken by the Council, in another challenging year which impacted on the delivery of our Welsh language priorities – particularly where they depended on community engagement and outreach. Highlights this year include:

- The delivery of Welsh Language Awareness sessions for the council's workforce increased significantly this year with 99 members of staff being trained.
- The Welsh in Education Strategic Plan (WESP) 2022-2032 was adopted by full council and approved by the Welsh Government during this year.
- The Welsh Language promotional plan has now been included in the WESP and is overseen by all key partners who feed into the WESP subgroups Tyfu/Grow and Cynnal/ Sustain
- Newport City Council launched the Welsh Language Skills Policy. This policy highlighted the Council's commitment to the Welsh language, how it aims to support staff who are learning or already speak Welsh and it supports managers to develop their teams through the recruitment process.
- We developed campaigns to co-produce video resources with residents and key partner agencies in Newport to promote Welsh medium services and education in the city. These videos highlighted rights around the Welsh language, why Welsh is important to the people of Newport and what options there are for parents and children considering a Welsh medium education.
- Co-produced a film for Shwmae/ Su'mae Day with key stakeholders in the city, which was posted on our social media channels that looked at the importance of starting each conversation in Welsh.
- We have proactively engaged with communities across the city to promote Welsh language education options available to parents at events across the city this year.
- We ran a St David's Day staff newsletter and a film competition to celebrate and showcase why the Welsh language is important to the young learners of Newport. Four schools took part in the competition and the entrants all received a £50 book voucher for their contributions.
- We have created a video in partnership with Careers Wales on multilingualism exploring the benefits of language learning for careers pathways and future employment opportunities.

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

- Building on the creative partnership arrangements developed outside the public and voluntary sector to better raise the profile of the Welsh language across Newport with opportunities at the Dragons rugby and Newport County AFC

- Delivering a cohesive approach to Welsh language skills development across our OneNewport partners through the Right Skills Board
- Offer Welsh language courses for lapsed speakers, or those that need a confidence boost.
- Cymraeg Gwaith, a new grant scheme that will enable the council to access an innovative tailored approach to Welsh language teaching within the organisation.
- An even greater focus on recruitment, retention, and development of Welsh speakers across all services areas within the council, and
- Facilitating and supporting events throughout the year and looking at the cross-cutting themes around equality, diversity, and inclusion.

The report is attached at appendix 1 to this report and a Welsh language copy can be found at [WL Annual Monitoring Report 2022-23 cy \(newport.gov.uk\)](#)

Financial Summary

Newport City Council continues to invest in the Welsh language, with a Welsh Language and Equalities budget to support internal adoption of standards and facilitate partnership and community initiatives. The most significant expenditure is translation costs. Additional funding for short-term projects is available through a Welsh Language Reserve. There is an expectation that service areas will factor in costs associated with Welsh language provision when developing new services to ensure sustainability.

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 Welsh Language (WL) Standards in their entirety are not implemented	H	M	Monitoring of compliance with WL Standards is supported by the WL Implementation Group.	Corporate Management Team Head of People, Policy and Transformation
That the Standards are not understood by employees	H	L	The WL Implementation group includes membership from all service areas. Regular communications are issued to all staff. Training on Welsh language awareness is regularly delivered monthly with targeted training offered if standards are not understood by employees. Information is available to all staff on the Welsh language intranet pages.	Head of People, Policy and Transformation

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

[Corporate Plan 2022-27](#)

[Welsh in Education Strategic Plan 2022-2032](#)

[Welsh Language Skills Policy](#)

[Welsh Language 5-Year Promotional Strategy 2022 -2027](#)

Options Available and considered

1. To approve the attached report and publish on the council's website.
2. To request further information or not approve the attached report and redraft.

Preferred Option and Why

1. To approve the attached paper and publish on the Council's website so that the Council remains compliant with its statutory obligations.

Comments of Chief Financial Officer

There are no direct financial consequences as a result of the proposal to approve the monitoring report and then publish on the Council's website. Cost of the implementation of the Welsh Language Standards is met by service area budgets, and a central budget is also in place to develop a sustainable translation service, with a reserve available to draw on for additional projects or set up costs associated with compliance.

Comments of Monitoring Officer

The Council has a statutory duty under the Welsh Language (Wales) Measure 2011 to comply with prescribed Welsh Language Standards. The Council is required to report annually on progress in meeting the Welsh Language Standards and publish the report in accordance with standard 158. This report sets out the actions taken, and the progress made in meeting the Council's Welsh language commitments during 2022/23. It demonstrates that the Council has responded to the legislative requirements in a systematic way, having made considerable progress in the past 12 months, with further work planned to take place in the coming year.

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 over the past 12 months and highlights some examples of good practice. The report also identifies some areas we aim to improve in the next reporting period.

The continued delivery of the 5-Year Welsh Language Promotional Strategy and work within this area align with and contribute to the achievement of the well-being objectives in Council's new Corporate Plan and national well-being goals, working towards a Wales of vibrant culture and thriving Welsh Language.

Scrutiny Committees

The Welsh Language Annual Report 22/23 was presented to the Council's Overview and Scrutiny Management Committee (OMSC) on 23 June 2023.

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 thanked Officers for their work and agreed that the report accurately reflected the Council's Welsh Language performance over the period and demonstrated the continued commitment to the Welsh language and areas of challenge, success and development. A summary of comments and recommendations is outlined below.

- The Committee felt that the reporting style needed to be more balanced including more quantitative and meaningful data, more hyperlinks to relevant Council plans for further reading, comparative data with other comparable Local Authorities such as authorities in Gwent and Cardiff. The Committee agreed that case studies and feedback should continue to be included to portray a fuller picture.
- The Committee recommended that the priorities highlighted in Section 8 be reworded for clarity.
- The Committee felt that a comment from the Welsh Language Champion would be beneficial within the report.

The feedback from OSMC was considered prior to the draft attached being reported and discussed at Cabinet.

Fairness and Equality Impact Assessment:

This report assesses progress made by Newport City Council under Welsh Language Standards in line with associated actions in the Welsh Language 5-Year Promotional Strategy 2022 - 2027.

A full Fairness and Equality Impact Assessment (FEIA) was undertaken on the Welsh Language 5-Year Promotional Strategy 2022 - 2027, to which this Annual Report relates. This FEIA considers our legislative responsibilities under the Equality Act (2010), including the Socio-economic Duty, the Wellbeing of Future Generations (Wales) Act (2015) and the Welsh Language (Wales) Measure (2011). Therefore, no FEIA has been completed for this annual report.

Wellbeing of Future Generation (Wales) Act

In terms of the Wellbeing of Future Generation (Wales) Act and consideration of the sustainable development principle, 5 ways of working:

Long Term – Activities in relation to delivery of compliance with the Standards contained within the Compliance Notice and the 5 Year Strategy will help deliver a Wales of, “vibrant culture and thriving Welsh language.”.

Preventative – The report covers the work undertaken with the Right Skills Board, stakeholders, and partners to raise awareness of the Welsh language across all of Newport’s diverse communities. The key themes and actions in the report underpin them and balance short term needs with the delivery of medium to long-term solutions.

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 – Engagement of citizens and other key stakeholders in the drafting of this report and the associated policies is demonstrated through this report.

Collaboration - The actions in the report have and are being undertaken in collaboration with partners from the Council’s Right Skills Board and Welsh Language Implementation Group and partners within each service area. The collaborative work enables the Council to share resources and build expertise and knowledge.

Consultation

Not Applicable

Background Papers

[Newport’s Welsh Language Standards](#)

[Newport’s Implementation Plan](#)

[Welsh Language 5-Year Promotional Strategy 2022 -27](#)

[Welsh in Education Strategic Plan 2022-32](#)

[Welsh Language Skills Policy](#)

[Corporate Plan 2022-27](#)

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

[Public Sector Equality Duty](#)

[Socio-economic Duty Guidance](#)

Dated: 11 July 2023

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Adroddiad Monitro Blynyddol y Cynllun
Iaith Gymraeg
2022-2023
Cyngor Dinas Casnewydd

**This document is also available in English.
Mae'r ddogfen hon hefyd ar gael yn Saesneg.**

Cynnwys

Rhagair gan yr Aelod Cabinet dros Drawsnewid Sefydliadol Rhagair gan y Prif Weithredwr

1. Cyd-destun Deddfwriaethol
2. Crynodeb
3. Datblygiadau Allweddol
4. Monitro
5. Cwynion
6. Hyfforddiant
7. Trosolwg ar y gwaith yn unol â'r Safonau
8. Edrych tua'r dyfodol

DRAFT

Rhagair gan yr Aelod Cabinet dros Drawsnewid Sefydliadol

Rhagair gan y Prif Weithredwr

1. Cyd-destun Deddfwriaethol

Mae'r adroddiad blynyddol hwn wedi'i baratoi yn unol â Safonau'r Gymraeg 158, 164 a 170, a bydd yn tynnu sylw at sut mae Cyngor Dinas Casnewydd wedi cydymffurfio â Safonau'r Gymraeg a gyflwynwyd i'r awdurdod gan Gomisiynydd y Gymraeg, a nodir yn [Hysbysiad Cydymffurfio Cyngor Dinas Casnewydd](#).

Yn ogystal ag amlinellu cydymffurfiaeth gyffredinol yr awdurdod, mae'r adroddiad hwn hefyd yn cynnwys yr wybodaeth benodol sy'n ofynnol ei chyhoeddi'n flynyddol yn unol â'r Safonau. Mae hyn yn cynnwys data ar nifer y cwynion rydym wedi'u derbyn, lefelau iaith Gymraeg ein staff, yr hyfforddiant rydym yn ei gynnig drwy gyfrwng y Gymraeg a lefel y Gymraeg rydym yn gofyn amdani ar gyfer pob swydd wag a swyddi newydd rydym wedi'u hysbysebu yn ystod y flwyddyn ariannol.

I gefnogi ein gwaith yn erbyn hysbysiad cydymffurfio iaith Gymraeg y Cyngor, mae Cyngor Dinas Casnewydd wedi datblygu Strategaeth Hyrwyddo'r Gymraeg 5 mlynedd. Mae'r strategaeth hon yn adlewyrchu Casnewydd fel dinas Gymreig gyda chymunedau amlddiwylliannol ac amlieithog cyfoethog. Mae'n dod â gwaith Cymraeg cyffrous ar draws ystod o feysydd ynghyd ac yn canolbwyntio ar dyfu'r ystod o bartneriaid a rhanddeiliaid sy'n ymgysylltu â'r Gymraeg; gyrru a chanolbwyntio ein hegri i godi proffil y Gymraeg ar draws y ddinas.

Paratowyd yr adroddiad hwn yn unol â chanllawiau arfer da ar ysgrifennu adroddiadau gan Gomisiynydd y Gymraeg. Fe'i hysgrifennwyd gyda chefnogaeth Grŵp Gweithredu'r Iaith Gymraeg (GGG), ac adolygwyd gan y pwyllgor Craffu cyn iddo gael ei gymeradwyo gan y Cabinet a'i fabwysiadu gan y Cyngor

Crynodeb

Eleni, mae'r Cyngor wedi addasu i'r sefyllfa newidiol o ran cyfyngiadau COVID. O ganlyniad, rydym wedi gallu gwneud newidiadau cadarnhaol sylweddol yn y ffordd yr ydym yn ymgysylltu â staff a chymunedau ledled Casnewydd. Mae'r Cyngor wedi addasu i ffyrdd newydd o weithio ac wedi parhau i ddarparu gwasanaethau i'n dinasyddion wrth ddelio'n ofalus â'r risgiau newidiol ond gostyngol sy'n gysylltiedig â'r pandemig.

Wrth i'r byd agor unwaith eto, rydym wedi ymdrechu i weithio'n hyblyg ac ailasesu blaenoriaethau. Rydym wedi adleoli adnoddau yn unol â'r normau cymdeithasol newydd. Rydym wedi gweithio'n agos gyda Chomisiynydd y Gymraeg ar y newidiadau hyn wrth ddychwelyd i ddarparu'r gwasanaethau dwyieithog gorau posibl yn y ddinas.

Gyda'r cyfyngiadau blaenorol diweddar yn ymwneud ag ymgysylltu wyneb yn wyneb yn codi'n sylweddol eleni, rydym wedi gallu ailffocysu ein hegri a gweithio i barhau i wella'r gwaith o hyrwyddo'r Gymraeg ar draws ein cymunedau mewn ffordd uniongyrchol ac ystyrlon.

Rydym wedi ymgysylltu'n effeithiol â chymunedau Casnewydd i gyd-gynhyrchu nifer o adnoddau, gan estyn allan a chysylltu â rhanddeiliaid allweddol sydd wedi helpu i lunio ein negeseuon ynghylch hawliau Cymraeg a sut i fanteisio arnynt. Roeddem wedi gallu parhau i weithio gyda phartneriaid allweddol i werthuso'r cynllun Grant Cymraeg yn y Gymuned i gefnogi gweithgareddau ledled Casnewydd i hyrwyddo'r Gymraeg.

Mae'r Cyngor wedi cynyddu ymgysylltu drwy ein gwaith hyrwyddo yn y ddinas i godi ymwybyddiaeth o hawliau, mynediad at wasanaethau a dathlu ein Cymreictod amrywiol. Rydym wedi datblygu adnoddau ar gyfer ymgyrchoedd drwy gydol y flwyddyn gyda chymunedau yng Nghasnewydd, a oedd yn cynnwys plant, pobl ifanc, rhieni ac asiantaethau partner allweddol.

Roeddem yn gallu adeiladu ymhellach ar ymgyrch '[Sawl Wyneb o Gymreictod](#)' y flwyddyn flaenorol, a gweithio gyda gwasanaeth lleol i gynhyrchu cyfres o ffilmiau byr i ddathlu amrywiaeth gyfoethog Casnewydd a'i chymunedau Cymraeg eu hiaith. Mae'r prosiect cyffrous hwn yn ehangu ar y gwaith o amgylch hunaniaeth Gymraeg a chynhwysiant ar draws y ddinas.

Nid yn unig yr ydym wedi gallu ymgysylltu â'n partneriaid mewn ffyrdd arloesol a newydd, ond rydym wedi parhau i edrych ar ein prosesau mewnol ac addasu i ffyrdd newydd o weithio. Mae ymgysylltu â staff a hyrwyddo'r Gymraeg o fewn ein gweithlu hefyd wedi parhau i fod yn brif flaenoriaeth arall i'r Cyngor. Mae cyfleoedd dysgu anffurfiol wythnosol newydd i staff ymuno â sesiynau hybrid "Sgwrsio Dros Ginio" amser cinio wedi rhoi'r gallu i ddysgwyr a siaradwyr medrus ddefnyddio'r sgiliau Cymraeg y maent wedi'u datblygu. Wrth wneud hynny, maent wedi cynyddu eu hyder a'u sgiliau iaith hyd yn oed ymhellach. Mae hyn wedi sicrhau bod y Gymraeg wedi dod yn rhan bwysig o'r tapestri lliwgar o weithio o fewn y sefydliad.

Mae [Safonau'r Gymraeg](#) yn parhau i roi fframwaith i Gyngor Dinas Casnewydd weithio oddi mewn iddo tuag at ddyhead Llywodraeth Cymru o ddarparu gwasanaethau cyhoeddus dwyieithog. Yn ystod y flwyddyn, fe wnaethon ni barhau i ailystyried a datblygu'r [Cynllun Strategol Cymraeg mewn Addysg \(CSCA\)](#) ac i weithredu'r [Strategaeth Hyrwyddo 5 Mlynedd](#) sy'n llywio polisi, cynlluniau a rhaglenni gwaith ar draws y cyngor er mwyn helpu i gyflawni [Strategaeth Cymraeg 2050](#) Llywodraeth Cymru. Cyhoeddir y dogfennau hyn hefyd ar wefan y Cyngor

Mae Swyddog y Gymraeg yn cael ei gefnogi gan Grŵp Gweithredu'r Gymraeg (GGG) y Cyngor, sydd â'r rôl o sicrhau cydymffurfiaeth â Safonau'r Gymraeg 2015 o dan Fesur y Gymraeg 2011, yn parhau i gwrdd bob 3 mis i brif-ffrydio'r Gymraeg mewn cyflogaeth, darpariaeth gwasanaethau a gwaith partneriaeth. Mae GGG yn adolygu cynnydd yn erbyn amcan y Gymraeg gan gynnwys y CSCA a Strategaeth '[Mwy na Geiriau](#)' Llywodraeth Cymru ar gyfer y Gymraeg ym maes ieched, gwasanaethau cymdeithasol a gofal cymdeithasol.

Mae'r adroddiad blynyddol hwn yn rhoi'r wybodaeth ddiweddaraf am gynnydd cadarnhaol eleni, yn ogystal â nodi meysydd lle mae gennym waith i'w wneud o hyd. Er gwaethaf realiti costau cynyddol a phwysau ariannol wrth i ni symud ymlaen, mae Cyngor Dinas Casnewydd yn parhau i fuddsoddi yn yr iaith Gymraeg, i gefnogi cydymffurfiaeth fewnol â safonau, a hwyluso mentrau partneriaeth a chymunedol. Mae ein gwaith gyda'r Gymraeg hefyd yn parhau i gael ei gefnogi gan Hyrwyddwr Aelodau Etholedig.

2. Datblygiadau Allweddol

Swyddog Hybu'r Gymraeg

Fel y nodwyd yn [adroddiad y llynedd](#), sefydlodd y Cyngor y swydd dros dro i ddatblygu ymgysylltu â'r gymuned. Parhaodd hyn tan hydref 2022. Roedd y cylch gwaith yn parhau i gynnwys ymgysylltu â chymunedau Du, Asiaidd ac Ethnig Leiafrifol yn ardal Pilgwenlli yng Nghasnewydd i hyrwyddo addysg Gymraeg a hyrwyddo addysg Gymraeg yn gyffredinol. Roedd y rôl hefyd yn cynnwys hyrwyddo'r Gymraeg yn gyffredinol i staff a thrigolion Casnewydd.

Gweithiodd ein swyddog yn agos gydag ysgolion a rhanddeiliaid cymunedol i gefnogi a datblygu Cynllun Hyrwyddo a oedd yn gyson â deilliannau'r CSCA a thargedau addysg cyffredinol. Chwaraeodd ran allweddol o ran llunio gwaith llywodraethu a monitro'r cynllun yn ystod y flwyddyn ariannol hon.

Yn 2022, daeth y cynllun hwn yn rhan annatod o'r CSCA ac mae bellach yn ymddangos fel Deilliannau 5 a 7 o'r cynllun hwn ac yn ffocws is-grwpiau'r CSCA Tyfu a Chynnal. Mae'r gwaith hyrwyddo hwn yn cael ei oruchwylio gan bartneriaid allweddol ym maes addysg ledled y ddinas.

Gan gynorthwyo'r pedwar Pennaeth yn yr ysgolion Cymraeg ynghyd â rheolwr prosiect, fe wnaeth y swyddog ddatblygu nifer o weithdai ac adnoddau i'w huwchlwytho i HWB. Dan arweiniad Llywodraeth Cymru, mae Hwb yn darparu gwasanaethau dwyieithog, digidol i bob ysgol a gynhelir i gefnogi addysgu a dysgu drwy'r Cwricwlwm i Gymru. Fe wnaeth y prosiect hwn helpu disgyblion i ddatblygu eu sgiliau o ganlyniad i'r addysg a gollwyd ganddynt yn ystod cyfnodau clo'r pandemig.

Yn fewnol, cefnogodd y swyddog weithgareddau hyrwyddo ar gyfer staff, gan gynnwys ffilm Shwmae/ Su'mae ym mis Medi a chyflwyno sesiynau Ymwybyddiaeth Iaith ar gyfer gweithlu'r Cyngor.

Grantiau'r Gymraeg yn y Gymuned

Fe wnaeth y Cyngor sicrhau bod cyllid ar gael i gefnogi unigolion, grwpiau, a sefydliadau cymunedol lleol i hyrwyddo, hwyluso a chynyddu'r defnydd o'r Gymraeg ledled Casnewydd. Roedd y grantiau ar gael i brosiectau a oedd yn dymuno datblygu ymyriadau a fyddai'n:

- Hyrwyddo'r defnydd o'r Gymraeg yn y gymuned
- Cynyddu'r defnydd o'r Gymraeg mewn amgylcheddau cymdeithasol a rhai heb fod mewn amgylchedd addysgol.
- Cynyddu amlygrwydd y Gymraeg yng Nghasnewydd
- Cefnogi siaradwyr Cymraeg a dysgwyr ar draws y ddinas i ddefnyddio / ymarfer / datblygu eu sgiliau.

Roedd y cyllid a oedd ar gael ar gyfer amrywiaeth o wariant, a gallai gynnwys ond nid oedd wedi ei gyfyngu i:

- Brynu deunyddiau ategol sydd i wella cyfathrebu neu ehangu ei gyrhaeddiad
- Dalu costau digwyddiad neu weithgaredd yn y gymuned leol.
- Brynu offer newydd a bydd hynny'n hyrwyddo ac yn cefnogi'r defnydd o'r Gymraeg
- Gostau sy'n gysylltiedig â datblygu deunyddiau cymorth a rhwydweithiau.

Parhaodd y gwaith hwn drwy gydol 2022/2023 ac roedd prosiectau a ddefnyddiodd y cynllun grant yn hyrwyddo'r Gymraeg ar draws ystod amrywiol o gymunedau'r ddinas. Gellir gweld crynodeb o rai o'r canlyniadau cadarnhaol a gyflawnwyd gan y prosiectau hyn yn Atodiad Un.

Polisiâu a Strategaethau

Dros y 12 mis diwethaf, llwyddodd y cyngor i gyhoeddi nifer o strategaethau a pholisiâu newydd sy'n gysylltiedig â'r Gymraeg.

Cynllun Corfforaethol 2022-27

Ym mis Tachwedd 2022, cymeradwyodd Cyngor Dinas Casnewydd ei Gynllun Corfforaethol newydd 2022-27 i ddarparu 'Casnewydd Uchelgeisiol, Tecach a Gwyrddach i Bawb'. Mae Cynllun Corfforaethol Casnewydd yn cydnabod y rôl bwysig sydd gan y Gymraeg i'n cymunedau, ein haddysg a'n busnesau dros y pum mlynedd nesaf ac mae'n cyd-fynd â Deddf Llesiant Cenedlaethau'r Dyfodol a Safonau'r Gymraeg. Wrth ddatblygu'r Cynllun Corfforaethol, gwnaethon ni hefyd alinio'r Cynllun Corfforaethol â nodau [Strategaeth Iaith Gymraeg y Cyngor](#) a [Chynllun Strategol y Gymraeg mewn Addysg \(CSCA\)](#). Yn fwy penodol mae gennym yr amcanion a'r is-amcanion canlynol:

- Amcan Llesiant 1 (Economi, Addysg, Sgiliau) – Cynyddu nifer y siaradwyr Cymraeg yng Nghasnewydd drwy wella mynediad at addysg Gymraeg, cefnogi busnesau a hyrwyddo'r Gymraeg.
- Amcan Llesiant 4 (Cyngor Cynhwysol, Teg a Chynaliadwy) – Dod yn sefydliad cynhwysol sy'n cynrychioli dinasyddion Casnewydd, gan ddarparu cyfle cyfartal i bobl Iwyddo a gosod y dinesydd wrth wraidd y broses o wneud penderfyniadau.

Cynllun Strategol Cymraeg mewn Addysg

Cafodd [Cynllun Strategol Cymraeg mewn Addysg \(CSCA\) 2022-2032](#), ei gefnogi gan swyddog y Gymraeg a swyddog hybu'r Gymraeg trwy ddiwyddiadau ymgysylltu ag amrywiaeth o aelodau'r Fforwm Addysg Gymraeg. Cafodd y cynllun ei fabwysiadu gan y cyngor llawn a'i gymeradwyo gan Lywodraeth Cymru yn ystod y flwyddyn hon.

Cynllun Hyrwyddo Addysg Gymraeg

Cwblhaodd Swyddog Hybu'r Gymraeg gynllun hyrwyddo i helpu i gyflawni'r canlyniadau a restrir yn y CSCA. Roedd y cynllun hyrwyddo hwn yn cynnwys rhestr o weithgareddau a gynhaliwyd gan y cyngor a rhanddeiliaid i hyrwyddo addysg Gymraeg ar draws Casnewydd. Mae'r cynllun hyrwyddo hwn bellach wedi'i gynnwys yn y CSCA ac mae'n cael ei oruchwylio gan yr holl bartneriaid allweddol sy'n bwydo i is-grwpiau'r CSCA, sef Tyfu a Chynnal. Mae mewnbyn gan rhanddeiliaid, sy'n aelodau o is-grwpiau'r CSCA, wedi helpu i ddatblygu'r gwaith hyrwyddo hyd yn oed ymhellach.

Polisi Sgiliau'r Gymraeg

Yn ystod y flwyddyn ddiwethaf mae polisi sgiliau'r Gymraeg newydd bellach wedi cael ei roi ar waith gan y cyngor a aeth yn fyw ar ddechrau'r flwyddyn ariannol hon. Roedd hyn yn cynnwys

mabwysiadu'r fframwaith Cymdeithas Profwyr Ieithoedd Ewrop (ALTE). Mae ALTE yn grŵp o sefydliadau profi iaith Ewropeaidd blaenllaw sy'n helpu pobl i ddeall canlyniadau arholiadau. Datblygodd ALTE gyfres o ddatganiadau "Gallu Gwneud" sy'n disgrifio'r hyn y gall person "ei wneud" gan ddefnyddio'r iaith ar lefel benodol ac mewn cyd-destun penodol. Mae mabwysiadu fframwaith ALTE gan Gyngor Dinas Casnewydd wedi hwyluso dull o hunanasesu gallu ieithyddol yn y Gymraeg ar draws y gweithlu. Mae'r polisi sgiliau newydd hefyd wedi cynnwys pob swydd sy'n cael ei hysbysebu fel rhai Cymraeg dymunol o leiaf a pholisi Cymraeg Clir er mwyn helpu i gefnogi a datblygu hyder ar draws yr holl siaradwyr Cymraeg ar draws y cyngor.

Strategaeth Hyrwyddo 5 Mlynedd

Ein gweledigaeth ar gyfer y Gymraeg yw: "**Gweld, Clywed, Dysgu, Defnyddio, Caru**" ac i bawb yng Nghasnewydd ddefnyddio, gweld a chlywed y Gymraeg fel iaith fyw ym mhob rhan o fywyd ar draws y ddinas ac ar draws yr holl gymunedau amrywiol.

Mae'r [strategaeth](#) wedi ei seilio ar 3 thema strategol i wireddu ein gweledigaeth. Mae hi'n adlewyrchu proffil ieithyddol y ddinas, ein blaenoriaethau Cymraeg presennol a'n dyheadau ar gyfer twf y Gymraeg. Gellir gweld diweddariadau ar bob un o'r themâu isod.

Thema 1 Cymunedau a Diwylliant

Mae'r thema hon yn canolbwyntio ar gynyddu ymwybyddiaeth o'r Gymraeg ar draws ein cymunedau, normaleiddio'r Gymraeg fel ei bod yn cael ei chlywed a'i gweld y tu allan i amgylcheddau ffurfiol fel ysgol, coleg neu'r gweithle. Mae'r thema hon yn ceisio ymgysylltu â defnyddwyr anhraddodiadol y Gymraeg, gan gynnwys ein cymunedau ethnig leiafrifol, ac ehangu ein partneriaethau cymunedol. Drwy'r thema hon, rydym yn ceisio ehangu'r partneriaid yr ydym yn gweithio gyda nhw i hyrwyddo'r Gymraeg, gan adeiladu ar ein gwaith gyda Fforwm Iaith Gymraeg Casnewydd ac ymgysylltu â rhanddeiliaid lleol eraill, fel timau chwaraeon a phartneriaid yn y sector cyhoeddus.

Mae hyrwyddo dwyieithrwydd ac addysg Gymraeg wedi bod yn un o flaenoriaethau adran addysg y cyngor, drwy'r Fforwm Addysg Gymraeg, is-grwpiau'r CSCA ac allgymorth gan swyddogion y cyngor mewn digwyddiadau ledled Casnewydd.

Gwnaethom ddatblygu ymgyrchoedd i gyd-gynhyrchu adnoddau fideo gyda phreswylwyr ac asiantaethau partner allweddol yng Nghasnewydd i hyrwyddo gwasanaethau ac addysg Gymraeg yn y ddinas. Roedd y fideos hyn yn amlygu hawliau o amgylch y Gymraeg, pam bod y Gymraeg yn bwysig i bobl Casnewydd a pha opsiynau sydd ar gael i rieni a phlant sy'n ystyried addysg Gymraeg. Yn ystod y broses, roeddem yn gallu hyrwyddo gwasanaethau [Cymraeg i Oedolion](#) lleol ac atgyfeirio unrhyw oedolion sydd eisiau dechrau neu ddatblygu eu sgiliau.

Roedd datblygu ein partneriaeth gyda'r Dreigiau a Chlwb Pêl-droed Casnewydd hefyd yn rhan o waith y cyngor. Yn y flwyddyn i ddod, rydym yn anelu at adeiladu ar y partneriaethau a pharhau i sicrhau bod y Gymraeg yn rhan sylfaenol o ddigwyddiadau chwaraeon allweddol yn y ddinas wrth symud ymlaen.

Thema 2 Addysg

Mae'r thema hon yn sicrhau bod gweithgareddau Cymraeg ledled y ddinas yn cyd-fynd â'r targedau a nodir yn ein CSCA, ac yn eu cefnogi. Rydym am i bob teulu fod yn ymwybodol o opsiynau addysg Gymraeg ledled Casnewydd, ac i ddeall manteision derbyn addysg ddwyieithog. Mae'r thema hon hefyd yn canolbwyntio ar gefnogi rhieni plant mewn addysg Gymraeg, yn enwedig y rhai nad ydynt yn siarad Cymraeg.

Gan weithio o fewn y thema hon, rydym wedi gallu ymgysylltu'n llwyddiannus â chymunedau ledled y ddinas i hyrwyddo opsiynau addysg Gymraeg sydd ar gael i rieni mewn digwyddiadau ledled y ddinas eleni, megis:

- [Cymraeg i Blant](#), Malpas
- [Cymraeg i Blant](#), Brynhyfryd Road
- Digwyddiad Cawod Babi yng Nglan yr Afon Casnewydd ar gyfer rhieni beichiog
- [Diwrnod hyrwyddo'r Gymraeg](#) yng Nghanolfan Mileniwm Pilgwenlli yn cael ei gynnal gan Menter Iaith Casnewydd

Thema 3 Cyflogwyr a Sgiliau

Mae ein thema olaf yn ystyried yr enghraifft y dylai'r cyngor ei gosod fel sefydliad sy'n gwerthfawrogi ac yn cefnogi'r defnydd o'r Gymraeg. Rydym am greu amgylchedd lle mae'r Gymraeg a'r Saesneg yn cael eu hystyried yn gyfartal, a lle mae staff yn teimlo eu bod yn gallu defnyddio a datblygu eu sgiliau Cymraeg. Rydym hefyd yn awyddus i weithio gyda'n partneriaid Casnewydd yn Un i sicrhau dull cyson o ddatblygu gweithluoedd Cymraeg eu hiaith sy'n addas at y diben, ac yn cydweithio i fynd i'r afael â bylchau mewn sgiliau ledled y ddinas.

Yn unol â'r thema hon i greu amgylchedd sy'n gwerthfawrogi ac yn cefnogi'r defnydd o'r Gymraeg, llwyddodd y cyngor i sefydlu sesiynau peilot dysgu anffurfiol o'r enw "Sgwrsio Dros Ginio". Nod cyffredinol y sesiynau yw datblygu hyder pobl sy'n dysgu neu sydd wedi dysgu Cymraeg neu'r rhai sy'n siarad Cymraeg, ond sydd wedi colli hyder wrth ddefnyddio'r iaith. Y gobaith yw y bydd y fenter newydd hon yn cynorthwyo'r gweithlu drwy gynyddu hyder a sgiliau yn y gweithle wrth ddefnyddio'r iaith a sicrhau bod y Gymraeg yn rhan annatod o weithio yn yr awdurdod lleol.

**YMARFERWCH EICH
CYMRAEG**



Sgwrsio dros ginio / Chat over lunch
Sesiynau hybrid / Hybrid sessions
Dydd Iau / Thursdays
Ystafell 533/ Room 533
Mynediad > Sylfaen wk 1 & 3
Canolradd > Gloywi wk 2 & 4

Gyda ffocws gwahanol bob wythnos, y grwpiau, a hwylusir gan swyddog y Gymraeg, sy'n dewis cyfeiriad y sesiynau. Weithiau mae'n gysylltiedig â gwaith (ateb y ffôn), weithiau'n seiliedig ar bwnc (cwrdd â phobl, mynd ar wyliau, siopa yn Gymraeg, prynu bwydydd), tymor penodol (Gaeaf, Nadolig, Gwanwyn), neu'n gysylltiedig â'r newyddion.

Gan gwrdd bob yn ail wythnos, mae dau grŵp wedi'u sefydlu fel sesiynau hybrid; gan roi'r opsiwn i fynychwyr weithio wyneb yn wyneb neu ar-lein. Pa un bynnag sydd fwyaf addas i'r dysgwr.

Mae'r grŵp lefel Mynediad a Sylfaen ar gyfer dechreuwyr yn canolbwyntio ar ddatblygu hyder staff y cyngor i roi'r Gymraeg sydd ganddynt neu maent wedi'i dysgu yn yr ystafell ddosbarth ar waith, trwy drafod pynciau bob dydd. Mae'r sesiynau, sy'n cael eu cyflwyno'n ddwyieithog, yn annog staff i ddefnyddio'r iaith darged, sef Cymraeg, gymaint â phosibl.

Mae'r ail grŵp, ar gyfer siaradwyr Cymraeg mwy profiadol o lefel Canolradd i Gloywi (rhugl), yn dilyn yr un fformat. Cyflwynir y sesiynau hyn drwy gyfrwng y Gymraeg yn unig.

Cafodd y peilot, a gynhaliwyd rhwng Rhagfyr 2022 a Mawrth 2023, ei werthuso gan GGG ym mis Mawrth 2023. Penderfynwyd parhau â'r sesiynau yn dilyn arolwg o'r gweithlu i archwilio unrhyw newidiadau yr oedd angen eu gweithredu. Bydd yr arolwg hwn yn siapio darpariaeth ac amllder y fenter yn ystod y flwyddyn i ddod ac adroddir arno ym mhob un o gyfarfodydd GGG ac adroddiad blynyddol y flwyddyn nesaf.

Hyrwyddo Addysg Ddwyeithog

Gan weithio gyda chydweithwyr yn y Tîm Addysg, rydym wedi diweddarau'r llyfryn "[Dod yn Ddwyeithog](#)" i rieni i gynnwys yr ysgol gynradd Gymraeg newydd Nant Gwenlli. Mae'r adnodd hwn wedi bod yn ffocws i nifer o ddigwyddiadau ymgysylltu cymunedol yn 2022/23 i gysylltu â rhieni a thrafod opsiynau ar gyfer addysg Gymraeg ar draws y ddinas i'w plant. Drwy wneud hynny, roeddem yn gallu cychwyn trafodaeth gyda rhieni am daith bosibl eu plentyn i addysg Gymraeg.



Hyrwyddo'r Gymraeg

Yn ogystal â gwaith ein Swyddog Hybu, mae'r cyngor hefyd wedi:

- Parhau i hyrwyddo dyddiadau allweddol gydol y flwyddyn i gymunedau a staff, gan gynnwys:

- Cystadleuaeth ffilm [Dydd Gŵyl Dewi](#) i ddathlu ac arddangos pam y mae'r Gymraeg yn bwysig i ddysgwyr ifanc Casnewydd. Cymerodd pedair ysgol ran yn y gystadleuaeth a derbyniodd pob un o'r cystadleuwyr daleb llyfr o £50 am eu cyfraniadau. Roedd y ffilmiau hyn ar gael trwy sianeli cyfryngau cymdeithasol ac ar sianel YouTube y cyngor.
- Rhedeg cylchlythyr arbennig Dydd Gŵyl Dewi ar gyfer staff a oedd yn cynnwys:
 - manylion y Comisiynydd y Gymraeg newydd;
 - ymweliadau rhithwir â rhai o safleoedd twristiaeth allweddol Cymru,
 - cwis ar bopeth yn ymwneud â Chymreictod,
 - canllaw dwyieithog "sut i" ar ddefnyddio'r Gymraeg mewn cyfarfodydd rhithwir,
 - dolenni i ddefnyddio cefndiroedd cyfarfod rhithwir (a oedd yn dangos bod mynychwyr yn siarad neu'n dysgu Cymraeg), a
 - canllaw i ymadroddion Cymraeg bob dydd.
- Sesiynau galw heibio ar gyfer staff y cyngor sy'n dymuno trefnu cyfarfodydd dwyieithog ar Microsoft Teams yn dilyn diweddariad o'r llwyfan hwn gan Microsoft ym mis Rhagfyr 2022.
- Ffilm ar gyfer [Diwrnod Shwmae/ Su'mae](#), a bostiwyd ar ein sianeli cyfryngau cymdeithasol a oedd yn edrych ar bwysigrwydd dechrau pob sgwrs yn Gymraeg. Recordiwyd cynnwys y ffilm hon mewn digwyddiadau cymunedol yn y ddinas a gan staff y cyngor.
- Cynhyrchwyd o ffilmiau ar gyfer [Diwrnod Hawliau'r Gymraeg](#) a oedd yn edrych ar farn trigolion a rhanddeiliaid allweddol ar gael mynediad i'w hawliau Cymraeg yn y ddinas. Roedd y ffilmiau hyn, a oedd ar gael drwy ein llwyfannau cyfryngau cymdeithasol, yn cynnwys cyfraniadau gan fyfyrwyr ysgolion uwchradd Gwent Is Coed, rhieni a phlant o grwpiau rhieni a babanod Cymraeg lleol, cydweithwyr yn y trydydd sector sy'n gweithio yn y ddinas a staff sy'n gweithio mewn amrywiaeth o adrannau'r cyngor.
- Noddi a chefnogi [Gŵyl Newydd](#), yr ŵyl Gymraeg flynyddol, eleni a gynhaliwyd yng Nghanolfan Glan yr Afon yn y ddinas i ddathlu'r iaith Gymraeg, diwylliant, y celfyddydau Cymraeg a Chymreictod. Yn cael ei gynnal ddiwedd Medi 2022, roedd gan y cyngor rôl sylweddol ar y diwrnod trwy agor y digwyddiad gyda chroeso gan hyrwyddwr y Gymraeg y Cyngor. Hefyd, roedd gan staff y cyngor stondin wybodaeth i ymgysylltu â thrigolion a rhanddeiliaid eraill i hyrwyddo gwasanaethau Cymraeg, opsiynau addysg Gymraeg y cyngor i ddysgwyr ifanc yn y ddinas a swyddi gwag o fewn y cyngor.
- Parhau i gynnig cynrychiolaeth ar fforymau lleol gan gynnwys Mwy na Geiriau, a darparwyd diweddariad yn adroddiad Blynyddol y Cyfarwyddwr (2022/23) ar ein dull o ddatblygu cynllun gweithredu i weithredu Mwy na Geiriau.



- Rydym hefyd wedi cynnig cynrychiolaeth ar Fforwm Iaith, Deddf, cyfarfodydd rhanbarthol y prosiect hybu'r Gymraeg a Rhwydiaith. Mae'r gwaith hwn wedi sicrhau bod Cyngor Dinas Casnewydd wedi cael dylanwad ar faterion iaith Gymraeg ar sail dinas-gyfan, ar draws y rhanbarth ac yn genedlaethol yng Nghymru.
- Creu fideo mewn partneriaeth â [Gyrfa Cymru](#) ar amlieithrwydd. Mae'r ffilm fer hon, a baratowyd i'w defnyddio mewn ysgolion ar draws y rhanbarth, yn edrych ar fanteision dysgu iaith ar gyfer llwybrau gyrfaol a chyfleoedd cyflogaeth yn y dyfodol. Cafodd y ffilm hon ei chynllunio a'i recordio yn 2022/23, gyda'r bwriad o gael ei rhyddhau yn y dyfodol yn 2023/24.



Cyflogaeth a Sgiliau

Mae'r Bwrdd Sgiliau Cywir, sy'n adrodd i Gasnewydd yn Un, yn fforwm partneriaeth sy'n ceisio sicrhau bod pobl yn gallu manteisio ar raglenni sgiliau ac addysg sy'n cefnogi bywyd sy'n cael ei fyw'n dda. Mae hyn yn cyd-fynd â chyfleoedd cyflogaeth lleol cynaliadwy ar hyn o bryd ac yn y dyfodol, gan alluogi unigolion a chymunedau i wireddu eu potensial. Mae'r grŵp hwn yn ystyried argymhellion ar sut y gallwn gydweithio i hyrwyddo a chefnogi datblygiad sgiliau iaith Gymraeg ar draws y ddinas.

Mae'r Cyngor wedi parhau i weithio gyda Gyrfa Cymru i hyrwyddo'r defnydd o'r Gymraeg ac rydym wedi cynhyrchu fideo i'w ddefnyddio ledled y wlad ar fanteision proffesiynol amlieithrwydd a sut y gall dysgu iaith gynyddu cyflogadwyedd a chyfleoedd gyrfaol yn y dyfodol.

3. Monitro

1. Gofynion Cymhwysedd Cymraeg ar gyfer swyddi newydd (pob swydd)

Mae'r rheolwr recriwtio a'r tîm Adnoddau Dynol (AD) yn ymgymryd ag Asesiad o'r Gymraeg ar gyfer pob swydd newydd neu wag a hysbysebwr trwy ein proses recriwtio arferol gan ddefnyddio ein system AD, iTrent.

Nifer y swyddi newydd 2020/21	Nifer y swyddi newydd 2021/22	Nifer y swyddi newydd 2022/23
291	392	412
2020/21		
Gofyniad Cymhwysedd Cymraeg	Nifer	Canran o'r Cyfanswm
Hanfodol	6	2.06
Dymunol	17	5.84
Ddim yn anghenrheidiol	268	92.10
I'w ddysgu wrth weithio yn y swydd	0	
Cyfanswm	291	
2021/22		
Gofyniad Cymhwysedd Cymraeg	Nifer	Canran o'r Cyfanswm
Hanfodol	11	2.8

Dymunol	43	11
Ddim yn angenrheidiol	338	86.2
I'w ddysgu wrth weithio yn y swydd	0	0
Cyfanswm	392	
2022/23		
Gofyniad Cymhwysedd Cymraeg	Nifer	Canran o'r Cyfanswm
Hanfodol	15	3.6%
Dymunol	164	39.8%
Ddim yn angenrheidiol	231	56.1%
I'w ddysgu wrth weithio yn y swydd	2	0.5%
Cyfanswm	412	

O 1 Ebrill 2022, lansiodd Cyngor Dinas Casnewydd y Polisi Sgiliau Iaith Gymraeg. Roedd y polisi hwn yn tynnu sylw at ymrwymiad y Cyngor i'r iaith Gymraeg, sut mae'n ceisio cefnogi staff sy'n dysgu Cymraeg neu sydd eisoes yn siarad Cymraeg a sut mae'n cefnogi rheolwyr i ddatblygu eu timau trwy'r broses recriwtio. Roeddem eisiau sicrhau ein bod yn creu amgylchedd a diwylliant lle mae'r ddwy iaith yn cael eu hystyried yn gyfartal, a lle mae staff yn teimlo eu bod yn gallu defnyddio a datblygu eu sgiliau Cymraeg. Mae'r polisi hwn yn ceisio nodi dull cydlynol o recriwtio, hyfforddi a datblygu dysgwyr a siaradwyr Cymraeg ar draws y cyngor, er mwyn helpu i sicrhau twf y Gymraeg yn y gweithle.

Dynodwyd pob swydd wag yn rhai Cymraeg dymunol o leiaf gyda'r holl swyddi gwag yn cael eu hysbysebu'n ddwyieithog. Caiff gallu ieithyddol yn y Gymraeg ei fesur gan ddefnyddio'r Fframwaith ALTE. Yn 23/24, byddwn yn gweithio i ddatblygu'r gwaith o ymgorffori'r dull hwn ymhellach, gan sicrhau bod yr holl ddisgrifiadau swyddi ar gyfer rolau a hysbysebiri ar gael yn ddwyieithog.

Er bod ysgolion yn cael eu hystyried yn y ffigurau cyffredinol hyn ar gyfer y cyngor, nid yw ysgolion yn ddarostyngedig i'r un gofynion o dan Safonau'r Gymraeg ac felly nid oes angen iddynt fabwysiadu ein polisi iaith Gymraeg.

Rydym yn gobeithio gweithio gyda phob ysgol leol dros y flwyddyn nesaf i annog creu rolau lle mae sgiliau Cymraeg yn ddymunol wrth recriwtio o fewn addysg a bod yr holl ddisgrifiadau swyddi ar gyfer rolau a hysbysebiri ar gael yn ddwyieithog.

5. Cwynion

Yn unol â'n [gweithdrefn gwyno](#), cafodd cwynion Cymraeg a dderbyniwn gan y cyhoedd eu cofnodi gan ein Canolfan Gyswilt drwy system Rheoli Cysylltiadau Cwsmeriaid (RhCC) y Cyngor, sy'n golygu bod pob cwyn Gymraeg yn cael ei chofnodi a'i rhannu'n gywir gyda swyddogion priodol i weithredu arni. Mae cwynion hefyd yn eitem sefydlog ar yr agenda yng nghyfarfodydd Grŵp Gweithredu'r Gymraeg y cyngor lle y trafodir camau adferol a dysgu. Mae hyn yn cynnwys cwynion a dderbyniwn gan y cyhoedd, neu drwy Swyddfa Comisiynydd y Gymraeg.

Mae cwynion sy'n ymwneud â'r Gymraeg yn gyffredin i bob sefydliad sy'n ddarostyngedig i weithio o fewn Safonau'r Gymraeg. Mae'n ofynnol yn gyfreithiol i bob sefydliad sy'n gweithio o fewn y safonau ymgymryd â'r canlynol:

- cadw cofnod, ar gyfer pob blwyddyn ariannol, o nifer y cwynion y mae'n eu derbyn sy'n ymwneud â'i gydymffurfiaeth â'r safonau. (Safon 147)

- cadw copi o unrhyw gŵyn ysgrifenedig y mae'n ei derbyn sy'n ymwneud â'i gydymffurfiaeth â'r safonau y mae dyletswydd arno i gydymffurfio â hwy, sef y safonau hynny yn ei hysbysiad cydymffurfio. (Safon 148)
- cadw copi o unrhyw gŵyn ysgrifenedig y mae'n ei derbyn sy'n ymwneud â'r Gymraeg. (Safon 149)
- cadw cofnod o'r camau y mae wedi'u cymryd er mwyn sicrhau cydymffurfiaeth â'r safonau llunio polisi y mae ganddo ddyletswydd i gydymffurfio â hwy. (Safon 150)

Yn 2022/2023, derbyniodd y cyngor gyfanswm o: 3 yn uniongyrchol i'r Cyngor a 2 drwy swyddfa Comisiynydd y Gymraeg.

Cwynion Uniongyrchol

O ran y cwynion a dderbyniwyd yn uniongyrchol i'r Cyngor, roedd un yn parhau o adroddiad y llynedd. Roedd y gŵyn hefyd wedi dod i law drwy Gomisiynydd y Gymraeg ac roedd yn ddarostyngedig i'w weithdrefn gwyno, gweler isod (Comisiynydd y Gymraeg).

Mae'r holl gwynion eraill i'w gweld isod:

Dyddiad:	Natur y gŵyn	Camau a gymerwyd
07/11/2022	Diffyg enwau Cymraeg ar blatiau strydoedd yng nghanol y ddinas.	Datryswyd drwy ysgrifennu at y preswilydd i egluro bod polisi cymeradwy y cyngor yn nodi y bydd (ac y byddai) pob enw stryd presennol (platau enwau strydoedd) yn aros yn eu hiaith hysbys ac y byddai pob enw stryd newydd yn cael ei enwi'n ddwyieithog.

<p>09/11/2022</p>	<p>Pryderon am arwyddion traffig (gyda'r Saesneg yn gyntaf a'r Gymraeg yn ail) a diffyg iaith Gymraeg ar dudalennau gwe Trafnidiaeth Casnewydd.</p>	<p>Datryswyd gyda llythyr at y preswlydd yn esbonio y bydd yr holl arwyddion newydd yn cael eu darparu'n ddwyieithog, gyda'r Gymraeg fel yr iaith gyntaf. Mynegwyd fod hyn ar gyfer unrhyw ddarpariaeth newydd neu gynnal arwydd presennol.</p> <p>Eglurwyd yn y llythyr nad yw'r cyngor yn gyfrifol am yr opsiynau iaith ar wefannau partneriaid allweddol.</p> <p>Mae cymorth wedi'i gynnig i Trafnidiaeth Casnewydd ynghylch materion yn ymwneud â'r Gymraeg.</p>
<p>01/03/2023</p>	<p>Cwyn ynglŷn â chyfleuster parcio car sy'n eiddo i gwmni preifat sy'n gysylltiedig â diffyg gwasanaeth Cymraeg ar y peiriannau talu.</p>	<p>Datryswyd drwy gyfathrebu â'r ymwelydd nad cyfleuster sy'n eiddo i'r cyngor oedd y maes parcio, ac y dylid anfon y gŵyn i'r cwmni sy'n rheoli'r safle'n uniongyrchol.</p>

Comisiynydd y Gymraeg

Fel y nodwyd uchod, derbyniodd y Cyngor 2 gŵyn gan swyddfa Comisiynydd y Gymraeg, roedd un gŵyn ar agor drwy gydol eleni o'r flwyddyn flaenorol.

Dyddiad:	Natur y gŵyn	Camau a gymerwyd
07/01/2022	Roedd y gŵyn hon yn parhau o adroddiad y flwyddyn flaenorol. Roedd preswlydd yn anhapus am beidio derbyn gwasanaeth Cymraeg wrth gysylltu â'r ganolfan alwadau am drwyddedau parcio. Wrth gysylltu, ni chafodd y preswlydd ddewis Cymraeg ar gyfer trwyddedau parcio.	<p>Rhaglen ddwys o hyfforddiant ar ymwybyddiaeth iaith, delio â cheisiadau Cymraeg, proses fewnol o drin galwadau a gwasanaethau Cymraeg.</p> <p>Mae'r holl drwyddedau parcio wedi'u diweddarau i lyfrynnau trwyddedau dwyieithog.</p> <p>Roedd swyddfa Comisiynydd y Gymraeg yn hapus gyda'r ymateb cynhwysfawr i fynd i'r afael â'r gŵyn a rhannwyd y canlyniad dim camau pellach ar ddechrau 2023.</p>
15/03/23	<p>Hunanasesiad ar hyrwyddo'r Gymraeg ac ymarfer siopa cudd i archwilio pwyntiau mynediad i wasanaethau a gwybodaeth y cyngor. Cafodd materion eu codi yn ymwneud â:</p> <ul style="list-style-type: none"> dolenni anghyson i wybodaeth (disgrifiadau swyddi Cymraeg) ar ochr Gymraeg gwefan y cyngor, galwadau Cymraeg i'r ganolfan alwadau ddim yn cael eu trin yn unol â'r safonau, rhai negeseuon ar lwyfannau cyfryngau cymdeithasol y cyngor y tu allan i'r safonau. 	Cafodd cynllun gweithredu cynhwysfawr ei lunio tua diwedd 2022/23 a bydd yn cael ei adrodd yn llawn yn yr adroddiad blynyddol nesaf.

6. Hyfforddiant

Dan Safon 128, mae'n rhaid i'r Awdurdod gynnig rhaglenni hyfforddi drwy gyfrwng y Gymraeg ar gyfer y cyrsiau canlynol:

- Iechyd a diogelwch ar gyfer rheolwyr
- Sefydlu corfforaethol
- Rheoli perfformiad
- Cwrs sefydlu rheolaeth gorfforaethol

O'r cyrsiau a gynigir yn Gymraeg, ni ofynnwyd am unrhyw un gan aelodau staff, ac felly roedd presenoldeb yn 0% ar gyfer staff sy'n cwblhau'r cyrsiau drwy gyfrwng y Gymraeg

Hyfforddiant Cymraeg

Ailddechreuodd y gwaith o gyflwyno hyfforddiant Cymraeg i Oedolion eleni gan y gwasanaethau Cymraeg i Oedolion lleol yng Ngholeg Gwent. Parhaodd hyfforddiant ymwybyddiaeth iaith mewnol ar-lein.

Rydym wedi adolygu ein fideos Cymraeg sydd bellach yn rhan annatod o sesiwn ymwybyddiaeth iaith y cyngor.

Teitl y Cwrs	2020/21	2021/22	2022/23
Cwrs Gwella i Siaradwyr Cymraeg	2	-	0
Cymraeg Gwaith, Cwrs Blasu 90 munud	7	-	13
Cwrs Lefel Mynediad 30 wythnos (Blwyddyn 1)	0	31	27
Cwrs Lefel Mynediad 30 wythnos (Blwyddyn 2)	0	11	13
Cwrs Lefel Sylfaen 30 wythnos (Blwyddyn 1)	0	2	3
Cwrs Lefel Sylfaen 30 wythnos (Blwyddyn 2)		7	2
Canolradd – Blwyddyn 1		2	5
Canolradd – Blwyddyn 2		6	1
Uwch 1	0	0	2
Uwch 2	0	0	1
Gloywi	0	0	1
Ap Say Something in Welsh	30	30	0

Mae [Say Something in Welsh](#) yn opsiwn dysgu ar y we a gynigiwyd i weithlu'r cyngor yn ystod cyfyngiadau symud y pandemig diweddar; sicrhau bod dysgwyr Cymraeg yn parhau i ymgysylltu â'r Gymraeg o bell tra bod sesiynau a ddarperir gan y darparwr Cymraeg i Oedolion lleol yn symud o wyneb yn wyneb i ddarpariaeth ar-lein. Y ffigur ar gyfer eleni yw sero oherwydd bod dysgwr wedi symud i sesiynau ar-lein gyda'r un darparwr.

Yn gyffredinol, mae gan y cyngor 29.03% o'r gweithlu gyda sgiliau sy'n amrywio o Gymraeg lefel mynediad i hyfedredd yn yr iaith. O'r gweithlu sydd wedi ymateb i'r hunanasesiad, mae gan 8.1% sgiliau siarad o lefelau canolradd i uwch sydd yn uwch na ffigwr y Gymraeg a siaredir yn ninas Casnewydd yn ôl [cyfrifiad 2021](#) (7.50%).

Nifer y staff a fynychodd sesiynau Ymwybyddiaeth Iaith.

	2020/2021	2021/2022	2022/2023
Teitl y Cwrs			
Ymwybyddiaeth Iaith	9	28	99

Sgiliau Cymraeg Cyflogeion (ar 31/03/21)

Niferoedd 2020/21	Niferoedd 2021/2022	Niferoedd 2022/2023
5865	5980	5958

Yn ystod cyfnodau adrodd blaenorol, roedd y cyngor yn gallu cymharu, a chyferbynnu datblygiadau gallu ieithyddol fesul gwasanaeth. Oherwydd ailstrwythuro diweddar, adrannau newydd yn cael eu creu, a chyfunodd adrannau, nid yw'n ymarferol cymharu tablau blaenorol ar gyfer sgiliau Cymraeg fesul gwasanaeth ar gyfer yr adroddiad eleni. I ychwanegu at hyn, mae'r fframwaith ALTE sydd newydd ei fabwysiadu ar gyfer gallu yn y Gymraeg, ychydig yn wahanol i'r dull blaenorol o asesu sgiliau ieithyddol. O ganlyniad i'r ddau newid diweddar, mae'r data isod yn cyfeirio at eleni yn unig, gyda'r categorïau newydd Darllen, Siarad/ Gwrando ac Ysgrifennu yn cael eu hystyried ar gyfer yr adroddiad. Bydd data eleni yn cael ei ddefnyddio i feincodi perfformiad ar gyfer y blynyddoedd i ddod.

Rhestr Sefydliad*

Cymhwysedd Cymraeg	Nifer y Gweithwyr yn ôl Sgôr 2022/2023 gyda graddfeydd ALTE						
	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	2382	12391	9	219	197	18	4064
Siarad/ Gwrando	2116	1483	17	253	210	19	4098
Ysgrifennu	2407	1173	9	209	179	17	3965
Canran y niferoedd	38.51%	21.75%	0.20%	3.81%	3.27%	0.30%	

(*Mae'r mesur perfformiad hwn yn dibynnu ar aelodau staff yn hunanasesu eu sgiliau Cymraeg yn eu cyfrif Hunanwasanaeth Cyflogeion, ac felly efallai na fydd yn gyflawn. Mae'r tîm Polisi a Phartneriaeth yn gweithio gyda chydweithwyr AD i atgoffa'r holl staff i gwblhau'r adran hon yn eu cyfrifon a darperir adroddiad ar lefel gwasanaeth i ofyn i reolwyr annog eu timau i gwblhau'r hunanasesiad).

Yn Ôl Gwasanaeth:

Gwasanaethau Oedolion a Chymunedol

Cymhwysedd Cymraeg	Nifer y Cyflogeion Gwasanaethau Oedolion a Chymunedol yn ôl Sgôr 2022/23						
	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	175	28	-	3	4	-	210

Siarad/ Gwrandu	161	38	-	5	4	-	208
Ysgrifennu	172	21	-	2	4	-	199

Gwasanaethau Plant a Phobl Ifanc

	Nifer y Cyflogeion Gwasanaethau Plant a Phobl Ifanc yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	169	44	1	6	8	1	229
Siarad/ Gwrandu	157	58	2	9	10	1	237
Ysgrifennu	168	34	2	7	9	1	221

Pobl, Polisi a Thrawsnewid

	Nifer y Cyflogeion Pobl, Polisi a Thrawsnewid yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	64	10	-	3	2	1	80
Siarad/ Gwrandu	57	18	-	3	2	1	81
Ysgrifennu	62	9	-	3	2	1	77

Adfywio a Datblygu Economaidd

	Nifer y Cyflogeion Adfywio a Datblygu Economaidd yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	68	15	-	1	3	-	87
Siarad/ Gwrandu	55	24	-	1	4	-	84
Ysgrifennu	64	12	-	2	2	-	80

Cyflogeion Ysgol

	Nifer y Cyflogeion Ysgol yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	1278	952	8	182	148	14	2582

Siarad/ Gwrandd	1114	1090	15	210	157	15	2601
Ysgrifennu	1294	928	7	168	153	13	2545

Cyfarwyddwyr Strategol

	Nifer y Cyfarwyddwyr Strategol yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	2	1	-	-	-	-	3
Siarad/ Gwrandd	2	1	-	-	-	-	3
Ysgrifennu	3	-	-	-	-	-	3

Y Gyfraith a Rheoleiddio

	Nifer Cyflogwyr y Gyfraith a Rheoliadau yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	54	13	-	2	4	-	73
Siarad/ Gwrandd	49	19	-	2	4	-	74
Ysgrifennu	25656	11	-	2	3	-	72

Addysg

	Nifer y Cyflogwyr Addysg yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	78	32	-	8	5	1	124
Siarad/ Gwrandd	68	42	-	8	5	1	124
Ysgrifennu	80	26	-	7	4	1	118

Yr Amgylchedd a Diogelu'r Cyhoedd

	Nifer y Cyflogwyr Gwasanaethau'r Amgylchedd a Diogelu'r Cyhoedd yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	167	19	-	4	8	1	199
Siarad/ Gwrandd	169	27	-	4	9	1	201
Ysgrifennu	166	16	-	5	6	1	194

Cyllid

	Nifer y Cyflogeion Gwasanaethau Cyllid yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	94	32	-	2	2	-	130
Siarad/ Gwrando	90	34	-	2	2	-	128
Ysgrifennu	92	30	-	1	2	-	125

Tai a Chymunedau

	Nifer y Cyflogeion Tai a Chymunedau yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	69	17	-	1	4	-	91
Siarad/ Gwrando	58	24	-	2	3	-	88
Ysgrifennu	69	11	-	3	2	-	85

Seilwaith

	Nifer y Cyflogeion Seilwaith yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	60	10	-	-	5	-	75
Siarad/ Gwrando	57	13	-	-	5	-	75
Ysgrifennu	58	10	-	1	4	-	73

Atal a Chynhwysiant

	Nifer y Cyflogeion Atal a Chynhwysiant yn ôl Sgôr 2022/23						
Cymhwysedd Cymraeg	Dim	Lefel 1 / Mynediad	Lefel 2 / Sylfaen	Lefel 3 / Canolradd	Lefel 4 / Uwch	Lefel 5	Dim Cofnod
Darllen	122	75	-	7	5	-	209
Siarad/ Gwrando	105	104	-	8	5	-	222
Ysgrifennu	122	65	-	8	6	-	201

*= Nid oes cofnod yn cyfeirio at y staff nad ydynt wedi nodi eu gallu yn y Gymraeg

7. Trosolwg ar y gwaith yn unol â'r Safonau

Safonau Cyflenwi Gwasanaethau

Mae'r adolygiad o'n cydymffurfiaeth â Safonau Darparu Gwasanaethau yn parhau ac mae'n rhan reolaidd o eitemau agenda cyfarfodydd GGG. Mae'r adroddiad blynyddol hwn, a ystyriwyd hefyd gan y Pwyllgor Craffu hefyd yn rhan bwysig o'r gwaith monitro hwn. Mae materion a chwynion allweddol hefyd yn cael eu cyfeirio at y tîm gweithredol.

Mae'r awdurdod yn parhau i ddangos cynnydd cadarnhaol, yn enwedig drwy'r agwedd gadarnhaol a ddangosir tuag at y Gymraeg gan staff. Mae cysondeb darparu gwasanaethau ar draws y sefydliad yn heriol o hyd, fodd bynnag gan fod Safonau Darparu Gwasanaethau'n ymwneud â gwasanaethau rheng flaen i aelodau'r cyhoedd, bydd y Safonau hyn yn parhau'n flaenoriaeth i ni, i'n GGG ac i'n cynllun gweithredu corfforaethol. Mae staffio a recriwtio yn parhau i fod yn anodd ac mae'n cyflwyno heriau sylweddol i'r awdurdod o ran parhau i ddarparu gwasanaethau. Fel ffordd o fynd i'r afael â hyn, rydym yn gweithio gydag ysgolion lleol i ddenu ymgeiswyr sy'n siarad Cymraeg am swyddi.

Safonau Lluo Polisi

Yn ystod y cyfnod adrodd diwethaf, diweddarodd Cyngor Dinas Casnewydd ein [Hasesiadau o'r Effaith ar Degwch a Chydraddoldeb](#) (AEDChau) yn seiliedig ar ganllawiau Comisiynydd y Gymraeg ar Safonau Lluo Polisi. Mae'r asesiad effaith integredig hwn bellach yn ein cefnogi i sicrhau nad yw'r Gymraeg yn cael ei thrin yn llai ffafriol.

Mae asesiadau yn erbyn pob polisi newydd, diwygiedig neu adolygedig yn mynd rhagddynt, ac wrth ddatblygu cynigion a pholisïau, rhaid i swyddogion y Cyngor ystyried cydymffurfiaeth â Safonau'r Gymraeg a'r effaith ar y Gymraeg a siaradwyr Cymraeg, gan gynnwys y cyfleoedd i ddefnyddio'r Gymraeg. Mae hyfforddiant AEDChau newydd wedi'i ddatblygu a bydd ar gael yn ehangach yn y cyfnod nesaf.

Safonau Gweithredol

Mae ein hadran AD yn parhau i weithio i sicrhau ein bod yn cydymffurfio â Safonau Gweithredol ar draws nifer o feysydd busnes. Drafftiodd is-grŵp o Grŵp Gweithredu'r Gymraeg Bolisi Sgiliau Iaith newydd a weithredwyd o fis Ebrill 2022. Mae hyfforddi'r gweithlu ar faterion yn ymwneud â'r Gymraeg yn brif flaenoriaeth i Gyngor Dinas Casnewydd i sicrhau ein bod yn cynnig y gwasanaethau Cymraeg gorau posibl ym mhob un o'n pwyntiau mynediad. O godi ymwybyddiaeth ynghylch safonau'r Gymraeg, sut maent yn llywio ein gwasanaethau a sut mae'n rhaid inni weithredu, hyd at gynyddu hygyrchedd i bob maes gwasanaeth i sesiynau Cymraeg. Mae'r cwrs ymwybyddiaeth iaith hwn yn orfodol i bob aelod o staff. Ymhellach, mae'r prosiect Sgwrsio Dros Ginio yn annog yr holl staff i ddefnyddio'r sgiliau Cymraeg y maent wedi'u hennill ac i'w defnyddio mewn sefyllfaoedd bob dydd. O ganlyniad, mae hyn wedi cynyddu'r defnydd o'r Gymraeg o fewn y cyngor, ac mae'n parhau i adeiladu ar hyder y gweithlu i gyfoethogi gwasanaethau Cymraeg i'n dinasyddion.

Safonau Hyrwyddo

Mae ein [Strategaeth Hyrwyddo 5 mlynedd](#) newydd yn gynhwysol ac yn hygyrch i holl gymunedau amrywiol Casnewydd. Ei nod yw dwyn ynghyd y gwaith gyda rhanddeiliaid, gwasanaethau eraill y

cyngor a'r Cynllun Strategol Cymraeg mewn Addysg 2022-2032. Mae hefyd yn gyrru cynnwys y Gymraeg gyda'r Bwrdd Sgiliau Cywir a'n partneriaid Casnewydd yn Un i sicrhau cysondeb yn y ffordd y caiff y Gymraeg ei monitro fel sgil yn y gweithle. O fewn y Strategaeth rydym hefyd yn anelu at sicrhau bod pobl Casnewydd yn gallu, "**gweld, clywed, dysgu, defnyddio a charu**" y Gymraeg. Mae'r Cyngor yn parhau i feddu ar Aelod Etholedig sy'n Hyrwyddwr y Gymraeg (y Cynghorydd John Harries ar gyfer y flwyddyn 2022-2023) sy'n cefnogi'r gwaith o hyrwyddo'r Gymraeg ar draws y ddinas a'r Cyngor. Mae'r Cyngor yn aelod o'r Fforwm Iaith, a gydlynir gan [Fenter Iaith Casnewydd](#), ac a fynychir gan randdeiliaid Cymraeg allweddol.

Cadw Cofnodion

Mae gan y Cyngor system Rheoli Cysylltiadau Cwsmeriaid (RhCC), sydd wedi gwella'r ffordd rydym yn cofnodi cwynion sy'n ymwneud â'r Gymraeg a gwybodaeth am ddewis iaith cwsmeriaid. Mae'r cyngor yn defnyddio'r system AD, iTrent, i fonitro a chadw cofnodion ar sgiliau Cymraeg cyflogaion, presenoldeb mewn cyrsiau hyfforddi perthnasol ac asesiadau Cymraeg o swyddi gwag.

Monitro Perfformiad

Mae'r cyngor yn parhau i adolygu'r ffordd y mae'n monitro'r gwaith o weithredu Safonau ar draws y sefydliad. Mae Cynllun Gweithredu, Cynllun Sefydliadol a Chynlluniau Gwasanaethau Unigol ar gyfer Safonau'r Gymraeg penodol sy'n berchen i wasanaeth adnabyddadwy wedi cael eu datblygu. Caiff y gwaith o gyflawni'r cynlluniau hyn ei fonitro gan y GGG ac mae dangosyddion perfformiad allweddol yn cael eu cynnwys yn ein system rheoli perfformiad gorfforaethol. Mae hyn yn ei gwneud yn hawdd gweld data sefydliadol a data ar lefel gwasanaeth a'i fonitro. Mae mesurau perfformiad y Gymraeg eisoes wedi'u cynnwys yn fframwaith rheoli perfformiad a risg y cyngor yr adroddir arno bob chwarter ac yn ein hadroddiad blynyddol corfforaethol.

8. Edrych ymlaen at 2023/2024

Yn 2023/24, ein nod yw cyflawni nifer o flaenoriaethau a nodwyd yn flaenorol, gan gynnwys:

- Ymgysylltu â'r holl gymunedau Casnewydd i hyrwyddo'r Gymraeg, codi ymwybyddiaeth ac amlygrwydd yr iaith a pharhau i ddatblygu addysg Gymraeg a chynwysoldeb yr iaith.
- Gweithio gyda'n cymunedau o ffoaduriaid, mudwyr a chymunedau ethnig leiafrifol i ehangu mynediad i'r Gymraeg yn well; ymwreiddio'r Gymraeg yn well fel rhan o ymdeimlad o hunaniaeth a rennir ar draws y ddinas, yn enwedig yng nghyd-destun datblygu ein pedwaredd ysgol gynradd cyfrwng Cymraeg.
- Adeiladu ar y trefniadau partneriaeth creadigol a ddatblygwyd y tu allan i'r sector cyhoeddus a gwirfoddol i godi proffil y Gymraeg yn well ledled Casnewydd gyda chyfleoedd yng nghlwb rygbi'r Dreigiau a Chlwb Pêl-droed Casnewydd
- Darparu dull cydlynol o ddatblygu sgiliau Cymraeg ar draws ein partneriaid Casnewydd yn Un drwy'r Bwrdd Sgiliau Cywir
- Cynnig cyrsiau Cymraeg ar gyfer siaradwyr sydd wedi anghofio'u gallu, neu'r rhai sydd angen hwb i'w hyder

Rydym hefyd wedi nodi nifer o flaenoriaethau newydd, gan gynnwys:

- [Cymraeg Gwaith](#), cynllun grant newydd a fydd yn galluogi'r cyngor i gael mynediad at ddull arloesol wedi'i deilwra o addysgu Cymraeg o fewn y sefydliad sy'n cynnig:

- Yr holl gwricwlwm Cymraeg i Oedolion
- Sesiynau dysgu anffurfiol pwrpasol.
- Sesiynau dysgu iaith dwys (ar-lein ac yng nghanolfan genedlaethol dysgu Cymraeg Nant Gwrtheyrn).
- Cefnogaeth un- i-un wedi'i theilwra ar gyfer staff sydd angen cyfarch wrth gynulleidfaoedd yn Gymraeg.
- Cyfres o fodiwlau dysgu ar-lein sydd wedi'u teilwra ar gyfer sectorau penodol.
- Hyd yn oed mwy o ffocws ar recriwtio, cadw a datblygu siaradwyr Cymraeg ar draws yr holl feysydd gwasanaeth o fewn y cyngor, a
- Hwyluso a chefnogi digwyddiadau drwy gydol y flwyddyn ac edrych ar y themâu trawsbynciol ynghylch cydraddoldeb, amrywiaeth a chynhwysiant.

I gael rhagor o wybodaeth am ein gwaith o ran y Gymraeg, cysylltwch â nccequality@newport.gov.uk

Atodiad Un

Adborth o rai o'r prosiectau a ddefnyddiodd y Grantiau Cymraeg yn y Gymuned

Amgueddfa Lleng Rufeinig Cymru

Prosiect i greu adnodd dysgu Cymraeg newydd i'r amgueddfa a grëwyd ochr yn ochr â'r Ganolfan Gymraeg i sicrhau bod pob lefel o ddysgwyr yn cael eu cefnogi ac i gyflwyno digwyddiad i deuluoedd, gan gynnwys gweithgareddau i gefnogi plant mewn ysgolion Cymraeg ac i hyrwyddo'r iaith i blant di-Gymraeg.

Diben y grant: Ysgrifennu adnodd Dysgu Cymraeg i oedolion, cynllunio, argraffu, digwyddiad i deuluoedd, amser staff.

"Deilliannau:

Cyflwyno cyfres o ddigwyddiadau 'Triniaeth a Meddyginiaeth Rhufeinig / Lotions & Potions yn Amgueddfa Rufeinig Cymru yn ystod haf 2022. Adnodd a ddatblygwyd i oedolion sy'n dysgu archwilio Caerllion hanesyddol.

Cyflwynwyd y digwyddiad 'Triniaeth a Meddyginiaeth Rhufeinig / Lotions & Potions gan hwylusydd mewn gwisg Rufeinig bob dydd Gwener trwy gydol mis Awst 11am-1pm a 2-4pm. Cynhaliwyd y digwyddiad yng nghanolfan Pegasus sydd wedi'i lleoli yn yr Ardd Rufeinig yn yr Amgueddfa.

Hyrwyddo

Hyrwyddwyd digwyddiadau ac adnoddau drwy weithio mewn partneriaeth â Menter Iaith Casnewydd a Rhwydweithiau Fusion Lleol i dargedu ysgolion a theuluoedd Cymraeg lleol. Hyrwyddwyd y digwyddiad hefyd fel rhan o'r ymgyrch 'Haf o Hwyl' Cenedlaethol - a gafodd ei hyrwyddo'n helaeth ledled Cymru.

Fe wnaethon ni ddefnyddio ymgyrch hyrwyddo â thâl ar Facebook. Targedwyd dysgwyr Cymraeg yn Ne-ddwyrain Cymru. Cafwyd ymateb cadarnhaol a lefel dda o ymgysylltu â'r negeseuon. Mae Menter Iaith yn rhannu ein negeseuon ac yn cysylltu ag ysgolion cynradd Cymraeg lleol cyn gwyliau'r haf i hyrwyddo'r digwyddiad. Fe wnaethon nhw hefyd rannu a chreu cynnwys cyfryngau cymdeithasol am y digwyddiad. Anfonwyd e-byst at rwydweithiau Fusion Lleol yng Nghasnewydd, Caerffili a Chwmbrân i hyrwyddo'r gweithgaredd am ddim hwn. Hyrwyddwyd gweithgareddau ar wefan yr Amgueddfa.

Nifer y dysgwyr Cymraeg

Roedd y digwyddiad yn hynod boblogaidd a phrysur gyda theuluoedd ac ymwelwyr o bob oed yn bresennol bob dydd y cafodd ei gynnig. Fodd bynnag, roeddem wedi gobeithio y byddai mwy o siaradwyr a dysgwyr Cymraeg yn y digwyddiad, fodd bynnag, er gwaethaf ein hymdrechion gorau i hyrwyddo'r digwyddiad, gyda phartneriaid, roedd nifer y dysgwyr Cymraeg a ddaeth i'r digwyddiad yn isel. Ar ddiwrnodau'r digwyddiad, dim ond dau neu dri theulu Cymraeg oedd yn y digwyddiad. Eglurodd Menter Iaith fod y nifer sy'n manteisio ar ddigwyddiadau yn ardal Casnewydd yn weddol isel. Roedd y rhai a fynychodd yn ddiolchgar iawn i gymryd rhan drwy gyfrwng y Gymraeg a gwella eu Cymraeg.

Cododd y digwyddiad broffil y Gymraeg i ymwelwyr o weddill y DU a'r di-Gymraeg yng Nghymru mewn ffordd hwyliog a difyr. Gadawodd yr holl gyfranogwyr gyda'u taflenni geirfa Cymraeg eu hunain.

Cafodd staff di-Gymraeg yn Amgueddfa Lleng Rufeinig Cymru hefyd gyfle i ymarfer a magu hyder wrth ddefnyddio'r Gymraeg.

Dyfyniad gan deulu:

Dros yr haf es i Gaerllion gyda fy nwy wyres sy'n 5 a 7 oed Maen nhw'n ddisgyblion mewn Ysgol Gymraeg leol. Aethom i mewn i'r Amgueddfa a gweld meddyg Rhufeinig gyda phob math o feddyginiaethau. Roedd yn wych i fy wyresau gael y cyfle i siarad Cymraeg y tu allan i'r ysgol a hoffwn ddiolch i'r trefnwyr. Hwyl fawr am y tro."

Y Groes Goch Brydeinig.

Cefnogi a chynyddu defnydd, ymwybyddiaeth ac amlygrwydd y Gymraeg drwy dargedu ffoaduriaid / ceiswyr lloches a'r gymuned BAME ehangach yn benodol drwy gynnal diwrnod o ddigwyddiadau cyfeillgar i'r teulu. Gyda digwyddiadau fel: Sesiynau blasu Cymraeg, perfformiadau Cymraeg, diddanwyr cymunedol, sgysiaid a gweithdai gan aelodau uchel eu proffil o'r gymuned BAME sy'n siarad Cymraeg i arddangos y defnydd o'r iaith o safbwynt aml-ddiwyllynnol.

Diben y grant: Technegydd sain a goleuo, tywyswyr, stiwdios, adnoddau i deuluoedd, amser swyddogion, artistiaid / siaradwyr, bwyd.

"Cynhaliwyd Gŵyl Gymraeg i Bawb ar 25.06.22 yn Theatr Glan yr Afon. Trefnwyd y diwrnod gan y Groes Goch Brydeinig a Dysgu Cymraeg Gwent ac fe wnaeth y theatr gydweithio'n dda iawn gyda ni gan roi eu cefnogaeth lawn i'r digwyddiad.

Roedd gan sawl sefydliad a gefnogodd y diwrnod stondinau yno gan gynnwys Menter Casnewydd, Rhwydwaith Lleisiau'r Groes Goch, Art on the Front, Dysgu Cymraeg Gwent, Dysgu Cymraeg Caerdydd a Chymraeg i Blant a standin paentio wynebâu a fu'n brysur iawn drwy'r dydd. Cynhaliwyd sesiynau ffitrwydd ar gyfer y teulu, crefftau i blant, sesiynau Ti a Fi, gwersi blasu Croeso i Bawb, panel o siaradwyr gwadd gan gynnwys Seren Jones, Ameer Davies-Rana a Shereen Williams, cerddoriaeth Gymraeg gan Eirian Conlon a dawnsio Swdanaidd gan grŵp lleol. Roedd crèche ar gael drwy'r dydd gyda chefnogaeth 'Gofal Dydd Yellow Bunnies' fel y gallai rhieni fwynhau sesiynau blasu a ffitrwydd heb y plant a darparwyd cinio gan Sefydliad Alice.

Roedd y diwrnod ei hun yn llwyddiannus iawn, gan godi ymwybyddiaeth o'r iaith yn y gymuned a dechreuwyd dosbarth Croeso i Bawb drwy Rwydwaith Lleisiau'r Groes Goch o ganlyniad i'r diwrnod. Roedd sawl teulu yno gyda phlant bach yn dysgu am addysg drwy'r Gymraeg felly y gobaith yw y bydd y teuluoedd a oedd yno yn ystyried anfon eu plant i'r ysgolion Cymraeg pan ddaw'r amser."

Cymuned Ddiwylliannol Hwngaraidd yng Nghasnewydd

Amcan y prosiect yw dathlu a chadw'r ieithoedd Hwngareg a Chymraeg yng Nghasnewydd a meithrin cysylltiadau rhwng y cymunedau, addysgu am wreiddiau a thraddodiadau'r gymuned fel y gellir eu trosglwyddo i genedlaethau'r dyfodol a phontio cymunedau Hwngaraidd a Chymreig.

Diben y grant: Rhent, gemau bwrdd / teganau / postio, bwyd, cynhyrchion glanhau, costau teithio, cyfieithydd Cymraeg-Saesneg.

"Roeddem wrth ein bodd o gael y cyfle i fanteisio ar y grant hwn, oherwydd rydyn ni o'r farn ei bod yn bwysig i'n plant ddysgu'r iaith a'r traddodiadau Cymreig, fel y gallant wella eu gwybodaeth o'r ardal hon y maen nhw'n byw ynddi.

Roedd hefyd yn gyfle gwych i'n cymuned agor i blant Cymru a dangos ein diwylliant iddyn nhw hefyd.

Mae plant wrth eu bodd yn chwarae, mae'n iaith gyffredin, felly yn y rownd gyntaf, diolch i'r grant, lanswyd cyfres o ddigwyddiadau lle gallai plant Hwngaraidd a ddaeth i'n hysgol wahodd eu ffrindiau bach Cymraeg a'u teuluoedd.

Ynghyd ag athrawon Hwngaraidd, Saesneg a Chymraeg, fe wnaethom drefnu nifer o weithgareddau a gemau bach i wella eu gwybodaeth am y tair iaith. Dysgodd y plant eiriau newydd trwy chwarae a mynd â'r cardiau geiriau adref gyda nhw bob tro. Am weddill y

dydd, fe wnaethon nhw chwarae gemau bwrdd gyda ni, gan gynnwys llawer o gemau geiriau, gan wella'r wybodaeth yr oeddent wedi'i dysgu y diwrnod hwnnw. Cynhaliwyd y digwyddiad sawl gwaith ac roedd yn llwyddiant ysgubol.

Felly, fe benderfynon ni y bydden ni'n parhau ag ef y flwyddyn nesaf ac, yn ogystal ag ehangu eu geirfa, eu cyflwyno i ddawnsfeydd, bwyd a golygfeydd traddodiadol.

Diolch am ganiatáu i ni gynnig y fath brofiad i'r plant drwy gael y grant."

Sefydliad Dysgu Teuluol Cymunedol y Gaer

Cynnal gweithdai rhyngweithiol a chynhwysol i Deuluoedd a Chymuned y Gaer ddysgu am ddiwylliant Cymru wrth ddysgu Cymraeg achlysurol a sgysiol a chreu amgylchedd cymdeithasol i bobl ddatblygu sgiliau Cymraeg yn naturiol.

Bydd ganddynt hefyd brosiect 'Blas ar Gymru' ar gyfer teuluoedd lleol sy'n gysylltiedig ag Ysgol Gynradd y Gaer i ddysgu ac ymarfer hanfodion yr iaith mewn amgylchedd hamddenol. Mae cynnig y Gymraeg drwy weithgareddau yn caniatáu i ddiwylliannau amrywiol y Gaer gymryd rhan a dysgu am y diwylliant a'r iaith.

Diben y grant: Adnoddau, trafndiaeth, cyfeilydd, recordiad stiwdio, llogi lleoliad, cynhwysion coginio, rhaglen ddogfen ddwyieithog, defnyddiau traul.

"Diolch i'r grant Cymraeg yn y Gymuned a gafwyd gan Gyngor Dinas Casnewydd, rydym wedi gallu cyflwyno prosiect 'Blas o Gymru' cyfoethog a diwylliannol i'n cymuned deuluol yn y Gaer trwy gelf, crefftau, cerddoriaeth a bwyd.

Mae'r prosiect wedi ein galluogi i ddysgu ac ymgorffori Cymraeg achlysurol drwy lawer o weithdai o safon mewn partneriaeth â darparwyr lleol a defnyddio amwynderau a lleoliadau lleol.

Mae bod yn Gymraeg yn fwy na dysgu'r iaith, mae'n dreftadaeth lawn a chyfoethog sy'n llawn balchder a thraddodiad. Roedd ein prosiect yn canolbwyntio ar ddysgu am rai o'n bwydydd traddodiadol, crefftau, caneuon a'r dawnsio gwerin!

Credwn fod y prosiect wedi creu hyb cymdeithasol estynedig ar gyfer dysgu'n ddwyieithog a gyda ffocws a dealltwriaeth go iawn ar Gymru. Mae ein tapestri cyfoethog o ddysgu wedi'i ddogfennu ac mae ar gael i chi ei ddefnyddio fel tystiolaeth.

Dyma'r ddolen i'n rhaglen ddogfen: <https://youtu.be/8u9AMrLkxVU> "

Casnewydd Fyw

Nodau'r prosiect: Bydd pob gweithiwr Casnewydd Fyw yn cael cardiau fflach Cymraeg i ddysgu geiriau / ymadroddion defnyddiol i'w defnyddio yn yr amgylchedd gwaith ynghyd â fideos hyfforddi ar-lein.

Bydd y prosiect hefyd yn treialu 2 brosiect cerddorol. Y cyntaf yw noson gerddoriaeth Gymraeg yng Nglan yr Afon gydag artistiaid ac ysgolion lleol yn perfformio, gyda chymysgedd o gynulleidfa Gymraeg a di-Gymraeg. Yr ail fyddai côr cyfrwng Cymraeg ar Ddydd Santes Dwynwen, yn cynnwys 6 sesiwn ymarfer côr wythnosol, gan roi cyfle i bobl leol ddatblygu eu gwybodaeth am ddiwylliant Cymru.

Bydd cyfleoedd hefyd i blant gymryd rhan mewn gweithdai creadigol trwy gyfrwng y Gymraeg.

Diben y grant: Cardiau fflach Cymraeg, prosiect côr, noson gerddoriaeth, gweithdai cyfnod gwyliau i bobl ifanc.

"Canu Casnewydd - Comisiynwyd "Operasonic" i gyflwyno rhaglen 8 wythnos a oedd yn cynnig amgylchedd hwyliog a chyfeillgar ar gyfer dysgu caneuon Cymraeg traddodiadol.

Roedd yr ymarferion côr ar agor i bawb yn Theatr Glan yr Afon. Bu siaradwyr Cymraeg a dysgwyr brwdfrydig yn cymryd rhan.

Ar ddiwedd y prosiect, rhoddodd y côr newydd ei ffurfio berfformiad o'r caneuon yn ardal atriwm Glan yr Afon ar Ddydd Gŵyl Dewi 2022. Roedd y perfformiad hwn yn rhagflaenu perfformiad theatraidd o'r ddrama lwyfan "Carwyn". Creu noson o adloniant â thema Gymreig.

*Daeth 30+ o unigolion i sesiynau ymarfer a pherfformiad y côr.
Fideo o berfformiad Canu Casnewydd ar Ddydd Gŵyl Dewi 2022 yn Theatr Glan yr Afon.
<https://fb.watch/bv8DnjdtNY/>*

Clwb Creadigol - Cyflwynodd Tîm Glan yr Afon sesiynau celfyddydol Cymraeg drwy gyfrwng y Gymraeg yn Theatr a Chanolfan Gelfyddydau Glan yr Afon.

Rhoddodd hyn gyfle i bobl ifanc gymryd rhan mewn gweithgareddau celf a chrefft, cymdeithasu yn y Gymraeg a hefyd bod yn rhan o'r recordiadau sain ar gyfer ein profiad trochi 'Wonderland' yng Ngwanwyn 2022.

Hysbyseb ar gyfer sesiynau'r Clwb Creadigol.

Mae Clwb Creadigol yn gyfres o brosiectau a gyflwynir drwy gyfrwng y Gymraeg. Bydd y sesiynau'n cynnwys: ffotograffiaeth, gwneud ffilmiau, ysgrifennu caneuon, crefftiau, ysgrifennu sgrïptiau, a llawer mwy.

Clwb Creadigol for ages 11-14 launches on Monday!
Running weekly on a Monday Clwb Creadigol is a series of creative projects delivered through the medium of Welsh.
Sessions will include: photography, film making, song writing, craft, script writing, and much more.... [See more](#)

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Cardiau Fflach Cymraeg ar gyfer tua 450 o staff - Mae'r prosiect yn cael ei gyflwyno ar draws y sefydliad ar hyn o bryd. Bydd y cardiau hyn yn eistedd ochr yn ochr â fideos addysgol yn dangos ynganiad a chyd-destun yr ymadroddion.

Llun o'r Cardiau Fflach Cymraeg a gynhyrchwyd ar gyfer Staff Casnewydd Fyw



Bydd pob aelod o staff (tua 450) yn derbyn set o gardiau fflach i'w helpu i ddatblygu eu sgiliau iaith Gymraeg."

Menter Iaith Casnewydd

Creu a chynnal sesiynau ymwybyddiaeth iaith, drwy gynnal sesiynau ymwybyddiaeth gymunedol ar-lein ac wyneb yn wyneb gan dargedu ardal Pilgwenlli yng Nghasnewydd yn benodol. Bydd y prosiect yn gweld cyfres o sesiynau galw heibio byr yn ystod yr wythnos ac ar y penwythnos gan sicrhau bod croeso i bobl â phlant. Rydym yn darparu gweithgareddau i'r plant.

Nod y prosiect yw codi diddordeb mewn addysg Gymraeg yn y rhanbarth a hyrwyddo manteision defnyddio'r Gymraeg i rieni plant sydd mewn ysgolion Saesneg. Mae Menter Iaith Casnewydd hefyd yn bwriadu croesawu pobl o bob cefndir a phob rhan o gymdeithas sydd heb gael y cyfle i ddysgu Cymraeg oherwydd tueddiadau hanesyddol.

Diben y grant: Ymgynghori â phartneriaid, datblygu deunyddiau ymwybyddiaeth, darparu holiaduron gwybodaeth, gosod / hyrwyddo adnoddau ymwybyddiaeth ar y wefan, trefnu sesiynau ymwybyddiaeth wyneb yn wyneb, rhent, sesiynau, deunyddiau chwarae, dadansoddi data.

"Fe wnaethon ni gynnal digwyddiad dathlu Gŵyl Dewi hynod lwyddiannus yng Nghanolfan Mileniwm Pilgwenlli brynhawn Sadwrn, 3pm – 5pm ar 4 Mawrth. Gwahoddwyd ein partneriaid i gymryd rhan, gyda stondinau ar gyfer Cymraeg i Blant, RHAG, Stwff a Chyngor Dinas Casnewydd. Dewiswyd y lleoliad hwn yn benodol gan mai Pilgwenlli yw lle bydd ysgol Gymraeg fwyaf newydd Casnewydd wedi'i lleoli unwaith y bydd y gwaith adeiladu wedi'i gwblhau.

Daeth dros 200 o drigolion lleol i'r digwyddiad. Cynhaliwyd y digwyddiad ar brynhawn Sadwrn, gydag aelodau o'r gymuned a fynychodd yn dathlu'r iaith a diwylliant Cymru. Yn ystod y digwyddiad, cawsom y cyfle, gyda'n partneriaid, i roi gwybod i'r rhai a fynychodd am gyfleoedd addysg Gymraeg a siarad am yr ysgol newydd. Gwahoddwyd y teuluoedd a'u plant ifanc o'r gymuned i gymryd rhan mewn amrywiaeth o weithgareddau Cymraeg ar y diwrnod; o weithgareddau crefft i flasau cacennau cri a mwynhau cerddoriaeth Gymraeg (a berfformiwyd gan fand Cymraeg lleol). Roedd presenoldeb ac ymgysylltiad yn y digwyddiad wedi rhagori ar ein disgwyliau a dywedodd nifer o'r partneriaid eu bod wedi cael sgysiau a thrafodaethau gydag unigolion a oedd yn gwbl anymwybodol o addysg Gymraeg (gan gynnwys teuluoedd a oedd wedi symud i Gasnewydd o Fryste) a bod ganddynt ddiddordeb mewn cael rhagor o wybodaeth ar ôl y digwyddiad. Cafodd y digwyddiad ei hysbysebu ar dudalennau cyfryngau cymdeithasol ar gyfer yr ardal ac ar ein sianeli cyfryngau cymdeithasol ein hunain."

Poster ar gyfer y digwyddiad



Welsh Language Annual Monitoring Report 2022-2023 **Newport City Council**

**Mae'r ddogfen hefyd ar gael yn Gymraeg.
This document is also available in Welsh.**

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DRAFT

1. Legislative Context

This annual report has been prepared in accordance with Welsh Language Standards 158, 164 and 170, and will highlight how Newport City Council has complied with the Welsh Language Standards which were imposed on the authority by the Welsh Language Commissioner, set out in [Newport City Council's Compliance Notice](#).

As well as outlining the authority's general compliance, this report also contains the specific information required by the Standards to be published annually. This includes data on the number of complaints we have received, the Welsh language levels of our staff, the training we offer through the medium of Welsh, and the level of Welsh we require on all vacant and new posts we have advertised during the financial year.

To support our work against the Council's Welsh language compliance notice, Newport City Council has developed a [5-year Welsh Language Promotional Strategy](#). This strategy reflects Newport as a Welsh city with rich multicultural and multilingual communities. It brings together exciting Welsh language work across a range of areas and focuses on growing the range of partners and stakeholders who are engaging with the Welsh language; driving and focussing our energies to raise the profile of the Welsh language across the city.

This report has been prepared in line with [good practice guidance](#) from the Welsh Language Commissioner. It is written with the support of the Welsh Language Implementation Group (WLIG), reviewed by Scrutiny prior to approval by Cabinet and adoption by Council.

2. Summary

This year, the Council has adjusted to the changing situation with regards to COVID restrictions. Consequently, we have been able to make significant positive changes in the way we engage with staff and communities across Newport. The Council has adapted to new ways of working and has continued to deliver services to our citizens.

As the world has opened up once again, we have strived to work flexibly and reassess priorities. We have redeployed resources according to the new societal norms. We have worked closely with the Welsh Language Commissioner on these changes whilst returning to providing optimum bilingual services in the city.

With recent previous restrictions related to face-to-face engagement lifting significantly this year, it has enabled us to refocus our energies and work to continue to improve the promotion of the Welsh language across our communities in a direct and meaningful way.

We have effectively engaged with Newport's communities to co-produce a number of resources, reaching out and connecting with key stakeholders who have helped shape our messaging around Welsh language rights and how to access them. We were able to continue to work with key partners to evaluate the Welsh in the Community Grant scheme to support activities across Newport in promoting the Welsh language.

The Council has increased engagement through our promotion work in the city to raise awareness of rights, access to services and celebrate our diverse Welshness. We have developed resources for

campaigns throughout the year with communities in Newport, which featured children, young people, parents and key partner agencies.

We were able to build on the previous year's '[Many faces of Welsh-ness](#)' campaign further, and work with a local service to produce a series of short films to celebrate the rich diversity of Newport and its Welsh language speaking communities. This exciting project is expanding on the work around Welsh identity and inclusiveness across the city.

Not only have we been able to engage with our partners in new and innovative ways, but we have continued to reflect on our internal processes and adapt to new ways of working. Engagement with staff and promotion of the Welsh language within our workforce have also continued to be another top priority for the Council. New weekly informal learning opportunities for staff to join lunch time "Sgwrsio Dros Ginio" hybrid sessions have afforded learners and accomplished speakers alike the ability to use their Welsh language skills that they have developed. In doing so, increasing their confidence and language skills even further. This has ensured that the Welsh language has become an important part of the colourful tapestry of working within the organisation.

The [Welsh Language Standards](#) provide Newport City Council with a framework to work towards the Welsh Government's aspiration of delivering bilingual public services. During the year, we continued to revisit and develop the [Welsh in Education Strategic Plan](#) (WESP) and to implement the [5 Year Promotional Strategy](#) that informs policy, plans and work programmes across the Council to help achieve Welsh Government's [Cymraeg 2050](#) Strategy. These documents are also published on the Council's [website](#).

The Council's Welsh language officer is supported by the Welsh Language Implementation group (WLIG), whose role it is to develop the use of the Welsh language and support compliance with the Welsh language Standards 2015 under the Welsh Language Measure 2011. WLIG continues to meet every 3 months to mainstream Welsh language in employment, service delivery and partnership work. WLIG reviews progress against the Welsh Language objective including the WESP and the Welsh Government's '[More than Just Words](#)' Strategy for Welsh in health, social services and social care.

This annual report provides updates on positive progress made this year, as well as identifying areas for continued development. Despite the reality of increasing costs and financial pressures as we move forward, Newport City Council continues to invest in the Welsh language, both to support internal compliance with standards, and facilitate partnership and community initiatives. Our Welsh language work also continues to be supported by an Elected Member Champion.

3. Key Developments

Welsh Language Promotion Officer

As noted in last year's report, the Council had established a temporary role to develop community engagement, this continued until Autumn 2022. The remit included engagement with Black, Asian, and Minority Ethnic communities to promote Welsh medium education and the promotion of Welsh medium education in general. The role also included the promotion of Welsh in general to both staff and residents of Newport.

Our officer, working closely with schools and community stakeholders, developed a Promotion Plan that aligned with the outcomes of the WESP and general education targets. They played a key part in developing the governance and monitoring of the plan during this financial year.

In 2022, this plan became an integral part of the WESP and now features as Outcomes 5 and 7 of this plan and is the focus of the WESP subgroups Tyfu/Grow and Sustain/ Cynnal. This promotion work is overseen by key partners within education across the city.

Assisting the four Welsh medium school Headteachers and a project manager, the officer developed several workshops and resources to be uploaded to Hwb. Spearheaded by the Welsh Government, Hwb provides bilingual, digital services to all maintained schools to support teaching and learning through the Curriculum for Wales. This project helped pupils develop their skills following the education they missed during the lockdowns of the pandemic.

Internally, the officer supported promotional activities for staff, including a Shwmae/ Su'mae film in September and the delivery of Welsh Language Awareness sessions for the Council's workforce.

Welsh in the Community Grants

As detailed in [last year's report](#), the Council made funding available to support local community groups, organisations, and individuals to promote, facilitate and increase the use of the Welsh language across Newport. The grants were available to projects who wished to develop interventions that would:

- Promote the use of Welsh in the community
- Increase the use of Welsh in social and non-educational environments.
- Increase the visibility of Welsh in Newport
- Support Welsh speakers and learners across the city to use, practice and develop their skills.

The funding available was for a variety of spends, and could include but was not limited to:

- Purchase of supporting materials to enhance communications or widen its reach
- Covering the costs of an event or activity in the local community.
- Purchase of new equipment and that will promote and support the use of the Welsh language
- Costs associated with developing support materials and networks.

This work continued throughout 2022/ 2023 and projects that accessed the grant scheme promoted the Welsh language across a diverse range of the city's communities. A synopsis of some of the positive outcomes these projects achieved can be found in Appendix one

Policies & Strategies

Over the past 12 months, the council successfully published several new Welsh language related strategies and policies.

Corporate Plan 2022-27

In November 2022, Newport City Council approved its new [Corporate Plan 2022-27](#) to deliver ‘an Ambitious, Fairer and Greener Newport for everyone’. Newport’s Corporate Plan recognises the important role Welsh has to our communities, education and businesses over the next five years and is aligned with the Well-being of Future Generations Act and Welsh Language Standards. In the development of the Corporate Plan, we also aligned the Corporate Plan with the goals of the Council’s Welsh Language Strategy and [Welsh in Education Strategic Plan](#) (WESP). More specifically we have the following objectives and sub-objectives:

- Well-being Objective 1 (Economy, Education, Skills) – Increase the number of Welsh speakers in Newport by improving access to Welsh education, supporting businesses and promoting the Welsh language.
- Well-being Objective 4 (an Inclusive, Fair and Sustainable Council) – 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.

Welsh in Education Strategic Plan (WESP)

The [Welsh in Education Strategic Plan](#) (WESP) 2022-2032, was supported by the Welsh language officer and Welsh language promotion officer through engagement events with a range of Welsh Education Forum (WEF) members. The plan was adopted by full council and approved by the Welsh Government during this year.

Welsh Education Promotional Plan

The Welsh Language Promotion Officer finalised a promotional plan to help deliver the outcomes listed in the WESP. This promotion plan included a list of activities the council and stakeholders undertook to promote Welsh medium education across Newport. This promotion plan has now been included in the WESP and is overseen by all key partners who feed into the WESP subgroups Tyfu/Grow and Cynnal/ Sustain. Input from stakeholders, who are members of the WESP subgroups, has helped develop the promotion work even further.

Welsh Language Skills Policy

During the last year, a new Welsh language skills policy has been implemented by the council which went live at the start of this financial year. This included the adoption of the Association of Language Testers in Europe (ALTE) framework. ALTE is a group of leading European language testing organisations that help people understand examination results. They developed a series of "Can Do" statements describing what a person "can do" using the language at a particular level and in a particular context. This adoption of the ALTE framework by Newport City Council has facilitated a means of self-assessing linguistic ability in Welsh throughout the workforce. The new skills policy has also included all posts being advertised as Welsh desirable as a minimum and a Cymraeg Clir policy to help support and develop confidence with all Welsh speakers across the council.

5 Year Promotional Strategy

Our vision for the Welsh language is: **“See, Hear, Learn, Use, Love”** and for everyone in Newport to use, see and hear Welsh as a living language in all parts of life across the city, across all the diverse communities.

The [strategy](#) is structured around 3 strategic themes to deliver our vision. It reflects the linguistic profile of the city, our existing Welsh language priorities, and our aspirations for Welsh language growth. Updates on each of the themes can be found below.

Theme 1 Communities and Culture

This theme focusses on increasing awareness of the Welsh language across our communities, normalising Welsh so that it is heard and seen outside of formal environments like school, college or the workplace. This theme seeks to engage non-traditional users of Welsh, including our ethnic minority communities, and broaden our community partnerships. Through this theme, we aspire to widen the partnerships that we work with to promote the Welsh language, build on our work with Newport's Welsh Language Forum and engage with other local stakeholders, like sports teams and public sector partners.

The promotion of bilingualism and Welsh language education has been at the forefront of the work undertaken within the council's education department, through the WEF, the WESP subgroups and outreach by council officers at events across Newport.

We developed campaigns to co-produce video resources with residents and key partner agencies in Newport to promote Welsh medium services and education in the city. These videos highlighted rights around the Welsh language, why Welsh is important to the people of Newport and what options there are for parents and children considering a Welsh medium education. In the process, we were able to promote local [Welsh for Adults](#) services and signpost any adults who want to start or increase their skills.

The development of our partnership with the Dragons and Newport County Football was also a feature of work by the council. In the coming year, we aspire to build on the partnerships and continue to ensure that Welsh is a fundamental part of key sporting events in the city going forward.

Theme 2 Education

This theme ensures that Welsh language activities across the city align with and support the achievements of targets set out in our WESP. We want all families to be aware of Welsh medium education options across Newport and to understand the benefits of receiving a bilingual education. This theme also focuses on supporting parents of children in Welsh medium education, particularly those who are non-Welsh speakers.

Working within this theme, we have been able to engage successfully with communities across the city to promote Welsh language education options available to parents at events across the city this year, such as:

- [Cymraeg i Blant](#), Malpas
- [Cymraeg i Blant](#), Brynhyfryd Road
- Baby Shower event in Newport Riverfront for expectant parents
- Pill Millennium Centre [Welsh language promotion day](#) hosted by Menter Iaith Casnewydd

Theme 3 Employers and Skills

Our final theme considers the example that the council should set as an organisation which values and supports the use of the Welsh language. We want to create an environment where Welsh and English are treated and viewed equally, and staff feel empowered to use and develop their Welsh language skills. We aspire to work with our OneNewport partners to ensure a consistent approach to developing Welsh-speaking workforces that are fit for purpose and work together to address skills gaps across the city.

In line with this theme to create an environment which values and supports the use of Welsh, the council was able to successfully set up pilot informal learning sessions called “Sgwrsio Dros Ginio”. The overall aim of the sessions is to develop confidence of people who are learning or have learned Welsh or who are Welsh speakers, but they have lost confidence using the language. It is hoped that this new initiative will assist the workforce by increasing confidence and workplace skills in using the language and ensure that the Welsh Language is an integral part of working in the local authority.



With a different focus each week, the groups, facilitated by the Welsh language officer, choose the direction of the sessions. This is sometimes work related (answering the telephone), sometimes subject based (meeting people, going on holiday, shopping in Welsh, buying groceries), season specific (Winter, Christmas, Spring), or news related.

Meeting on alternate weeks, two groups have been set up as hybrid sessions; affording attendees the option to work face to face or online. Whichever is the most convenient to the learner.

The Mynediad (Entry) and Sylfaen (Foundation) level group for beginners focuses on developing council staffs' confidence to put the Welsh they know or have learned in the classroom into practice, by discussing everyday topics. Delivered bilingually, the sessions encourage staff to use the target language of Welsh as much as possible.

The second group, for more experienced Welsh speakers from Canolradd (Intermediate) to Gloywi (fluent), follows the same format. These sessions are delivered only through the medium of Welsh.

The pilot, running from December 2022 to March 2023, was evaluated by the WLIG in March 2023. It was decided to continue the sessions following a workforce survey to explore any changes that needed to be implemented. This survey will shape the delivery and frequency of the initiative in the coming year and will be reported on in all WLIG meetings and next year's annual report.

Promoting Bilingual Education

Working with colleagues in the Education Team, we have updated the “[Becoming Bilingual](#)” parents’ booklet to include the new Welsh primary school Nant Gwenlli. This resource has been the focus of several community engagement events in 2022/23 to connect with parents and discuss options for Welsh language education across the city for their children. By doing so, we were able to initiate discussion with parents about their child’s potential journey into Welsh language education.



Welsh Language Promotion

In addition to the work of our Promotion Officer, the council has also:

- Continued to promote key dates throughout the year to communities and staff, including:
 - a [St David’s Day](#) film competition to celebrate and showcase why the Welsh language is important to the young learners of Newport. Four schools took part in the competition and the entrants all received a £50 book voucher for their contributions. These films were made available via social media channels and on the council’s YouTube channel.
 - Running a St David’s Day special newsletter for staff which included:
 - details of the new Welsh language commissioner,
 - virtual visits to some of Wales’s key tourist sites,
 - a quiz on all things related to Welshness,
 - a bilingual “how to” guide on using Welsh in virtual meetings,
 - links to accessing virtual meeting backgrounds (that indicated that attendees speak or are learning Welsh), and
 - a guide to everyday Welsh phrases.
 - Drop-in sessions for council staff wishing to set up bilingual meetings on Microsoft Teams following an update of this platform by Microsoft in December 2022.
 - a film for [Diwrnod Shwmae/ Su’mae](#), which was posted on our social media channels that looked at the importance of starting each conversation in Welsh. The content of this film was recorded at community events in the city and by council staff.



- Produced a series of films for [Welsh Language Rights Day](#) which explored how residents and key stakeholders view accessing their Welsh language rights in the city. These films, made available via our social media platforms, included contributions from secondary school students in Gwent is Coed, parents and children from local Welsh language baby and parent groups, third sector colleagues working in the city and staff working in a variety of council departments.



- Sponsored and supported [Gŵyl Newydd](#), the annual Welsh language festival, this year which was hosted at the Riverfront Centre in the city to celebrate the Welsh language, culture, Welsh arts and Welshness. Taking place in late September 2022, the council had a significant role on the day by opening the event with a welcome from the council's Welsh language champion. Staff from the council also ran an information stand to engage with residents and other stakeholders to promote the council's Welsh language services, Welsh language education options for young learners in the city and job vacancies within the council.



- Continued to provide representation on the local forums for [Mwy na Geiriau / More than Just Words](#) and an update was provided in the Director's Annual report (2022/23) on our approach to developing an action plan to implement Mwy na Geiriau / More than Just Words.



- We have also provided representation at Fforwm Iaith, Deddf, the regional Welsh language promotion project meetings and Rhwydiaith. This work has ensured that Newport City Council has had an influence in regard to Welsh language issues on a city-wide basis, across the region and nationally in Wales.
- Created a video in partnership with [Careers Wales](#) on multilingualism. This short film, prepared for use in schools across the region, explores the benefits of language learning for careers pathways and future employment opportunities. This film was planned and recorded in 2022/23, with a view to future release in 2023/24.

Employment and Skills

The Right Skills Board, which reports to [OneNewport](#), is a partnership forum which aims to ensure that people can access skills and education programmes that support a life well-lived. This aligns with sustainable current and future local employment opportunities, enabling individuals and communities to achieve their potential. This group considers recommendations on how we can work together to promote and support the development of Welsh language skills across the city.

The Council has continued to work with Careers Wales to promote the use of Welsh and has produced a video for use across the country on the professional benefits of multilingualism and how language learning can increase employability and future career opportunities.

4. Monitoring

1. Welsh Competency requirements on new posts (all posts)

The recruiting manager and the Human Resources (HR) team undertake a Welsh Language Assessment for all new or vacant positions advertised via our normal recruitment process using our HR system, iTrent.

No. of new posts 2020/21	No. of new posts 2021/22	No. of new posts 2022/23
291	392	412
2020/21		
Welsh Competency Requirement	Number	Percentage of Total
Essential	6	2.06
Desirable	17	5.84
Not necessary	268	92.10
To be learnt in post	0	
Total	291	
2021/22		
Welsh Competency Requirement	Number	Percentage of Total
Essential	11	2.8
Desirable	43	11
Not necessary	338	86.2
To be learnt in post	0	0
Total	392	
2022/23		
Welsh Competency Requirement	Number	Percentage of Total
Essential	15	3.6%
Desirable	164	39.8%
Not necessary	231	56.1%
To be learnt in post	2	0.5%
Total	412	

From 1st April 2022, Newport City Council launched the Welsh Language Skills Policy. This policy highlighted the Council's commitment to the Welsh language, how it aims to support staff who are learning or already speak Welsh and it supports managers to develop their teams through the recruitment process. We wanted to ensure that we created an environment and culture where both languages are viewed equally, and staff feel empowered to use and develop their Welsh language skills. The policy sets out a cohesive approach to the recruitment, training and development of Welsh learners and speakers across the council, to help ensure the growth of the Welsh language within the workplace.

All vacancies were designated as Welsh desirable as a minimum with all vacancies advertised bilingually. Linguistic ability in Welsh is measured using the ALTE Framework. In 23/24, we will work to further develop the embedding of this approach, ensuring that all job descriptions for advertised roles are available bilingually.

Even though schools are considered in these overall figures for the council, schools are not subject to the same requirements under the Welsh language standards and therefore, have not needed to adopt our Welsh language policy.

We hope to work with all local schools over the next year to encourage creating roles where Welsh language skills are desirable for each role in recruitment within school settings and that all job descriptions for advertised roles are available bilingually.

5. Complaints

[In line with our complaints procedure](#), Welsh language complaints received from the public are recorded by our Contact Centre via the Council's Customer Relationship Management (CRM) system, meaning that all Welsh language complaints are accurately recorded and shared with appropriate officers to action. Complaints are also a standing agenda item at the council's WLIG meeting where restorative actions and learning are discussed. This includes complaints received from the public, or through the Welsh Language Commissioner's Office.

Complaints related to the Welsh language are commonplace for all organisations that are subject to working within the Welsh language standards. All organisations who work within the standards are legally required to undertake the following:

- keep a record, in relation to each financial year, of the number of complaints it receives relating to its compliance with the standards. (Standard 147)
- keep a copy of any written complaint that it receives that relates to its compliance with the standards with which it is under a duty to comply, which are those standards in its compliance notice. (Standard 148)
- keep a copy of any written complaint it receives that relates to the Welsh language. (Standard 149)
- keep a record of the steps that it has taken in order to ensure compliance with the policy making standards with which it is under a duty to comply. (Standard 150)

In 2022/2023, the Council received 5 complaints in total: 3 direct to the Council and 2 via the Welsh Language Commissioner's office.

Direct Complaints

In relation to the complaints received directly to the Council, one was ongoing from last year's report. The complaint had also been received via the Welsh Language Commissioner and was subject to their complaint's procedure, please see below (Welsh Language Commissioner).

All other complaints are detailed below:

Date	Nature of complaint	Actions taken
07/11/2022	Lack of Welsh names on street plates in the city centre.	Resolved by writing to the resident to explain that the council's approved policy states that all existing street names (street name plates) will (and would) remain in their known language and all new street names would be named bilingually.
09/11/2022	Concerns over traffic signs (with English first and Welsh second) and a lack of Welsh language on Newport Transport's webpages.	<p>Resolved with a letter to the resident explaining that all new signs will be provided bilingually, with Welsh as the first language. It was communicated that this is for any new provision or the maintenance of an existing sign.</p> <p>It was explained in the letter that the council is not responsible for the language options on key partners' websites.</p> <p>Support has been offered to Newport Transport around Welsh language issues.</p>
01/03/2023	Complaint regarding a car parking facility owned by a private company related to the lack of Welsh language service on the payment machines.	Resolved by communicating to the visitor that the car park was not a council owned facility, and that the complaint should be communicated to the company that directly manages the site.

Welsh Language Commissioner

As noted above, the Council received 2 complaints from the Welsh Language Commissioner's office, one complaint was open throughout this year from the previous year.

Date	Nature of complaint	Actions taken
07/01/2022	<p>This complaint was ongoing from the previous year's report. A resident was unhappy about not having received a Welsh language service when contacting the call centre for parking permits. When contacted, the resident was not given a Welsh language option for parking permits.</p>	<p>An intensive programme of training on Welsh language awareness, handling Welsh language requests, internal process of handling Welsh language calls and services.</p> <p>All parking permits updated to bilingual permit booklets.</p> <p>The Welsh language commissioner's office was happy with the comprehensive response to addressing the complaint and an outcome of no further action was communicated early 2023.</p>
15/03/23	<p>Self-assessment on promoting the Welsh language and a mystery shopping exercise to explore access points to the council's services and information. Issues arose related to:</p> <ul style="list-style-type: none"> • inconsistent links to information (Welsh language job descriptions) on the Welsh side of the council's website, • Welsh language calls to call centre not being handled in line with the standards, • some messaging on the council's social media platforms 	<p>A comprehensive action plan was put together towards the end of 2022/23 and will be reported on fully in the next annual report.</p>

falling outside of the standards.

6. Training

Under Standard 128, the authority is mandated to offer training programmes through the medium of Welsh on the following courses:

- Health and safety for managers
- Corporate induction
- Performance management
- Corporate management induction

Of the courses offered in Welsh, none were requested by members of staff, as such attendance was 0% for staff completing these courses through the medium of Welsh.

Welsh Language Training

The delivery of Welsh language training resumed this year by the local Welsh for Adults services in Coleg Gwent. Internal Welsh language awareness training continued to be delivered online.

We have revised our Welsh language videos that are now an integral part of the council's Welsh language awareness session.

Number of attendees for Welsh language training sessions

Course Title	2020/21	2021/22	2022/23
Improvers Course for Welsh Speakers	2	-	0
Welsh at Work 90-minute Taster	7	-	13
Welsh Mynediad/Entry Level 30-week course (Year 1)	0	31	27
Welsh Mynediad/Entry Level 30-week course (Year 2)	0	11	13
Welsh Sylfaen/Foundation Level 30-week course (Year 1)	0	2	3
Welsh Sylfaen/Foundation Level 30-week course (Year 2)		7	2
Canolradd – Year 1		2	5
Canolradd – Year 2		6	1
Uwch 1	0	0	2
Uwch 2	0	0	1
Gloywi	0	0	1
Say Something in Welsh App	30	30	0

[Say Something in Welsh](#) is a web-based learning option that was offered to the council's workforce during the lockdowns of the recent pandemic; ensuring that Welsh learners continued to engage

with the Welsh language at a distance whilst sessions provided by the local Cymraeg i Oedolion provider moved from face to face to online delivery. The figure for this year is zero due to learners moving to online sessions with the same provider.

Number of staff who attended Welsh Language Awareness sessions.

Course Title	2020/2021	2021/2022	2022/2023
Welsh Language Awareness	9	28	99

Welsh Language Skills of Employees (as of 31/03/22)

Headcount 2020/21	Headcount 2021/2022	Headcount 2022/2023
5865	5980	5958

During previous reporting periods, the council was able to compare, and contrast language ability developments per service area. Due to a recent restructure, new departments being created, and departments merged, comparing previous tables for Welsh language skills per service area for this year's report is unfeasible. Adding to this, the newly adopted ALTE framework for Welsh language ability, differs slightly to the previous method of assessing linguistic skills. As a result of both recent changes, the data below refers to this year only, with the new categories of Reading, Spoken/ Listening and Writing being considered for the report. This year's data will be used to benchmark performance for future years.

Establishment List*

Welsh Competency	No. of Employees by Score 2022/2023 with ALTE scales						
	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	2382	12391	9	219	197	18	4064
Spoken/ Listening	2116	1483	17	253	210	19	4098
Writing	2407	1173	9	209	179	17	3965
Percentage of headcount	38.51%	21.75%	0.20%	3.81%	3.27%	0.30%	

(*This performance measure is reliant upon staff members self-assessing their Welsh language skills within their Employee Self-Service account and therefore may not be complete. We are working with HR colleagues to remind all staff to complete this section in their accounts and a report will be provided at service area level to ask managers to encourage their teams to complete the self-assessment).

Overall, the council has 29.03% of the workforce with skills ranging from entry level Welsh to a proficiency in the language. Of the workforce who have responded to the self-assessment, 8.1% have intermediate to advanced skills speaking the Welsh language, which is higher than the figure of Welsh spoken in the city of Newport according to the [2021 census](#) (7.5%).

By Service Area:

Adult and Community Services

	No. of Adult and Community Services Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	175	28	-	3	4	-	210
Spoken/ Listening	161	38	-	5	4	-	208
Writing	172	21	-	2	4	-	199

Children and Young People Services

	No. of Children and Young People Services Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	169	44	1	6	8	1	229
Spoken/ Listening	157	58	2	9	10	1	237
Writing	168	34	2	7	9	1	221

People, Policy and Transformation

	No. of People, Policy and Transformation Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	64	10	-	3	2	1	80
Spoken/ Listening	57	18	-	3	2	1	81
Writing	62	9	-	3	2	1	77

Regeneration and Economic Development

	No. of Regeneration and Economic Development by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	68	15	-	1	3	-	87
Spoken/ Listening	55	24	-	1	4	-	84
Writing	64	12	-	2	2	-	80

Schools Employees

	No. of Schools Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	1278	952	8	182	148	14	2582
Spoken/ Listening	1114	1090	15	210	157	15	2601
Writing	1294	928	7	168	153	13	2545

Strategic Directors

	No. of Strategic Directors by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	2	1	-	-	-	-	3
Spoken/ Listening	2	1	-	-	-	-	3
Writing	3	-	-	-	-	-	3

Law and Regulation

	No. of Law and Regulation Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	54	13	-	2	4	-	73
Spoken/ Listening	49	19	-	2	4	-	74
Writing	25656	11	-	2	3	-	72

Education

	No. of Education Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	78	32	-	8	5	1	124
Spoken/ Listening	68	42	-	8	5	1	124
Writing	80	26	-	7	4	1	118

Environment and Public Protection

	No. of Environment and Public Protection Services Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record

Reading	167	19	-	4	8	1	199
Spoken/ Listening	169	27	-	4	9	1	201
Writing	166	16	-	5	6	1	194

Finance

	No. of Finance Services Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	N° Record
Reading	94	32	-	2	2	-	130
Spoken/ Listening	90	34	-	2	2	-	128
Writing	92	30	-	1	2	-	125

Housing and Communities

	No. of Housing and Communities Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	69	17	-	1	4	-	91
Spoken/ Listening	58	24	-	2	3	-	88
Writing	69	11	-	3	2	-	85

Infrastructure

	No. of Infrastructure Employees by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	60	10	-	-	5	-	75
Spoken/ Listening	57	13	-	-	5	-	75
Writing	58	10	-	1	4	-	73

Prevention and Inclusion

	No. of Prevention and Inclusion by Score 2022/23						
Welsh Competency	None	Level 1 / Entry	Level 2 / Foundation	Level 3 / Intermediate	Level 4 / Advanced	Level 5	No Record
Reading	122	75	-	7	5	-	209
Spoken/ Listening	105	104	-	8	5	-	222

Writing	122	65	-	8	6	-	201
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* - = No record refers to those staff that have not indicated their Welsh language ability

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7. Overview of work against Standards

Service Delivery Standards

The review of our compliance with Service Delivery Standards is ongoing and features as a regular part of the WLIG meeting agenda items. This annual report, also considered by the Scrutiny Committee is also an important part of this monitoring work. Key issues and complaints are also escalated to the executive team.

The authority continues to demonstrate positive progress, particularly through the positive attitude displayed towards the Welsh language by staff. Consistency of service delivery across the organisation still proves challenging, however, as Service Delivery Standards relate to frontline services for members of the public, these Standards will remain a priority for us, and within our corporate action plan. Staffing and recruitment continue to be difficult and present the authority with significant challenges in a continuation of service delivery. As a way of addressing this, we are working with local schools to attract Welsh speaking applicants for positions.

Policy Making Standards

In the last reporting period, Newport City Council updated our [Fairness and Equality Impact Assessments](#) (FEIA) based on the Welsh Language Commissioner's guidance on Policy Making Standards. This integrated impact assessment now supports us in ensuring the Welsh Language is not treated less favourably.

Assessments against all new, revised or reviewed policies are ongoing, and when developing proposals and policies, Council officers must consider compliance with Welsh Language Standards and the impact on the Welsh Language and Welsh speakers, including the opportunities to use Welsh. New FEIA training has been developed and will be made more broadly available in the next period.

Operational Standards

Our HR department continues to work to ensure compliance with Operational Standards across several business areas. A subgroup of the Welsh Language Implementation Group previously drafted a new Welsh Language Skills Policy which was implemented from April 2022. Training the workforce on Welsh language issues is a top priority for Newport City Council to ensure we offer optimum Welsh language services throughout all of our access points. From awareness raising around the Welsh language standards, how they shape our services and how we must operate, through to increasing accessibility for all service areas to Welsh language sessions. This Welsh language awareness course is mandatory for all staff. Furthermore, the Sgwrsio Dros Ginio project encourages all staff to use the Welsh skills they have acquired and to put this into use in everyday situations. Consequently, this has increased the use of the Welsh language within the council, and it continues to build on the workforce's confidence to enrich Welsh language services for our citizens.

Promotion Standards

Our new [5 year Promotion Strategy](#) is inclusive and accessible to all of Newport's diverse communities. It aims to bring together the work with stakeholders, other council service areas and the Welsh in Education Strategic Plan 2022-2032. It also drives the inclusion of the Welsh language with the Right Skills Board and our OneNewport partners to ensure consistency in the way Welsh is monitored as a workplace skill. Within the Strategy we also aim to ensure the people of Newport can, "*see, hear, learn, use and love*" the Welsh language. The Council also continues to have a Welsh Language Elected Member Champion (Councillor John Harris for the year 2022-2023) who supports the promotion of Welsh language both across the city and Council. The Council is a

member of the Fforwm Iaith, co-ordinated by [Menter Iaith Casnewydd](#), and attended by key Welsh language stakeholders.

Record Keeping

The Council has a Customer Relationship Management (CRM) system, which has improved the way that we record complaints relating to Welsh language and customer information about language choice. The Council uses the HR system, iTrent, to monitor and keep records on the Welsh language skills of employees, attendance at relevant training courses and Welsh language assessment of vacant posts.

Performance Monitoring

The Council continues to review the way in which it monitors the implementation of Standards across the organisation. An Implementation Plan, Organisational Plan and Individual Service Plans for specific Welsh Language Standards owned by an identifiable service area have been developed. The delivery of these plans is monitored by the WLIG and key performance indicators included in our corporate performance management system. This allows for organisational and service area level data to be easily accessed and monitored. Welsh language performance measures are already included within the Council's performance and risk management framework which is reported on quarterly and within our corporate annual report.

8. Looking Forward to 2023/2024

In 2023/24, we aim to carry over several priorities which were previously identified, including:

- Engaging with all communities in Newport's 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.
- Working with our refugee, migrant, and minority ethnic communities to widen access to the Welsh language; embedding the 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.
- Building on the creative partnership arrangements developed outside the public and voluntary sector to better raise the profile of the Welsh language across Newport with opportunities at the Dragons rugby and Newport County AFC
- Delivering a cohesive approach to Welsh language skills development across our OneNewport partners through the Right Skills Board
- Offer Welsh language courses for lapsed speakers, or those that need a confidence boost.

We have also identified several new priorities, including:

- [Cymraeg Gwaith](#), a new grant scheme that will enable the council to access an innovative tailored approach to Welsh language teaching within the organisation that will afford the council:
 - All of the Cymraeg i Oedolion curriculum
 - Bespoke informal learning sessions.
 - Intensive language learning sessions (online and at the Nant Gwrtheyrn national centre for learning Welsh).
 - Tailored one to one support for staff needing to address audiences in Welsh.

- A series of online learning modules that are tailored for specific sectors.
- An even greater focus on recruitment, retention and development of Welsh speakers across all service areas within the council, and
- Facilitating and supporting events throughout the year and looking at the cross-cutting themes around equality, diversity and inclusion.

For further information about our Welsh language work, please contact nccequality@newport.gov.uk

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Feedback from some of the projects that accessed the Welsh in the Community Grants

Welsh Roman Legion Museum

A project to create a new Welsh language learning resource for the museum created alongside the Welsh Language Centre to ensure all levels of learners are supported and to deliver an event for families, including activities to support children in Welsh-medium schools and to promote the language to non-Welsh speaking children.

Grant was accessed for: Writing a Learning Welsh resource for adults, planning, printing, event for families, staff time.

“Outcomes: A series of 'Triniaeth a Meddyginiaeth Rhufeinig / Lotions & Potions' events delivered at the National Roman Museum during the summer of 2022. A resource developed for adult learners to explore historic Caerleon.

Events and resource promoted throughout Southeast Wales.

The 'Triniaeth a Meddyginiaeth Rhufeinig /Lotions & Potions' event was delivered by a Roman costumed facilitator every Friday throughout August at 11am-1pm & 2-4pm. The event was hosted in the Pegasus centre located in the Roman Garden at the Museum.

Promotion

Events and resources were promoted by working in partnership with Menter Iaith Casnewydd and local Fusion Networks to target local Welsh language schools and families. The event was also promoted as part of the National 'Summer of Fun' campaign -which was heavily promoted throughout Wales.

We used a paid for promotion campaign on Facebook. We targeted Welsh learners in Southeast Wales. There was a positive reaction and good level of engagement to the posts. Menter Iaith shared our posts and contacted local Welsh language primary schools before the summer holidays to promote the event. They also shared and created social media content about the event. Emails were sent out to local Fusion networks in Newport, Caerphilly and Cwmbran to promote this free activity. Activities were promoted on the Museum Website.

Uptake of Welsh learners

The event was very popular and busy with families and visitors of all ages every day it was offered. However, we would have hoped for more Welsh speakers and learners to attend the event, however despite our best efforts to promote the event, together with partners, the numbers of Welsh learners attending the event was low. Each day, we only had two or three Welsh language families attending the event. Menter Iaith explained that take up to events in the Newport area is fairly low. Those that did attend were very grateful to participate in Welsh and improve their Welsh.

The event raised the profile of the Welsh language to visitors from the rest of the UK and non-Welsh speakers in Wales in a fun and engaging way. All participants went away with their own Welsh vocabulary sheets.

Non-Welsh speaking staff at the National Roman Legion Museum also had the opportunity to practice and gain confidence in using Welsh.

Quote from a family:

Over the summer I went to Caerleon with my two granddaughters who are 5 and 7 years old. They are pupils of a local Welsh School. We went into the Museum and saw a Roman doctor with all kinds of medicines. It was great for the grandchildren to have the opportunity to speak Welsh outside the school and I would like to thank the organisers.

Bye for now."

Y Groes Goch Brydeinig/The British Red Cross

To support and increase the use, awareness, and visibility of the Welsh language by specifically targeting refugees/asylum seekers and wider BAME community by hosting a family friendly day of events. With events such as: Welsh taster sessions, Welsh language performances, community entertainers, talks and workshops by high profile Welsh speaking BAME community members to showcase the use of the language from a multicultural perspective.

Grant was accessed for: Sound and lighting technician, ushers, studios, resources for families, officer time, artists/speakers, food.

"A Welsh Festival for Everyone was held on 25.06.22 at Riverfront Theatre. The day was organized by The British Red Cross and Dysgu Cymraeg Gwent and the theatre collaborated very well with us and gave full support to the event.

There were stalls from several organisations that supported the day there including Menter Newport, the Red Cross Voices Network, Art on the Front, Dysgu Cymraeg Gwent, Dysgu

Welsh Cardiff and Welsh for Children and a face painting stall which was very busy throughout the day. Fitness sessions were held for the family, crafts for children, Ti and Fi sessions, Croeso i Bawb tasting lessons, a panel of guest speakers including Seren Jones, Ameer Davies-Rana and Shereen Williams, Welsh music by Eirian Conlon and Sudanese dance by a local group. A creche was available all day with the support of 'Yellow Bunnies Day Care' so that parents could enjoy tasting and fitness sessions without the children. Lunch was provided by the Alice Foundation.

The day itself was very successful, raising awareness of the language in the community and a Croeso i Bawb class was started through the Red Cross Voices Network as a result of the day. There were several families there with small children learning about education through the Welsh language so the hope is that the families there will consider sending their children to the Welsh language schools when the time comes."

Hungarian Cultural Community in Newport

The project objective is to celebrate and preserve the Hungarian and Welsh language in Newport and build links between the communities, teaching the community's roots and traditions so that it can be passed onto future generations and to bridge the Hungarian and Welsh communities.

Grant was accessed for: Rent, board-games/toys/shipping, food, cleaning products, travel costs, Welsh-English interpreter.

"We were delighted for the opportunity with this grant, which was given to us, because we think it is important for our children to learn the Welsh language and traditions, so they can deepen their knowledge of this area where they live.

It was also a great opportunity for our community to open up to Welsh children and to show them our culture too.

Children love to play, it's a common language, so in the first round, thanks to the grant, we launched a series of events where Hungarian children who came to our school could invite their little Welsh friends and family.

Together with Hungarian, English and Welsh teachers, we set up a number of small activities and games to deepen their knowledge of the three languages. The children learned new words through play and took the word cards home with them each time. The rest of the day, they played board games with us, where they also played a lot of word games, deepening the knowledge they had learned that day. The event was held several times and was a growing success.

So, we decided to continue it next year and, in addition to expanding their vocabulary, introduce them to traditional dances, food and sights.

Thank you for allowing us to offer the children such an experience by being awarded the grant.”

Gaer Community Family Learning Organization

To run interactive and inclusive workshops for the Gaer Families and Community to learn about Welsh culture whilst learning incidental and conversational Welsh and create a social environment for people to naturally develop Welsh language skills.

They will also have a ‘Taste of Wales’ project for local families linked to Gaer Primary School to learn and practice the basics of the language in a relaxed environment. Offering Welsh through activities allows the Gaer’s diverse cultures to get involved and learn about the culture and language.

Grant was accessed for: Resources, transport, accompanist, studio recording, venue hire, cooking ingredients, bilingual documentary, consumables.

“Thanks to the Welsh in the Community grant received from Newport City Council, we have been able to deliver a rich and cultural ‘Taste of Wales’ project to our family community in the Gaer through arts, crafts, music and food.

The project has enabled us to learn and embed incidental Welsh through lots of quality workshops in partnership with local providers and using local amenities and venues.

Being Welsh is more than learning the language, it is a full and rich heritage filled with pride and tradition. Our project focussed on learning about some of our traditional cuisines, crafts, song and folk dancing!

We believe that the project has created an extended social hub for learning bilingually and with a real focus and understanding on Wales. Our rich tapestry of learning has been documented and is available for you to use as evidence.

Here is the link to our documentary: <https://youtu.be/8u9AMrLkxVU>”

Newport Live

Project Aims: Each Newport Live employee will be provided with Welsh language flashcards to learn useful words/phrases to be used in the working environment and accompanied by online training videos.

The project will also trial 2 musical projects. The first being a Welsh language music night at the Riverfront with local artists and schools performing, with a mix of Welsh and non-Welsh speaking audience. The second would be a Welsh medium choir on St Dwynwen's Day, consisting of 6 weekly choir practice sessions, thus providing an opportunity for local people to develop their knowledge of Welsh culture.

There will also be opportunities for children to participate in creative workshops through the medium of Welsh.

Grant was accessed for: Welsh language flashcards, choir project, music night, young people's holiday workshops.

"Canu Casnewydd - "Operasonic" were commissioned to deliver an 8-week programme that delivered a fun and friendly environment for the learning of traditional Welsh songs.

Choir rehearsals were open to all at the Riverfront Theatre. Both Welsh speakers and enthusiastic learners participated.

At the end of the project, the newly formed choir gave a performance of the songs in the atrium area of the Riverfront on St Davids Day 2022. This performance preceded a theatrical performance of the stage play "Carwyn". Creating a Welsh themed evening of entertainment.

30+ individuals attended the Choir practice sessions and performance.

The video of the Canu Casnewydd performance on St Davids Day 2022 at the Riverfront Theatre can be viewed through the following link. <https://fb.watch/bv8DnjdtNY/>.

Clwb Creadigol - The Riverfront Team delivered Welsh language arts sessions through the medium of Welsh at The Riverfront Theatre & Arts Centre.

This allowed young people to engage in arts and craft activities, socialise in Welsh and also formed part of the audio recordings for our Wonderland immersive experience in the Spring of 2022.

Advert for the Clwb Creadigol sessions.

Mae Clwb Creadigol yn gyfres o brosiectau a gyflwynir drwy gyfrwng y Gymraeg. Bydd y sesiynau'n cynnwys: ffotograffiaeth, gwneud ffilmiau, ysgrifennu caneuon, crefftau, ysgrifennu sgrïptiau, a llawer mwy.

Clwb Creadigol for ages 11-14 launches on Monday!
Running weekly on a Monday Clwb Creadigol is a series of creative projects delivered through the medium of Welsh.
Sessions will include: photography, film making, song writing, craft, script writing, and much more.... [See more](#)

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Welsh Flashcards for approximately 450 staff - The project is currently being rolled out across the organisation. These cards will sit alongside educational videos demonstrating the pronunciation and context of the phrases.

Image of the Welsh Flashcards produced for Newport Live Staff



Every member of staff (Approx 450) will be issued with a set of Flashcards to support their Welsh Language Skills development. “

Menter Iaith Casnewydd

To create and run Welsh language awareness sessions, by hosting community awareness sessions online and face-to-face specifically targeting the Pillgwenlly area of Newport. The project will see a series of short drop-in sessions during the week and at the weekend ensuring that people with children are welcome. We provide activities for the children.

The aim of the project is to raise the interest in Welsh medium education in the region and promote the benefits of using Welsh to parents of children in English-medium schools.

Menter Iaith Casnewydd also intend to host people from all backgrounds and parts of society who have not had the opportunity to learn Welsh due to historical trends.

Grant was accessed for: Consult with partners, develop awareness materials, provide knowledge questionnaires, install/promote awareness resource on website, organize face-to-face awareness sessions, rent, sessions, play materials, data analysis.

“We held a highly successful St. David's Day celebration event at the Pillgwenlly Millennium Centre on Saturday afternoon, 3pm – 5pm on the 4th of March. Our partners were invited to be involved, with stalls for Cymraeg i Blant, RHAG, Stwff and Newport City Council. This location was specifically chosen as Pillgwenlly is where Newport’s newest Welsh school will be located once the construction work has been completed.

Over 200 local residents attended the event. The event took place on a Saturday afternoon, with visiting community members celebrating the Welsh language and culture. During the event, we had the opportunity, with our partners, to inform attendees about Welsh education opportunities and talk about the new school. The families and their young children from the community were invited to participate in a range of Welsh activities on the day; from craft activities to sampling Welsh cakes and enjoying Welsh music (performed by a local Welsh language band). Attendance and engagement at the event exceeded expectations and several of the partners reported that they had conversations and discussions with individuals who were completely unaware of Welsh language education (including families who had moved to Newport from Bristol) and that they were interested in finding out more information after the event. The event was advertised on social media pages for the area and on our own social media channels.”

Poster for the event





Report

Council

Part 1

Date: 18 July 2023

Subject Annual Report of the Director of Social Services

Purpose Presentation of the Annual Report of the Director of Social Services as required in the Social Services and Wellbeing (Wales) Act 2014

Author Strategic Director Social Services

Ward All Wards

Summary The Social Services and Wellbeing (Wales) Act 2014 lays out the statutory framework for the presentation of an Annual Report on the work of Social Services. The format and nature of the report is determined by Welsh Government with a requirement for the report to be submitted to both Welsh Government and Care Inspectorate Wales. This is the Annual Report of the Director of Social Services for 2022/23.

Proposal Council is requested:

- 1.1 Council is asked to note the Annual Report of the Director of Social Services.
- 1.2 Council is asked for comments on the content of the Annual Report of the Director of Social Services.

Action by Strategic Director Social Services

Timetable Immediate

This report was prepared after consultation with:

- Head of Adult Services
- Head of Children's Services
- Finance Business Partner

Signed

Background

Under the Social Services and Wellbeing (Wales) Act 2014 all Local Authorities must produce a report considering the work of Social Services. The outline for this report is laid out by Welsh Government.

The report must consider the work of the Local Authority to deliver Social Services within the framework of the Social Services and Wellbeing (Wales) Act 2014. When complete and following submission through the governance of the Local Authority the report must be submitted to both Welsh Government and Care Inspectorate Wales.

The current format of the report is under review. There is a live consultation seeking views as to the future reporting requirements. It is therefore likely for 2023/24 there will be a revised reporting framework.

The report for 2021/22 was presented late in the year. In order to ensure the report has a greater degree of relevance it has been brought forward. While this does present some challenges in terms of verified data it does bring coherence with the preparation of the corporate end of year reports and Welsh Government data submissions. Hence this report is placed before Council just over six months after the last report.

Financial Summary (Capital and Revenue)

This report has no financial implications.

Risks

This report is a retrospective consideration of the work of Social Services. There are risks identified in the Corporate Risk Register for Social Services for 2022/23 with Pressure on Services, Risks to providers and Safeguarding being the key risks. While this report references the challenges this report does not require decisions which would impact on these risks.

Links to Council Policies and Priorities

This report covers the period in which the Corporate Plan was being prepared and finalised. It reflects the work of the three Service Plans for Adult Services, Children Services and Prevention and Inclusion.

Social Services works across the four Well-being Objectives within the Corporate plan. While this report merely reflects a small part of the work of Social Service it reflects the span and breadth of provision.

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.

Well-being Objective 2 (Environment and Infrastructure) – Newport is a city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.

Well-being Objective 3 (Quality Social Care and Community Services) - Newport is a supportive city where communities and care are at the heart of what we do.

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.

The Social Services and Wellbeing (Wales) Act 2014 underpins the work of Social Services and core to the legislation is the well-being of citizens. Care and support which meets the needs of citizens as they themselves see those needs and work to ensure all are able to live safely and independently are fundamental to the work of both Adult and Children's Services.

Ensuring citizens can live in their own communities with hope for the present and the future drive social care in all the delivery of services.

Options Available and considered.

Council is asked to consider and accept the report from the Director of Social Services. This report is the view of the statutory Director and Council may wish to comment on the report.

Preferred Option and Why

For Council to accept the report.

Comments of Chief Financial Officer

The Director of Social Services annual report gives an overview of the performance of Social Services in 2022-23. Whilst there are no financial implications arising specifically from this report it is important that the service has an awareness and consideration of the financial position when making any decisions. The service areas had and continue to have significant challenges on their finances, in particular Children's services and the annual report shows in detail the financial performance in 2022/23.

There are significant savings to achieve in 23/24 within the social care services and there will be a requirement to identify further efficiencies and savings in 24-25 and onwards across the Council's budgets. This will be an on-going challenge to manage whilst delivering services.

Comments of Monitoring Officer

The Strategic Director, as the designated Director for Social Services, has a statutory duty under the Social Services and Wellbeing (Wales) Act 2014 (as amended by the Regulation and Inspection of Social Care (Wales) Act 2016) to produce an annual report to the Council, setting out a personal assessment of the performance of Social Services in delivering its social care functions during the preceding 12 months. This Annual report covers the financial year 2022/23 and has been prepared in accordance the Local Authority Social Services Annual Reports (Prescribed Form) (Wales) Regulations 2016 and statutory guidance, as set out in the Local Authority Annual Social Services Report guidance document. The Report also sets the Director's assessment of how well the Council has promoted and delivered well-being standards for service users and carers in need of care and support.

The Report confirms that the Director of Social Services is satisfied that, despite the challenges of the Covid-19 pandemic and the economy, the Council continues to comply with its statutory duties under the Services and Wellbeing (Wales) Act and is meeting the requirements of the Future Generations and Well Being Act and the corporate well-being objectives. This statutory Annual Report reflects the Director's personal assessment of the performance of Social Services and is, therefore, being presented to Council for information purposes and comment but not for amendment.

Comments of Head of People, Policy, and Transformation

This statutory report as part of the Social Services and Wellbeing (Wales) Act sets out the Director of Social Services' own assessment of the performance of Social Services in 2022/23.

Social Services is one of the key service areas within the council and the report sets out both the challenges and positive impact that service faced during the year.

HR Business Partners continue to support the service areas with workforce planning and development, recruitment and retention initiatives, management of attendance through the Council's Wellness at Work Policy and increasing Welsh Language skills. Our forthcoming People Plan will further enhance support throughout the Council to create a skilled, supported, and representational workforce.

Scrutiny Committees

Scrutiny considered this Report on 06.06.2023. Comments as noted below, for Council, 14.06.2023:

- The Committee wanted to express their thanks to Social Services for their continued hard work.
- The Committee felt that the term “coproduction” when referring to care packages could be clarified within the report.
- The Committee recommended that service user data regarding information such as race, ethnicity, age etc should be included in the report so that they could better understand those accessing services.
- The Committee were content with the report.

Fairness and Equality Impact Assessment:

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

As there is no decision required for this report a FEIA has not been completed. This is a retrospective report for the work of 2022/23 and while it holds considerations for the future it is primarily a look back at the work of last year. It will not fundamentally lead to changes in the way services are delivered. Reflecting on the past will inform the future but this is not the core aim of this report.

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

Well-being of Future Generation (Wales) Act

- Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs.
- Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives
- Integration: Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives, or those of other public bodies
- Collaboration: have you considered how acting in collaboration with any other person, or any other part of our organisation could help meet our wellbeing objectives
- Involvement: The importance of involving people with an interest in achieving the wellbeing goals and ensuring that those people reflect the diversity of the city we serve.

Throughout this report the core principles of the WFG are referenced and interwoven. Prevention and Inclusion underpins the work of Social Services. Sadly, while much of the direct work of Social Services teams is crisis and risk driven the aim is always to reach a place where citizens can support their own families and manage their own care with as little statutory intervention as possible. Integration with other elements of the Council and public bodies is key to the success of the work of Social Services. Working in collaboration with families and vulnerable adults as well as partner agencies is vital and drives this work. Throughout Social Services we are constantly looking for new ways to fully involve and engage children, young people, parents, vulnerable adults, and carers.

Summary of impact – Equality Act 2010

Social Services are largely reactive services with provision available to across the city. The services must be open to all fairly. Given the nature of vulnerability the two key elements of particular note are age and sex. Young and old are more likely to access services while women are more likely to feature as caregivers.

Summary of impact – Socio-economic Duty

Just as with the Equality Act and the protected characteristics Social Services work with all regardless of their socio-economic position. In Children’s Services the correlation between accessing care and support and poverty has been well documented in research while in adult social care the role of unpaid care givers creates particular socio-economic challenges for those with high levels of vulnerability.

During 2022/23 the impact of the cost-of-living challenge can be seen in the referrals and requests for support to Social Services and increasing demand for Prevention and Inclusion Services. This impact is reflected throughout this report.

Summary of impact – Welsh language

Within Social Services staff work to “More than Words” to promote the Welsh language. All who are referred to Social Services receive the “Active Offer” of service in Welsh or English. The choice is then recorded on WCCIS to ensure appropriate service. The report contains a specific section regarding “More than Words”.

Crime and Disorder Act 1998

The Youth Justice Services sit within Social Services. The work of Youth Justice is considered separately to meet the requirements of the Youth Justice Board.

Consultation

No comments at this stage

Background Papers

There are no additional background papers.

Dated: 11 July 2023

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DIRECTOR OF SOCIAL SERVICES

ANNUAL REPORT

2022/2023



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1) Director of Social Services Summary

The Director's Report for 2021/2022 was submitted late during the year following the senior management restructure. Hence the report for 2022/2023 is presented only six months after the last report. 2022/2023 has been my first full year as the Director of Social Services.

The long shadow of covid still lingers across Social Services and for both citizens and staff the impact of the period of the pandemic is being felt daily be it in the changing patterns for children because of the periods of isolation or the loneliness for older adults or for all the continued health issues and the losses of health, friends and families as well as opportunities and experiences. The challenges of the financial crisis emerged very early in 2022/2023 and much of the year was focused on managing the need to mitigate the impact of the budgetary changes.

Across all Social Services we continue to see emerging trends and challenges. Quantitatively the numbers of referrals continue to rise in both Adults and Children's Services. Daily the front doors see examples of increased complexity and pressure. Within Children's Services our enhanced understanding of exploitation, the drain of social media, the mental health demands on children and young people and our comprehension of the impact of trauma as well as pre-birth care are leading to a need for greater expertise and knowledge. While in adults the enduring legacy of covid on mental well-being, pressure on families experiencing dementia, and physical ill health as well as the implications of staffing challenges in the domiciliary care sector, lead to increased calls on the services. Across all Social Services, Prevention, and Inclusion the deprivations arising from the of the cost-of-living crisis, housing issues, domestic abuse and substance misuse as well as the need to support newly arrived families and individuals against a backdrop of staffing challenges and restrictions in other services are generating increasing evidence of a need for care and support.

Staff within Social Services and Prevention and Inclusion have demonstrated a commitment and enthusiasm despite the at times relentless and all-consuming demands. The willingness to fully embrace innovative changes and focus on doing their very best whatever is thrown at them is humbling. Within social care our staff are the cornerstone of all we deliver and the enduring challenges of recruiting and retaining the workforce has again been both a focus and an area of considerable concern. The national and regional work to grow the social care workforce is of course welcome but there is an urgent need to bring pace and drive to attracting staff and ensuring we can reward and support them to progress and develop.

Included within this report are a detailed breakdown of our staffing resources and our financial position.

Much of the report brings together examples of practice from across Social Services to demonstrate how practically we fulfil the key outcomes. Staff from across the services have contributed examples of work undertaken and have provided case studies to demonstrate the impact of practice. While the data for Social Services provide us with a quantitative foundation the case studies enhance our understanding of lived experience and give us a rich qualitative picture.

Going into 2023/24 we are looking forward to a settled period for our senior management team. There will be exceptional challenges because of the continued cost of living crisis, ongoing health issues and the wider pressures on families. However, staff are enthusiastic and determined to continue to deliver the best possible services across every element of Social Services.

2) Introduction

This report provides a summary of the work which Newport Council's Social Services departments and our partners have delivered over the last year, self-reflecting on what we have achieved, the challenges we have faced, and looking forward with our priorities. The report is produced in compliance with the [Social Services and Well-being \(Wales\) Act 2014](#) and considers other key legislation critical to the delivery of Social Services in Newport.

As outlined in the Director' summary 2022/23 has been both a challenging and rewarding year as we emerge from the Covid-19 pandemic, tackle the cost-of-living crisis, and support some of our most vulnerable and disadvantaged citizens in Newport. More importantly, the staff, volunteers, carers, families, and other key stakeholders have been integral to ensure that Newport can provide the best service possible, sharing our experiences with others when we have delivered well and learning the lessons where we have fallen short of the expectations of those who use our services.

Corporate Plan 2022-27

In November 2022, Newport City Council agreed its new [Corporate Plan 2022-27](#), to deliver an *Ambitious, Fairer, Greener Newport for everyone*. This Plan supports the delivery of the [Well-being of Future Generations Act](#). To support the delivery of this plan, the work of Social Services is integrated into and across all of the Council's Well-being Objectives:



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.*

Well-being Objective 2 (Environment and Infrastructure) – *Newport is a city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.*

Well-being Objective 3 (Quality Social Care and Community Services) - *Newport is a supportive city where communities and care are at the heart of what we do.*

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.*

To support the delivery of the Corporate Plan, Newport Council and Social Services has adopted four principles *Fair and Inclusive; Empowering; A Listening Council; and Citizen Focused* which support our statutory duties within the Socio-economic Duty, Well-being of Future Generations Act and the Social Services Wellbeing (Wales) Act 2014 as well as developments across our area such as the work towards becoming a Marmot region.

Newport City Council Social Services

To support the delivery of the Corporate Plan and deliver continuous improvement, Social Services has three service areas. None of the service areas work in isolation from each other or the rest of the organisation. Each service area has a service plan which provide an overview of their strategic priorities which support the delivery of the Corporate Plan and contribute towards improving services to the residents of Newport. The service plans are available upon request.

Adult Services

Newport Adult services has seen significant pressure across all service areas throughout the year. There are several factors that continue to present pressure on services. Newport residents emerging from the pandemic without any early intervention or prevention support are presenting with complex issues for their health and social care, which require multi-faceted professional assessments. Workforce pressures and inability to recruit to specifically professional qualified posts to manage referrals in a timely manner, has meant waiting lists for assessment and service provision. Additional management tasks to review the waiting lists and ensure the most vulnerable residents are receiving the correct support and intervention, is a daily pressure. Cost of living pressures for vulnerable households are adding to pre-existing difficulties and for some households are exacerbating needs to the point of crisis.

We started the year with approximately 300 referrals a month into adult services and end it with over 500 a month. We have seen a rise in the number of residential placements from over 512 to 609 that have been required throughout the year, some of which will be because of not enough providers able to broker packages of care in the community. The transformation and redesign agenda across adult services has continued to be a work in progress. Reviewing core processes and how best we can meet statutory requirements are at the centre of all decisions. Completed Adult assessments have increased from 120 to on average 210 per month, including reviews of care.

Domiciliary care provided by commissioned services is now starting to recover but remains vulnerable due to workforce issues of recruitment and retention. Currently we are providing 815 packages of care in peoples own homes which is a return to last year's figures, after a very difficult year for provider services when we have seen up to 1200 hours not commissioned for one week. Currently, we have 23 hours waiting to be commissioned. The voice of the Adults and carers that we work with has been pivotal to the challenges within the budget setting for the Council and how we deliver services going forward for our most vulnerable residents and Carers.

At the end of the year, we have reviewed where we are with the redesign of adult services, and this will continue into 2023/24. Several achievements against a backdrop of pressure have been successful, for example the Carer accreditation for the Council, and securing funding to develop the Older People World Health Organisation accreditation will enable the Council internally and externally to meet the requirements for accreditation. The opening of a SMART hub in the Newport Market to support residents of Newport to see what is on offer and how it could assist in their own homes is a positive tool for staff and citizens. These technologies can ensure people remain independent and do not become overly reliant on formal care arrangements.

Recognition of the importance of people directing and establishing their own care and support needs has enabled adult services to review the Direct Payment offer for Newport residents, and consider the required transformation of the service locally and regionally. This will also remove further reliance on the vulnerable provider services. Our short breaks offer to Newport residents for those with care needs and their carers is a highly valued service. We also offer a short break service with a national provider, 'Bridging the Gap' a newly commissioned service to enable Carers and the cared for to identify their own support needs and how they would like them met.

Additional external pressures from our partners in Health and hospital admissions has required additional pathways of care to be developed. We have played a part in looking at all the Welsh Government agenda's such as the Redesign of Services for Older People, and winter initiatives. Newport led on the Home First service for the Gwent region, placing a trusted assessor model within the front doors of the hospitals to ensure social care is considered prior to admission. Newport have further expanded this model using core services within the Royal Gwent Hospital, where most Newport residents attend for their health needs and work with the wards to ensure there are no delays in discharging Newport residents due to social care factors.

Reablement services continue to work to capacity and have had an excellent Care Inspectorate Wales inspection, the first since pre pandemic. Staff and those that have used their services spoke highly of the support and focus by staff to support and re-able residents in a timely manner.

Children's Services

The key factors for Children Services have not changed. Fundamental to all our work is firstly to support children to remain safely with their families. Our emphasis on preventative services alongside support for families to explore their strengths and meet the needs of their children is crucial in meeting this first outcome. Secondly when children are in our care and leave our care, we must do everything to support them to ensure positive outcomes. Children and families deserve services that are truly holistic and recognise the multifaceted nature of family's lives. To ensure we can work to meet this need partnership underpins our service. We work with families and a broad range of agencies to meet our stated outcomes and to offer the best possible services.

22/23 has certainly brought some challenges for Children's Services. The national recruitment and retention challenge, the immense day to day pressure on front line social workers who are working with children and families who are at considerable risk, societal pressures linked to public perceptions of risk and perceived failings, the volume of need and handling the expectations and fears of the public and other agencies, managing changing expectations from CIW, significantly increasing demands on social workers from the judiciary, finding suitable placements for children with complex needs and challenging behaviour have now been compounded by the not for profit eliminate agenda, managing significant budget pressures particularly those arising from placement costs. Balancing emerging evidence in practice developments and changes in guidance, regulation and requirements runs alongside these pressures.

The aftermath of the pandemic on families continues to emerge and has been reflected in both the increasing numbers and complexity of referrals to Children Services. Despite the increases in referrals the number of children looked after has remained stable and we have not seen a significant rise in the number of children on the child protection register. Social work teams continue to engage with partners to ensure a whole systems approach is taken to ensure that children remain safely at home with their families.

Despite the challenges 22/23 has brought many opportunities for Children Services to evaluate and develop needs led provision to safely meet the needs of children and families. The new Service Manager group have brought a wealth of knowledge and experience and are instrumental in developing our service plan moving forward.

There are a number of projects underway in Children Services which include:

- Maethu Cymru/Foster Wales continues to drive a way forward to increase the number of foster carers in Local Authorities and to ensure the quality of care.
- In residential care Windmill Farm has been completed and Cambridge House is under renovation. Mill Barn annexes are very close to registration by Care Inspectorate Wales (CIW), Forest Lodge and Rosedale annexes are under renovation. A disabled children residential provision is currently being scoped with the assistance of a Registered Social Landlord (RSL).
- A regional team is being developed by Children Services assisted by Welsh Government funding to lead on the eliminate agenda.
- Properties have been identified to progress with a care leaver project and 16–18-year-old supported accommodation provision.
- Newport Children Services continues to lead on developing a regional approach to assist Local Authorities in building an infrastructure to meet the need of the unaccompanied children arriving through the now mandated National Transfer Scheme or by spontaneous arrival.
- Our Disabled Children's Team continues to develop services to promote the independence of some of the most vulnerable children we support.
- The Youth Justice Service (YJS) Turnaround project has been launched to assist Newport in preventing young people entering the criminal justice system.

Looking forward to 23/24 Children Services has a few exciting projects in motion assisted by Welsh Government grant funding for radical reform. These include:

- The redevelopment of the CWTCH (our supervised family contact service).
- The enhanced rapid response and therapeutic offer.
- Enhancing our current portfolio of in house fostering and residential provision.

Prevention & Inclusion

2022/23 saw the new Prevention and Inclusion service area established after a senior management and service area restructure. For the first time, it meant that many of the services providing front line early intervention and preventative support to individuals and families were aligned together and relocated within Social Services. This approach is in direct support of the Social Services and Wellbeing Act 2014 Wales, where Section 15 (1) highlights the duty on local authorities to provide or arrange for the provision of a range and level of services which will contribute towards preventing or delaying the development of people's needs for care and support. This legislation identifies several other key areas where preventative approaches can take a key role in both avoiding escalation of care and support needs and supporting families and individuals to remain in their own homes and communities for as long as they wish to and is practicably possible.

The service area has identified clear actions it wishes to prioritise, with its new Service Area Plan directly contributing to the delivery of the Corporate Plan. There is particular emphasis on its Wellbeing objective 3 - Newport is a city where equitable, preventative care and support is available for our citizens and communities and Wellbeing objective 4 - Newport City Council is an inclusive organisation that provides equitable access and valued services to its citizens.

The first year of Prevention and Inclusion has seen much activity in moving services and teams, welcoming them all to Social Services. Overall, the team moves have been extremely positive with staff reporting to be happy, adding they feel their services are in the right place, now working more closely alongside Adults and Childrens services. The move has seen a merger of 2 teams, improving seamlessness and efficiencies, whilst reducing duplication and multiple assessments faced by individuals.

Opportunities have arisen for engagement with the Childrens and Young persons' substance misuse consultation work as we work towards recommissioning this area, and support to the Adaptations Team to develop its preventative offer alongside its core adaptations projects. Encouraging teams to reflect and consider how their services can be delivered in different and more creative ways has been very much the theme of discussions in the past year.

We are currently working on the Flying Start Expansion plans which will see a strengthening of the childcare and parental support offer across Newport, and we continue to work towards a city-wide Youth Service provision, offering consistent place-based support to young people, building up trusted relationships in their own communities. These early intervention approaches are identified as positive and effective in several ways including- building parental confidence and skills, engaging children with early social skills and language development, and assisting young people to find their own path that reduces the risks of becoming involved with antisocial behaviour or exploitation (as examples). In our regulated services we have seen positive inspections while in youth work the staff successfully submitted the assessment for the Bronze Quality Mark and are now working towards the silver award.

As we head towards 2023-24, we are excited at the prospect of having the Community Connectors and the Carers team join Prevention and Inclusion, allowing for further synergy across adult and children's provision. We want to build on the great work these teams do and strengthen the preventative opportunities and offer within communities to all residents of Newport.

3) Working with people to define and co-produce personal well-being outcomes that people wish to achieve.

Across Social Services the drive is always to work with individuals and families towards the outcomes of their choice. Care and support must enhance the independence and individuality for every person in the service. Coproduction in the context of complex family situations is often challenging but the role of our staff is to navigate those complexities with the needs of all in mind but the needs of those requiring care and support to the fore. Below are two individual case studies and a service case study demonstrating very different ways that services have sought to work to co-produce and achieve personal well-being outcomes.

Individual Case Study - AJ (First Contact, Adult Services)

Self-Referral received, Information Advice and Assistance for citizen AJ.

Very upset on the phone, explaining that she was awaiting an eye operation, lives alone, partially hard of hearing and many other health issues. No local family, only friend is a neighbour whom she would see “now and again”, but not left the house in 18 months as “too scared” due to significant sight loss and no suitable walking aids. Citizen A explained that she was finding day to day activities more difficult due to her mobility and sight loss. Citizen A had received a letter from Housing Benefit within NCC, advising her that they had overpaid her near £3000 over the past 2 years and requesting the money be paid back. Citizen A said she had been trying her hardest to speak with Citizens Advice and Age Cymru for help but “was getting nowhere”. Citizen was very upset and said that she would not be able to afford care at home.

Actions

- 2 x calls daily to support with meals and personal care.

- Referral made to Citizens Advice for benefit check and support with Housing Benefit who are claiming back £3000 in overpayments. Mrs A is very anxious and worried she will not have the finances to continue paying her increasing utility bills. Mrs. A reported she does not get out of bed until late morning as she is saving on using her electric and gas. Citizens Advice have confirmed that they have already made contact with Mrs. A and confirmation that they shall arrange a home visit.
 - Referral made to Finance Team to request home visit to complete Financial Assessment - Mrs. A unable to clearly see paperwork.
 - Referral made to Friend I Mi befriender service - Prevent Social Isolation
 - Referral email sent to Rehabilitation Officer for the Visually Impaired
 - Referral to Reablement Tech / OT - Bathing assessment and Suitable Mobility Aids – Prevent further falls and to assess for access to use shower.
- For A these simple steps completed by First Contact set her on the path to resolving her challenges and retaining her independence at home.

Service Case Study (Reablement, Adult Services)

Newport Reablement Care Team are based within the Newport Integrated Frailty service. The Team provides short term Reablement Care for older people living in Newport. The aim is to support people to be as independent as possible following a stay in hospital or to prevent people being admitted to hospital.

During the past twelve months the Reablement Care team support staff have continued to visit people in their own home after they have been discharged from hospital or become unwell at home and required some support. Initially when someone commences support with the team, they may feel very vulnerable and have experienced a loss of confidence. The team have a close, professional working relationship working with Frailty falls service, rapid nurses, occupational therapists, physiotherapists, mental health nurses, district nurses as well as social workers, NHS staff and GPs.

At the end of the reablement care support some people are assessed as requiring a more long-term care package and a social worker will complete an assessment of needs to put this in place.

During the past six months 60% of people the care team have supported through reablement were discharged from the service as being independent. We regularly receive compliments from people, or their relatives and they often individually name staff. Please see an example below:

Service Case Study (Reablement, Adult Services) Continued...

"My husband had a SAH and x 2 strokes last year and spent almost 10 months in hospital, resulting in care needs when he came home in December. He came under your reablement team from day one.

The reason for my email is to give you feedback on the service as we always hear the bad and often not the good. The initial assessment was carried out in a polite and caring manner, followed up by weekly calls from R to review and come to the decision for longer term social care, which we changed to this week. Whenever I needed to call the office for any reason or asked to speak with R, the response from the team was always friendly and helpful. Thank you, R, and please pass this on to the ladies who answer the phone too.

Your care team across the board have been excellent and outstanding in their care and support for J as the client and me as the NOK.

Even making friends with our doggies and making them part of the visit.

Nothing has been too much trouble for anyone.

They have all been kind, caring, professional and helpful, always demonstrating respect for this being our home. They not only delivered the care but also chatted with J in meaningful ways to help him recover from his acute brain injury as they did the call, listened to him talking about his doggies with pride and never showed they had probably heard it many times before. They gave him laughter to start his day, and safety to end it.

We both cannot thank you all enough for everything.

We had lots of different people calling but some were more regular so whilst we thank them all can I note the following staff and personally thank them for their excellent care.

- *J and T -what a team, never failed to make J Day, and also got our little rescue to love them.*
 - *R and J – always nice to hear them chatting with John and laughing at his awful jokes.*
 - *K – who came regularly to start doing morning calls, then we lost her to other packages. She was just wonderful with our little rescue dog and even made friends with her before she left us, we didn't get chance to thank her.*
 - *L - doing morning calls always respectful of j's slow response on waking and kind in her support of me after many sleepless nights*
 - *L – Fabulous and skilled at engaging J in the real world chatting about rugby football and normal life which he loved.*
 - *Others who came and went but were just as wonderful – L, D, K and some whose names I can't remember sorry.*
- C our large old dog of almost 15 loved them all. So please say a massive thank you from our family and tell them all to be proud of the difference they make in someone's home."*

We recently had a Care Inspectorate Wales inspection. The report we received was very positive and people the inspectors had spoken to all stated they felt very supported by the care they had received, families they'd spoken to had said the care team had given them great "peace of mind". The report also added that support staff who the inspector spoke to all had a "can-do attitude".

In addition to this, all the professional staff that the inspectors spoke with all confirmed that they had a good working relationship with the reablement team. All of our staff are registered with Social Care Wales.

Individual Case Study – TP (First Contact, Adult Services)

First Contact received an urgent concern from a young adult who advised they didn't feel safe to go home because of them being subjected to ongoing physical violence and emotional abuse. The individual was transgender and informed us that their family was not accepting of their decision to identify as a female. Contact made with IDVA and women's aid for urgent refuge – no capacity to accommodate. Duty team planned for the individual to be transported to Ceredigion where they could stay with alternative family with whom they felt safe. Emergency medication and wheelchair provision was organised to prevent the individual from having to return home.

- The individual disclosed later that week that they had taken the decision to permanently relocate.
- Time was taken to support them reinstating control of their benefits, bank accounts, mobile phone contract, blue badge etc and for them to be empowered to live the life that they wanted, identifying as the person they wanted to be.

4) Working with people and partners to protect and promote people's physical and mental health and emotional well-being.

Physical and mental health and emotional well-being underpin all the work we do. Care and support are predicated on being able to both protect and promote how people can improve their well-being. Inevitably given the vulnerability of those needing our services there are always physical and mental health and emotional well-being challenges. We strive to seek out all possible ways to enhance well-being but always with the wishes of the individual at the heart of our work. Balancing needs within families to source creative ways to maximise wellbeing is particularly important because of competing demands and at times different interpretations of risk, independence, control, and capacity.

Service Case Study - Oaklands

The time that Oaklands will never forget was when 2 little boys arrived confused and anxious. C was 8 and B was 6. Both young people had a diagnosis of ASD. The two brothers came to stay at Oaklands following the breakdown of a short period in foster care. It soon became apparent how utterly adorable the 2 boys were and how much nurturing, love and affection that they needed. The only food they would eat was chicken nuggets from McDonalds, a pizza from a particular take away and billy bear ham. B was unable to walk up and down the stairs unsupported and was terrified of water. Both boys were unable to communicate verbally, they were both obsessed with their electrical tablets, very little interaction, very emotional and under nourished.

The team soon became family to the boys attending all medical appointments and parents' evenings. Their care was given alongside other children who were staying for short breaks care and friendships and relationships overtime developed, some very comical.

Over the year that they lived in Oaklands they thrived. To change their dependence on take away food Oaklands requested empty happy meal boxes from McDonalds and started cooking the food at home, this progressed to trying different foods, B being more adventurous than C, who although would try new foods still preferred bill bear ham and beige food. They began to gain weight and eventually discharged from children's health services. B no longer needed iron supplements as he was now getting all he needed from his food. B with support and with encouragement was able to climb up and down the stairs unaided. At the beginning bath time for B was a very negative experience, a paddling pool was introduced to the bathroom so that B could spend time splashing around this eventually progressed into B enjoying bath time with lots of bubbles.

B had an interest in books it was arranged for him to join the library and B also enjoyed the bus ride there and back. Both boys loved story time especially at bedtime and C would keep you there if he thought he could get away with it by requesting another book often turning into three.

C's speech came on leaps and bounds where he was able to say sentences. B remained nonverbal for most of the year but towards the end he began to count and sound out letters which was amazing. The most incredible achievement was learning to play, laugh, joke, give and receive affection and be happy.

It was evident that the boys had an attachment to each other and the team caring for them. From two little boys who spent their early years separated, one upstairs and one downstairs spending all their time on devices the transformation was incredible they no longer spent all day on their devices, the time was limited and at certain times of the day the rest of their time was spent positively engaging in activities.

The time came when a forever home was found for them, although this was heart-breaking to see them go, we all knew it was the right thing for them. The home they were moving to was purpose built with a new hand-picked staff team. The team began coming to Oaklands to observe the way the boys were cared for. Gradually they began to take the lead in their care under the watchful eye of the Oaklands team. They began to take over the morning routine, bedtime routine and going out on activities. Oaklands was always on hand to show the team how to support and comfort the children during times of distress. Eventually our work was done and the transition for the boys was complete.

Individual Case Study – Mr Z (Spring Gardens)

Mr Z has several health and medical issues which mean that he now lives the majority of his life in bed, cared for by his partner who gave up her career to look after him. Mr Z has paid for carers who visit to ensure that he is washed and has a change of clothes each day – care that requires the support of two people. His partner walks their dog whilst the paid for carers visit and began to suffer from depression and anxiety, unable to visit her own parents or to undertake prolonged exercise. A carers assessment was undertaken and as a result, a member of the Short Break team visits Mr Z at home each week enabling his partner to get out for a few hours. Mr Z has enjoyed the change of company and his partner has felt able to undertake an exercise class and visit her parents.

Individual Case Study - Carers

The team supported a parent carer who cares for her child who has ADHD and Developmental Trauma, requiring care and support at home and within the community. On top of regular parenting, the caring role involves lots of reassurance during night waking, supporting behavioural 'meltdowns', and support and encouragement with socialising and attending school, which are all challenging for her child. Outside of school, the carer accompanies her child to after school clubs and activities in the holidays to encourage socialisation, though she reports this becomes expensive. As a single parent, the carer is unable to work due to her caring role and has another younger child to care for as well, meaning that finances are tight. The carer reports that she has noticed a significant increase in the cost of living, which has added to her anxiety and stress.

The Carers Support Fund helped the carer with a supermarket voucher and Newport Live Membership, totalling £270.50. She explained that the Newport Live membership will improve her mental and physical wellbeing by enabling her to have time to herself when her children are at school and nursery. The carer stated that the 'pressure is a lot' and the supermarket voucher was 'amazing; a huge help'.

The carer also joined the Newport Carers Network to receive regular information and attended a Newport Carers Network Meeting to hear from organisations who can support carers and the people they care for. Through engagement with the carer, the team were able to improve the carer's knowledge and awareness of where to access support in the future, therefore increasing support for her to continue in her caring role.

Within Newport the growth in population for under 25s and over 65s is accompanied by an increase in the number of people from a very broad range of backgrounds Supporting a diverse community with a rapidly changing demographic does create the opportunity for learning and a strengthening of the knowledge base for a wide sweep of nationalities and ethnicities. Staff across Social Services are proud of the skills and experience in place to meet the needs of our changing populations.

Individual Case Study – Fostering (Taken from a news report promoting fostering)

Mike Foster has been housing three teenagers in Newport, and is convinced it is the best thing he has ever done. Now that his own children have left home the former businessman spends his time on his allotment.

It's there that the teenagers, from Iraq, Iran and Eritrea, visit to steal his strawberries, he jokes. He has a philosophy he applies to looking after those in his care: "You have to keep it real," the keen motorcyclist said. "You can have all the theories you like but I will really fight for the kids in my care. "I will rock the boat until people back me. I advocate for them because they don't have a voice."

Mike said language was a barrier, but he and the teens use Google Translate, sign language and mime to communicate.

The biggest challenge has been earning their respect. He said that developed once they accepted he was working for them.

"I know I am making a difference with these kids," he said. "You can see them thrive and it is wonderful."

5) Protecting and safeguarding people from abuse, neglect, or harm

Throughout 2022/2023 we saw increasing numbers of safeguarding referrals to both Children and Adult Services. Most referrals continue to come from other agencies particularly Gwent police and education. Self-referrals and referrals from the public for safeguarding concerns are uncommon. We manage all referrals using a positive strength-based approach and within a clear framework of understanding risk with a need to balance personal determination and recognising risk is rarely a straightforward binary position. The multi-agency nature of the HUB and First Contact are invaluable in being able to make safe but quick decisions with the right information. As in many areas of Social Services staffing challenges are acute within these teams. However, there is excellent support in both teams and an ethos of managing exceptionally high workloads with robust management oversight.

Service Case Study – Safeguarding Hub

The Safeguarding HUB is the first point of contact for the public and professionals who are making referrals with concerns for children who are at risk of significant harm or have care and support needs. The team processes a variety of enquiries ranging from requests for information and services through to concerns about the welfare or safety of a young person between the ages of 0 – 18 years.

The HUB is responsible for making initial decisions about what should be done in regard to referrals to Social Services. The Hub is extremely busy and processes more than 1000 referrals a month, ranging from care and support needs to high end child protection concerns. The HUB is multi-disciplinary and has close working relationships with partner agencies including, Youth Justice Service, Early intervention and Prevention, Adult Safeguarding, Police, Education, health and IDVA's. Having multi agency partners all sat together in one room is invaluable in ensuring that families get the right support at the right time. As we know safeguarding is everyone's business and not just social services.

There are several positive success stories for the hub, where working together has supported families to feel empowered and included in the assessment process. The Hub staff work tirelessly to ensure that families are supported, and children remain safe. They work in a strengths-based way, whilst considering the families personal outcomes to exact and maintain change.

Individual Case Study – Safeguarding Hub

The Hub received a referral for a family where significant domestic violence was prevalent and the only safe option for mother and the children was to flee the relationship. It was very clear that the family were unsafe so a multi-agency strategy discussion was held to consider how we could best support mother and her children. Working in collaboration with the family and agencies we were able to rapidly support and remove mother and the children from the home that day and put them in a place of safety. This was support by the police and Women's Aid. In the weeks that followed the Family Support Team, Health and Education all supported the family and we were able to offer a robust package of support. This support included:

- Completing all paperwork and supporting evidence for a DDV application allowing Mother to receive a biometric card.
- Changing her email address so that she could receive correspondence without fear that she may be located by her husband or his family.
- Closure of her joint bank account
- Setting up a new bank account in readiness for her to receive state benefit and manage her own finances.
- Assistance with Universal Credit and Child Benefit applications.
- Transporting family to the GP in Newport for medical appointments
- Provision of additional clothing, toys, and toiletries for the family
- Help with setting up the family in the refuge, so they felt at home, which included taking them to supermarket so they plenty of provisions.

It was very rewarding to see the family's confidence develop and the children settle and feel more stable and secure in their new home environment. The family have also been supported through the family court process. Having all the professionals on hand within the safeguarding hub meant that this family were able to get the right support at the right time, which is invaluable.

Individual Case Study – First Contact

Intervention following safeguarding concerns received.

- Citizen Mr. D - 93yr old gentleman from Newport.
- Presented through Police involvement following complaints of possible Domestic Violence at his home with his wife.
- Mr D arrested and held overnight at Newport Police station. Wales Safeguarding procedures instigated and multi-disciplinary strategy discussion help.

Outcome:

- First Contact Adults team to meet with Mr D and support to find alternative accommodation and assess the situation. There were evident needs to clarify the charges given and police recommendations placed on Mr D.
- Mr D informed that the Bail conditions are:
 - Not to return to his home address.
 - Not to return to his home street
 - Not to contact his wife until further notice.
- Social Worker helped place Mr D in an hotel with the view that an assessment would be completed with him the following day. However, Mr D went missing the following day and was not located for 2 weeks.
- It transpired that the customer used his car, which he went to his home to collect, to sleep in and used supermarket car parks to stay and use their services for toileting and basic washing.
- Mr D arrested again as he was found back in his home. Social worker and Housing support workers found a placement at the Travelodge for 2 weeks.
- Another placement was required as the above placement ended with Mr D placed in another Newport Hotel. Mr D has now been provided with a permanent placement at single person accommodation.
- Issues presented indicated Mr D required multi-agency work with emergency needs for accommodation. Personal support and emotional guidance for him given his age, length of marriage and his consistent view that he had not hurt or harmed his wife.
- Weekly visits required to provide support and supported visits to the Housing Department for completion of applications. Financial support required and weekly food shopping essential. Mr D showed signs of low moods, confusion and requested the opportunity to return home on a regular basis. Attempts to hold a family meeting to discuss the possibility of re-integration were denied by the family.
- Awareness of isolation and loneliness played a role throughout this time alongside ensuring Mr D had an Advocate, who will support him in collecting further personal items from his home and other legal responsibilities that Mr D has attached to his home of 52yrs.
- Emotional support to continue with the worker until Mr D has established a safe and caring routine at his new placement. Communication with agencies to continue to maintain this approach.

In addition to operating the front doors for both adults and children's Social Services also support corporate safeguarding. The Head of Safeguarding sits within the Social Services team with a Council wide brief as well as working with the Safeguarding Boards and providing safeguarding advice and support for the whole community. Within the Safeguarding team Newport City Council host the Violence Against Women Domestic Abuse and Sexual Violence team. The Annual Safeguarding Report for 2022/2023 details the work within Safeguarding and in particular highlights the work in respect of training, volunteers, and council wide processes.

6) Encouraging and supporting people to learn, develop and participate in society.

Individual Case Study – Spring Gardens

Mr and Mrs X are in their 70s and have been foster carers most of their married life. In recent years, Mrs X was diagnosed with dementia and has been looked after by her husband at home helping her to wash, dress and eat each day. With support from other family members, they also continued to provide support for one of the children, now an adult who they had fostered. Without any sort of regular break and as his wife was becoming increasingly dependent on him, Mr X was finding day in, day out provision of care for his wife, increasingly difficult. Feeling increasingly isolated and wanting to keep the family together, he approached Social Services, and a carers assessment was undertaken. As a result, Mrs X attends the Short Break service twice a week where she enjoys socialising with other people, playing bingo and quizzes. Mr X has time to get out and about – generally to visit the shops and undertake other tasks.

Many of those we support are distanced from education, employment, leisure activities and their communities. Across our services there are innumerable examples of small steps taken to provide a platform for citizens to engage in ways that work for them. These might be the care leavers who set off for university or the young person who steps into a Youth Club or a disabled person who takes up paid employment. For each of them the sometimes-small steps transform lives.

Across Social Services there are several groups who provide views and feedback about services. These give a voice to some of those who use provision. However, this is an area of work we intend to build upon as we focus on ensuring the lived experience is to the fore in all our delivery.

Service Case Study – Newport Voice and Influence Group

The Newport Partnership now has a well established Youth Forum made up of young people who have had experienced statutory services. This group has provided a range of opportunities for the young people who have had a particular focus on young people's mental health. As such, in collaboration with Literature Wales, they have created a short, animated video outlining their experiences of growing up in Newport their mental health challenges. The young people are planning a formal launch of their video on the 12th June at the Dolman theatre.



Service Case Study – Independent Living Strategy

The Independent Living Strategy 2017-22 continued to achieve fantastic outcomes for adults with learning disabilities and/or autism during 2022. A consultation event with key stakeholders was held in December 2022, which highlighted many of the successes and achievements of people from the learning disability community in Newport. The evidence from the event shows that the accommodation and support models developed in Newport over the last decade have really made a tangible and meaningful difference in people's lives. The event was co-operative in design, enabling feedback from adults with learning disabilities and / or autism, RSL representatives, social workers, housing representatives, and commissioners.

We heard great first-hand accounts from people of how living in services such as TE, TDS, and CPW had led to really positive outcomes for them in their lives. We asked people what it meant to them to live in these places. A selection of the comments below gives a flavour of their response:

"I get to make my own choices."

"I have control."

"I have a private place for conversations."

"It has helped me become more confident."

"We have help when we need it."

"I have learnt new skills."

"I have my own front door and I chose all my own furniture."

Individual Case Study – Independent Living Strategy

Chris is a man in his 40's with complex autism. He was supported by Pobl staff for over 20 years at a single-person service. While the staff team built a very strong rapport with Chris, he now reflects that his behaviour could sometimes be "grumpy." Chris moved to the new service commissioned by NCC in late 2021 at CPW. Pobl continue to support him, which means that their familiarity with Chris and their strong rapport with him has been maintained. Extensive planning took place prior to the move, involving Chris, his Social Worker, his advocate, and the Pobl support staff team who knew him so well. While everyone hoped that Chris would benefit from living in a support service where he would be able to meet other people who lived in the setting, nobody envisaged the huge steps that Chris made in developing his social skills throughout the next year.



CPW also supports 4 women, all in their 20's. The group have formed a strong bond, and Chris now regards them as friends. This has helped him to reduce his dependency on paid staff and opened up a whole new world of social interaction for him. Chris now has a girlfriend who lives at TE. Chris acknowledges that he has changed, and he says that he is very happy that he had the opportunity to make a new life for himself. Here is a photo of Chris at CPW, surrounded by his new friends.

7) Supporting people to develop safely and to maintain healthy domestic, family, and personal relationships.

Social Services interventions rest on the relationships of the individuals and their families. Strengthening and supporting all positive relationships is key to ensuring formal care and support is appropriate and proportionate. The relationships staff build with those we support set the tone for developing healthy dependencies in all areas of individuals lives.

Service Case Study – Child Protection Teams

There are 4 Child Protection Teams within Newport. Child Protection Team 1 is an Edge of Care/Exploitation Team, who work closely with partner agencies and it strives to adopt a strengths-based model of work, in order to maintain children safely within their home environment. CP1, CP2 and CP3 are more generic teams, which work with families from Care and Support plan through to Adoption. Social workers work with children who need support services under The Social Services and Wellbeing Act (2014) or children at risk of significant harm. The teams are responsible for implementing child support plans. The teams case hold pre-proceedings work and throughout the court process until a final care plan is identified.

The work within these teams is diverse and encompasses working with parents, carers, children, and a range of professionals from varying sectors, in both the capacities of 'care and support' and safeguarding (child protection) roles. The work ranges from supporting families to engage with the agencies in Newport to achieve appropriate standards of care. We endeavour to safeguard children and enable the child to achieve their full potential. We work in a strengths-based way and offer bespoke care plans to best suit the identified needs of the family. This can mean that a social worker's case load within these teams may include care and support cases, child protection cases, cases subject to the Public Law Outline process and cases in proceedings. The social worker will be responsible for the coordination of the child's support plan and assessing the impact of the intervention on the child's wellbeing.

The recommended case load for Social Workers is 15, however all of our social workers are working considerably over that level with the average being approx. 25. Within the CP teams there are currently 25 families within the Court Arena. The amount of work that goes in to supporting families within the Court Arena is substantial. Social Workers also undertake their own Parenting Capacity Assessments to determine if parents are able to safely care for their children throughout their minority. The social workers are very passionate about the children/families they work with and go to extraordinary lengths to ensure that children are safe, protected and have a positive care experience.

Individual Case Study – Child Protection Teams

Family X were working with the authority under a Child Protection Plan due to concerns around Mothers alcohol use. Over a period, concerns escalated, and the children were clearly unsafe in their mother's care. Considering this, an urgent legal meeting was held where it was deemed the children were not safe to remain in the family home. The LA made an application to the Family Court for the children to be placed into foster care. During this time the LA were able to undertake an assessment of the father of one of the children, this was positive and one of the children went to live with their father outside of Wales. The Social worker was really worried about the siblings being separated, one with father in England and the other in foster care in Newport. The social worker set up contact and drove weekly to England after working hours to enable the two siblings saw each other and had meaningful contact. During this family time the father was able to then establish a relationship with the other child also. Throughout the course of care proceedings there are several assessments that are undertaken, and the LA were ordered to undertake assessments of family members within the European Union. We then commissioned a social worker to travel to undertake these assessments. When in court there are several assessments that can be commissioned. Within this case, there were- family assessments, drug and alcohol testing and parenting assessments. All of which required an interpreter and all documents had to be translated into the families first language.

The social worker worked tirelessly to support the children and offer them the best outcome possible. During the proceedings the father of the child in foster care came forward and advised he would like to be assessed. The child had no relationship with this father as all contact had previously been withheld by mother. The assessment then concluded positively following an extensive period of re-establishing the relationship. The results for these children following the care proceedings were that both children whilst separated were placed with their respective fathers. The fathers have established a relationship between each other, the children will be having very regular contact with weekend stays and longer stays at each other's home in the school holidays. To achieve this outcome for the children multi agency working and collaboration with the family was key. Without those in-depth assessments and the social worker going above and beyond (like all social workers do every day) we would not have achieved such a positive outcome for this family.

Service Case Study – The Newport Partnership

The Newport Family Support Service is a Strategic Partnership between Newport City Council and Barnardo's Cymru. The primary focus of the service is to provide support to children on the 'edge of care' and their families by offering trauma informed and evidence-based services. This means where, without receiving specialist and intensive support, that there is a risk that the child or children could be placed into care. Despite the financial challenges of the past 12 months the service has continued to offer a number of specialist services detailed below:

Family Support (FSS)

This element of the service delivers focussed interventions, with plans and goals developed in collaboration with the children, families, and relevant agencies where children are on the 'edge of care' and have specific needs assessed by a case-holding Social Worker. Over the past 12 months **378** referrals were received by FSS and **230 out of 244** children's cases closed during the year either did not escalate or reduced from their initial status. **100%** of families would recommend FSS to other families experiencing similar difficulties.

Baby & Me Pre-birth support and assessment

The Baby & Me service provides tailored group work programme and bespoke, intensive 1:1 support. We work with parents where there is a risk that the baby may be brought into care, creating a safe space for families to explore their identified issues and use a range of therapeutic approaches to empower them to reach their goals of keeping their family together. In a recent service evaluation completed by Research In Practice, it was observed that in the 2 years Baby and Me has been operating Newport has seen a 47% reduction in the number of babies being brought into care at birth.

This picture is from a recent Baby & Me Families Workshop.



Family Group Conferences and Lifelong Links

Family Group Conferences (FGC's) are voluntary decision-making meetings to help families find their own solutions to problems. For cases where the outcome is known, 100% saw their legal status improve or remain the same. In 46% of these cases, a young person was diverted from being looked after. Lifelong Links is a project to ensure a child has a positive support network around them to help them during their time in care and into adulthood. We received 11 referrals this year which has resulted in young people on average increasing their connections by 5 people.

Rapid Response

Working in partnership with the Safeguarding Hub, the aim of the service is to prevent breakdown and support the child to safely remain within the family home by provide rapid intensive support for families. These cases are identified by Social Workers in the Hub who have identified a significant risk of needing to bring the young person into care without immediate intervention. The team have been incredibly busy this year, working with some of our most complex cases. Despite this, **94%** of the young people, we worked with remained at home or were returned home because of our intervention.

Individual Case Study – The Newport Partnership

Family: Mother: Leanne (28), Partner: Darren (30), Children: Robyn (9), Anna (6), Ben (3) (not real names)

Background: There had been extensive social services involvement with the family; Leanne's relationship with the Darren was the third instance of her being a victim of domestic violence. There were also long-standing issues around home conditions, poor school attendance and Leanne's mental health; she had diagnoses of PTSD, anorexia, anxiety and depression. Leanne had experienced significant abuse as a child. Despite the concerns, professionals reported positive relationships and warm interactions between Leanne and her children.

Intervention: Initially, the Intervention Worker spent several sessions with Leanne, getting to know her and establishing safety within their relationship. Practical support to get the children to school was put in place, though it became clear that the issue was not Leanne's inability to organise herself, rather a struggle to remain consistently motivated; it became apparent that this was closely linked to Leanne's mental health. Leanne agreed with her intervention worker to complete work around psychoeducation to address this.

There was an incident where Darren arrived at the school to collect the children whilst intoxicated and though Leanne agreed not to have him in the family home, she was advised to get a solicitor as Children's Services were escalating to PLO. Leanne subsequently breached the PLO agreement by having Darren at the family home.

Individual Case Study – The Newport Partnership

Family: Mother: Leanne (28), Partner: Darren (30), Children: Robyn (9), Anna (6), Ben (3) (not real names)

Leanne's Intervention Worker persisted in offering psychoeducation as well as practical and emotional support. Leanne engaged well in sessions which covered: traumatic memories, relationships, intergenerational trauma, avoidance, grounding techniques, smell (triggers), radical acceptance and self-formulation. Leanne was very open about her trauma and with support was able to establish links between her past experiences, her mental health and the difficulties she had meeting some of the children's needs.

Eventually Leanne accepted the concerns put to her by her Intervention Worker and Social Worker and ended the relationship with Darren, taking the children to a refuge. Leanne said she had learnt how Darren's presence in her life was impacting the children and her mental health. Leanne reported that because of the support she had received she was confident in her ability to recover from her traumatic experiences, to avoid risky relationships and to meet the needs of the children.

Leanne received eight months of support from her Intervention Worker. Following her move to the refuge, the PLO was ended, the children's names were removed from the child protection register at the next Review Conference (following two years of registration) and the family are no longer open to social services.

Leanne's Feedback: "Family support help people with a background of trauma, they address the root causes of problems and do therapeutic work with you. I know if I hadn't had my worker- someone who understood- I wouldn't have changed. I wouldn't be here in this position now. Things could have gone so drastically bad, I could have still been with my abusive ex thinking it was me and him against the world, my kids would have been removed, my mental health would have declined."

8) Working with and supporting people to achieve greater economic well-being, have a social life and live in suitable accommodation that meets their needs.

Service Case Study – Carers Support Fund

The Carers Support Fund primarily focussed on offering financial support. The Connector team spoke to 236 unpaid carers in March 2022 who were experiencing real financial hardship due to low income and the cost-of-living crisis. The unpaid carers who received a shopping voucher were so grateful, which is evidenced in some of the comments below.

Many people spoke about being able to stock up on food, relieving a bit of pressure for them and some told us that they would be able to treat themselves to food they could not usually afford. Some of the direct grants allowed unpaid carers to purchase items that they may not usually be able to afford. For example, Newport Live membership and X Box Live vouchers.

By supporting unpaid carers financially, it was possible to improve their mental wellbeing and quality of life by being able to afford to treat themselves or take short breaks for themselves. The open grants also allowed unpaid carers to think outside of the box to receive items that were important to them. For example, it was possible to fund a residential school trip and clothing for a young carer, who otherwise would not have been able to attend the trip with his peers due to a low family income. In total 423 vouchers were issued valuing £74,000 GBP.

Individual Case Study – Carers Support Fund

An unpaid carer caring for her Mum, who is recovering from open-heart surgery, was supported through the Carers Support Fund. The carer is a single mother of two, who is unemployed due to her full-time caring role. She helps her Mum, who lives at a different address, with cleaning, laundry, cooking, shopping, medical appointments, emotional support, and physical activities such as walking in nature and gentle bike rides to aid her recovery.

The carer is struggling financially due to the Covid19 pandemic impact and the cost-of-living crisis. The carer received a supermarket, Love2shop, Just Eat and Xbox vouchers through the Carers Support Fund, totalling £300.

Through engagement, the Community Connector for Ethnic Minorities was also able to support with longer-term solutions. The carer was signposted to the Citizens Advice Bureau for a benefits check and support to complete a Carers Allowance application. In addition, she was also referred to the NCC East hub food bank and Feed Newport to access a multicultural food bank. Furthermore, the Community Connector signposted her to Newport Credit Union, a not-for-profit financial co-operative, for financial savings.

The Carers Support Fund and the support offered by the Community Connector has reduced financial hardship for the carer, improved her mental wellbeing and provided a connection for further support in the future, thus supporting the sustainability of her caring role.

The carer emotionally thanked the Community Connector, 'Christmas has come early and I never expected this help which will change our financial situation'

Individual Case Study – Carers Feedback received by email (Carers Support Fund)

This is an unbelievable gift for me and my partner, especially in these difficult times, not only would ease some financial burden, but it also, helps mentally, knowing we can fill our cupboards and fridge freezer up, for the next couple of weeks. Thank you very much.

Thank you all so much for the Aldi voucher. It has helped our family so much. Since Christmas we have been bombarded with bills going up, car failing its mot and costing a small fortune. Just being able to stock up the food cupboards has been a massive, massive help.

Thank you so much for all your efforts. I am so pleased that a very deserving boy gets to have such a fabulous boost. Much gratitude.

As an unpaid carer this voucher will help me be able to provide food that I would normally not be able to buy. Food that most people take for granted as the money I receive off the powers that be is absolutely disgraceful. You can just about exist I feel undervalued and forgotten for what I provide. so this voucher is a godsend and I really do want to thank whomever who was involved with the voucher. Thank you so very much.

Individual Case Study – Carers Feedback received by email (Carers Support Fund)

Thank you so much for the steam cleaner. It has been a godsend and we think it is marvellous and has helped us no end.

This will be so helpful. I am decorating my son's bedroom, and this is fantastic. Keep up the good work, you're making a difference. This is amazing, thank you so much.

I just want to say a massive thank you for my £100 cost of living voucher it helped us no end and we even had a little treat I bought us both a little steak to celebrate I also managed to buy more tinned food to keep. So once again thank you.

I have dropped the Love2Shop voucher and bus passes to (clients). They are extremely grateful for the vouchers and passes. I know that the bus passes for (client names) have also been hugely appreciated.

Thank you so much for providing this fantastic grant funding!

Individual Case Study – Commissioning

- Citizens Ms B and Ms C have been self-funding at BI Nursing homes on a self-funding basis for two years and approached the Local Authority as their funds dropped below the threshold and they were no longer able to pay for the care.
- After considerable work from our commissioning team, and social work team they were successful in negotiating a fee with BI to accept the NCC rates. Had this piece of work not had a successful outcome, both residents B and C would have been faced with a move to another care homes, or families having to pay expensive top up fees, which neither could afford. Resident Ms C is 90 years of age and Ms. B is in her later 80's. The process caused a degree of distress to both residents and families. However, much relief when the personal outcomes were achieved.

9) Mwy na Geriau - More than Words

We are developing an action plan to support the implementation of Mwy na Geriau, which as Executive Lead, I will oversee. I will be undertaking the Leading in a bilingual country training programme when available.

Newport is starting from a good base line position where we have systems in place to monitor that the Welsh Active Offer is made and recorded on WCCIS and in Personal Plans in our regulated services. Corporately we monitor the Welsh language skills of our workforce and offer training for learners, improvers and people who want to develop confidence with their language in the workplace. We encourage staff to take part in these courses and include in their Continuing Professional Development for Social Care Wales registration as we see it is an important means of developing our services.

We provide data on our own employees' Welsh language skills and those of commissioned services to Social Care Wales annually. We promote the use of occasional, courtesy Welsh and have a policy for correspondence and other communications and how to use on-line platforms.

Whilst recruitment in social care has been challenging, we ensure that job our vacancies are advertised bi-lingually, and that Welsh language is desirable for all posts.

10) The Way we Work: Leadership and Governance

During the past year the management team in Social Services has coalesced after a significant period of change. There has been a rollout of extensive engagement across all three areas of service with a strong emphasis on communication and transparency. The four senior managers have prioritised direct contact with staff and visits to service delivery teams. This has included engaging staff in external consultations and ensuring staff have been involved in a variety of fora. There is a well-established policy of “open door” management, and this is welcomed by staff.

The governance within Social Services is sited within the corporate structures and pathways. During the year a regular meeting schedule has been put in place with corporate colleagues with consistent agendas.

As well as the changes in management arrangements we have also seen a change in political leadership with new Cabinet Members leading for Social Services. Again, there is a regular meeting schedule with the three Heads of Service and a separate regular briefing with the Director.

Social Services have extensive working relationships with a range of statutory partner agencies and third sector colleagues. Many of these relationships sit across regional and national boundaries. Newport Social Services have a high profile in regional and national discussions and meetings with strong evidence of effective partnerships.

Service Case Study – Strategic Leadership and Partnership

Overall, strategic partners are expected to work together to improve their service delivery outcomes / meet the needs of their local population. We have been able to work exceptionally well together, due to our shared strategic aims and objective of supporting our teams in addressing the challenges faced by the health and social care system in Gwent with a particular focus on preventative care; working together to find new ways of meeting people’s needs and identifying ways of doing things more effectively and efficiently has led us to develop new ways of working.

Our service is our local approach to delivering the national plan and steps that we must take to get everyone to work together as a cojoined system to improve health and social care outcomes.

Partnership working with Newport - Our relationship / strategic partnership has been a critical success, primarily due to our shared core purpose of ensuring that our local population can continue to have safe access to good quality and sustainable services to meet their needs. We’ve worked on how our services can remain fit to meet the complexity and respond successfully to growing demands that are being placed on it and remain fit for the future through engagement with our staff, stakeholders, and service users.

Colleagues in Newport provide excellent role models as they help all the strategic partners in Gwent to plan/provide excellent health and social care. They provide remarkable strategic leadership not just by taking charge but by leading the partnership with support, with an emphasis on driving continual service improvement and ensuring all our workforce are fully supported/developed. In all my dealings they have always displayed excellent leadership and people management skills and always brings attention to detail to whatever they are leading on. We all love working with Newport 😊

11) The Way we Work: Resources (Finance & Workforce)

A. Our Financial Resources and How We Plan for the Future

The revenue outturn across the authority underspent against budget by £3.1m, after core budget contributions to and from reserves. Across Social Services, the overall outturn for 22/23 was £565k overspend on an £88m budget, split as follows:

Service Area	22-23 Budget (£)	Outturn (£)	Variance to Budget (£)
Children Services	28,206,827	30,481,539	2,274,712
Adult Services	59,263,696	57,896,129	-1,367,567
Prevention & Inclusion	924,841	583,043	-341,798
Total	88,395,365	88,960,711	565,346

The significant variances across each of the service areas can be found in the tables below.

Children Services Area of Spend	Outturn Variance to Budget (£000)	Final Variance against budget
Emergency Placements	1,733	Placements exceeded budget allocation. Some costs of up to £50k per week throughout the year. Gross cost of £3,478k offset by Eliminate and Radical reform grant income of £1,544.
Out of Area Residential	1,089	The budget was set to afford 15 placements. Placements have been higher than the budget throughout the year with final numbers of 22 at the end of March.
Legal Fees	316	Overspend largely due to 24-hour supervision of a family which has now ended.
CP Teams Care & Support Budgets	230	Taxi costs for Out of County placements currently in care proceedings and legal requirement to provide translation services.
In-House Residential Establishments	229	£27k new sewerage system, £51k property repairs due to damage caused. £120k staffing overspend at Forest Lodge due to 100% occupancy and complex cases (2 to 1 needed)
Pathways Children Looked After additional support	124	Increased costs of fuel/taxi fees and translation costs. Linked to the fuel and cost of living crisis. MTFP pressure accepted for 23/24
Disabled Childrens Team Care and support budget	122	Overspend is due to one placement which is costing c£17000 per week.
Oaklands Respite Service	96	£96k overspend due to 2 children living at the establishment as no suitable placements could be found. Therefore, exceeded staffing budgets.
Special Guardianship Orders (SGO's)	83	Despite the placements being under what the budget could afford (budgeted 218 placements but final numbers 202), the monthly package costs are increasing.
Leaving Care	-77	Total of 37 placements in 22-23 with weekly costs between £1355 and £1691. This was within the budget and resulted in a £77k saving.
Independent Fostering Agencies	-91	Numbers have been lower than what the budget can afford. Intention of the elimination of profit agenda is to decrease numbers placed with external agencies.

Children Services Area of Spend	Outturn Variance to Budget (£000)	Final Variance against budget
When I'm Ready	-141	Lower numbers than the budget can afford (12 against a budget of 33). Fewer young people accessed WIR arrangements and had needs met by adult services.
Youth Offending Team	-157	Staff secondment and high level of vacancies. Recruitment and retention issues.
Inter-agency Adoption Fees	-177	Placement meetings due in March were delayed until May resulting in an underspend in 22-23
In-House Foster Carers Fees	-184	Lower numbers than the budget can afford (204 in March, budget can afford 209). Difficulty recruiting and retaining foster carers, yet this is improving.
Child Protection and Family Support Teams	-325	savings from vacant posts (social workers/team manager), reduced hours, maternity leave not being covered, funding from the regional integrated fund and staff secondment income.
Unaccompanied Asylum Seekers Grant	-344	There is a standard fee paid for each UASC and income exceeds the costs incurred. The Home Office do not request repayment.
Children & Families Management a/c	-362	Head of Service and Service manager post charged to grants
Other variances but not significant	110	
TOTAL CHILDREN SERVICES OVERSPEND	2,274	

Adult Services Area of Spend	Outturn Variance to Budget (£000)	Explanation of main variances against outturn and budget
Community Care Packages	1,677	Budget realignment has been done for 23-24 but main reason for overspend is the number and cost of residential packages in 22-23. The budget was uplifted by 11% however providers demanded uplifts of 15% and over linked to the Cost of Living crisis.
Community Care Income	-2,028	Budget realignment has been done for 23-24. Linked to the comment above about overspends on the cost of packages, service users who are able to pay for their package in full were also paying higher fees than budgeted so the overspends on packages were offset by surplus income.
In-House Residential Establishments (net of income)	74	Covering staff sickness across the homes resulted in overspends however the income exceeded target as more residents are full payers.
Training Budget	-69	Underspend on core due to transferring eligible training costs to the SCWWDP (Social Care Wales Workforce Development Programme) grant.
Centrica Lodge Respite Service	-112	£63k surplus income than budgeted due to other authorities occupying beds for a full year plus a £51k saving on the contract due to occupancy levels.

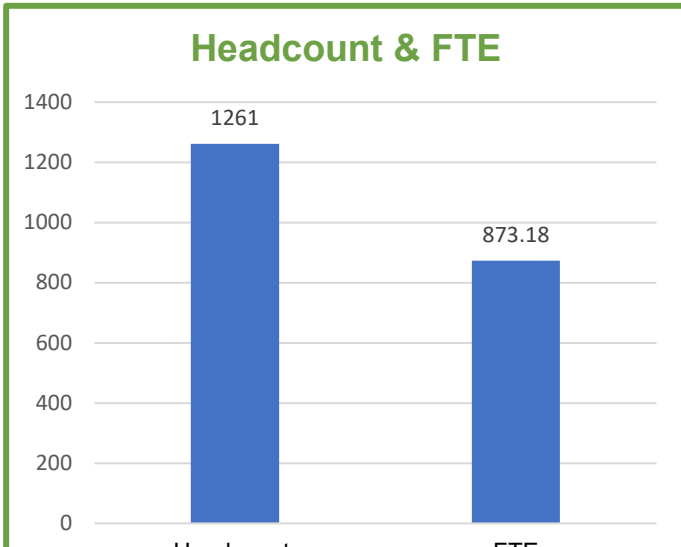
Adult Services Area of Spend	Outturn Variance to Budget (£000)	Explanation of main variances against outturn and budget
Frailty Pooled Budget	-125	Lower contribution to regional pool needed in 22/23
Adult Management A/c	-217	£164k FNC Grant from WG relating to 17-18 is not being repaid. £92k worth of grant income has also been used against management posts
Short Breaks	-285	Large underspend due to staff vacancies in advance of MTFP saving in 23-24.
Social Work Teams	-287	Winter pressures funding notified in March towards staffing costs. Also, additional vacancies which were not covered.
Other insignificant variances	-347	
TOTAL ADULT SERVICES UNDERSPEND	-1,368	

Prevention & Inclusion Area of Spend	Outturn Variance to Budget (£000)	Explanation of main variances against outturn and budget
Youth Service Core	-129	Youth Core - Base budget included approx. £110k of additional budget, only part of which was committed in 22/23. Delivery Manager post vacant most of year (£44k)/ transfer causals to Youth Support Grant (£15k)/Misc. £14k (fees, training and equipment)
P & I Management A/c	-86	Service Manager post was charged to the CCG grant
Private Sector Housing	-24	Additional capital contribution
Early Years	-71	Transfer of salaries (£19k) and other expenditure (£30k) to CCG grant also additional income for management of SHEP contract (£10k)
Other - no significant variance	-32	
TOTAL P & I UNDERSPEND	-342	

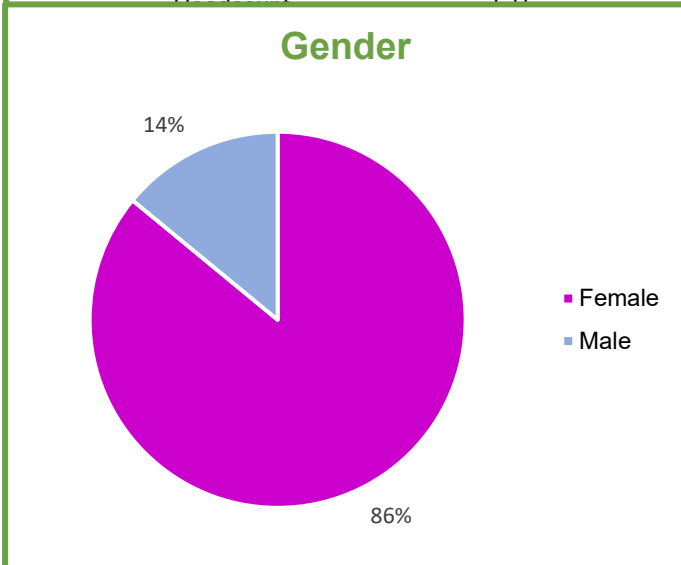
The council continues to work collaboratively with regional partners to maximise the use of regional resources to develop services within Newport. The annual budget in 2022/23 for social services was £88.4m. There is a well-developed financial management process in place across service areas that supports the medium-term financial plan and enables the identification and management of budget risks.

B. Our Workforce (Social Services Directorate)

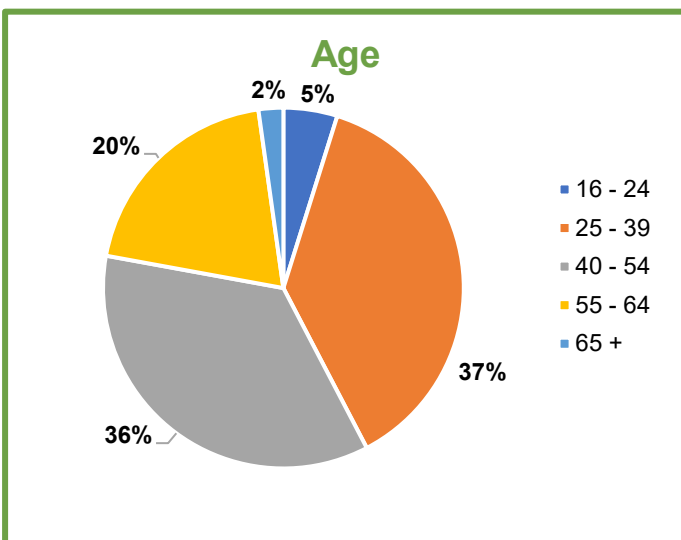
All data is accurate as of 31st March 2023.



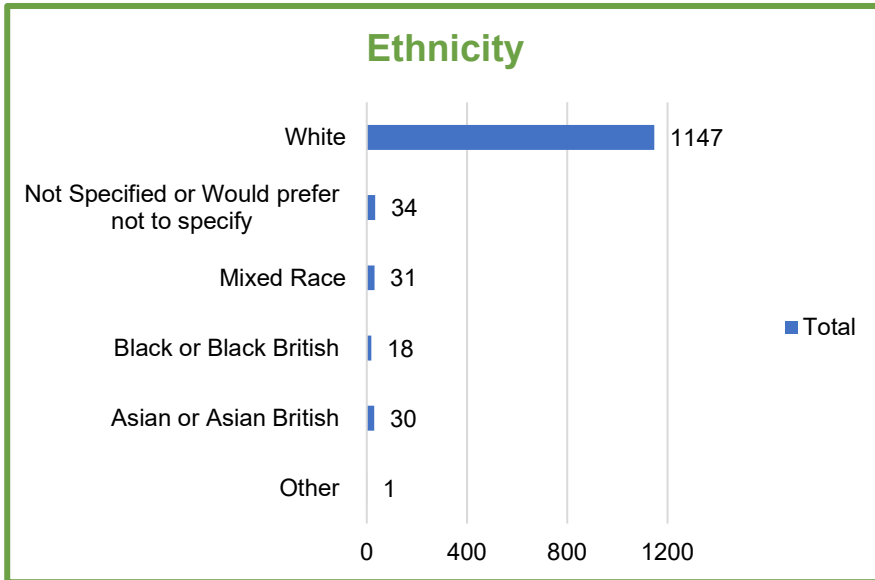
The current headcount of the three service areas (Adult Services, Children Services and Prevention and Inclusion) is 1,261. This headcount is equivalent to 873.18 full time equivalent (FTE) employees, linked to flexible working practices such as part time working and job-share arrangements.



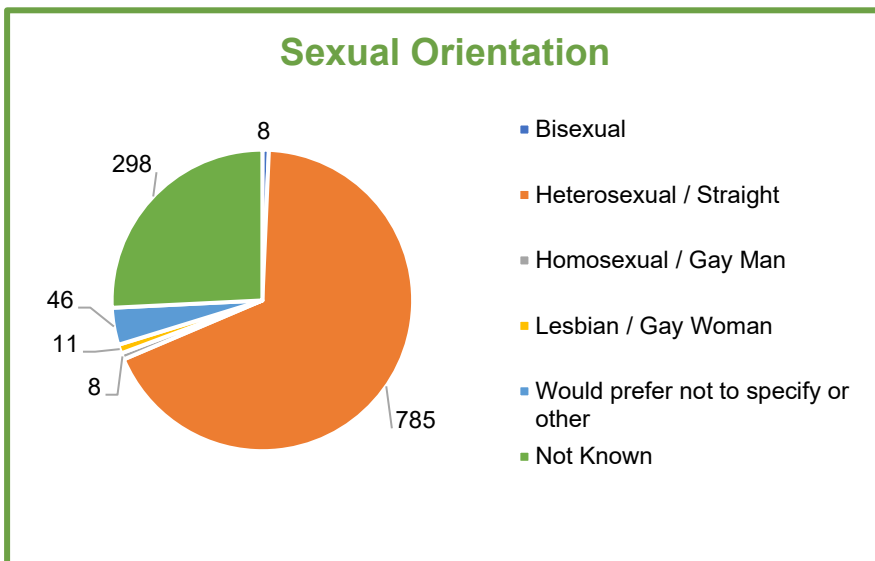
The gender make-up of Social Services is 86% female and 14% male.



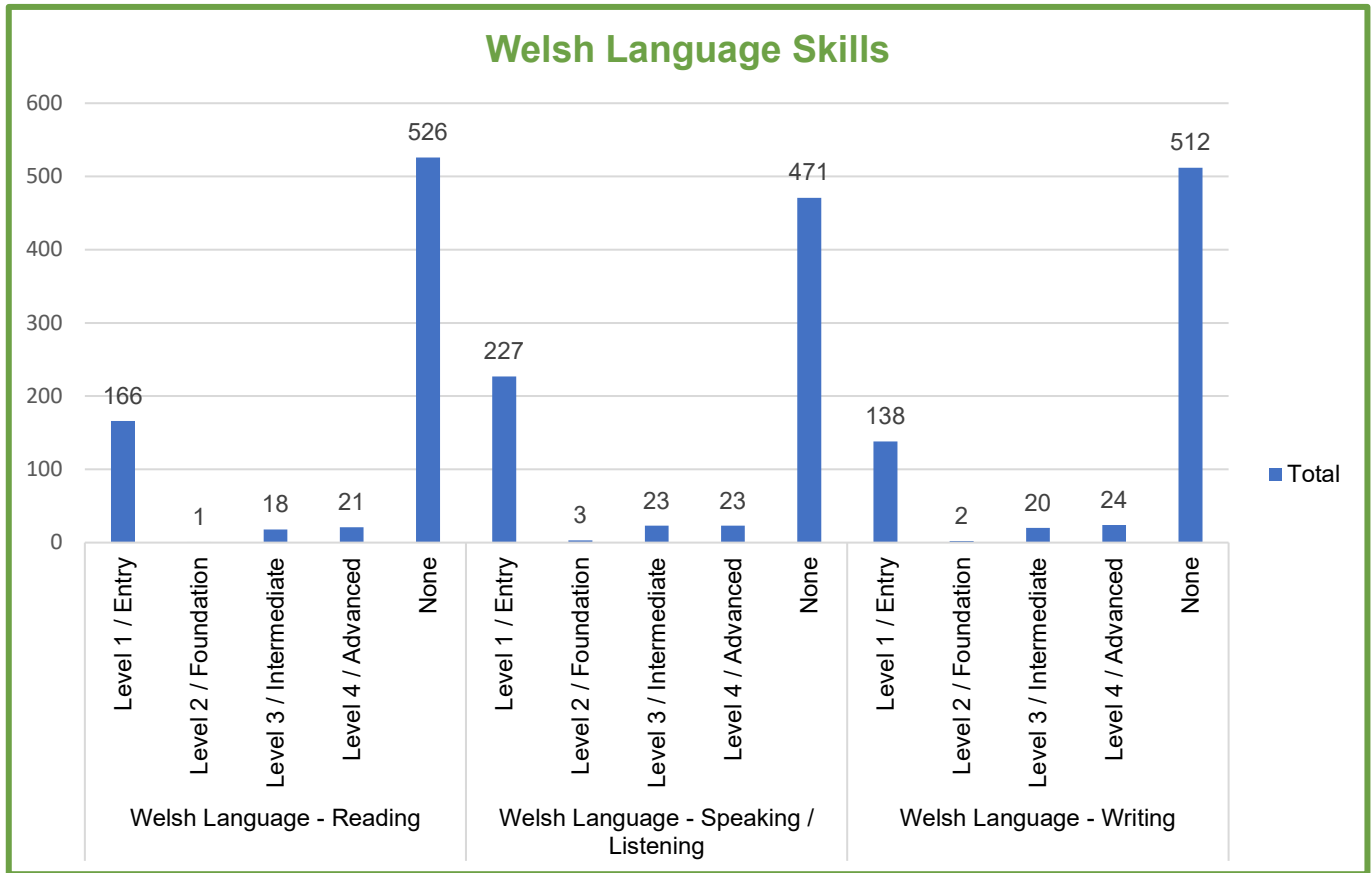
The chart demonstrates that 5% of the workforce within Social Services falls in the 16-24 age bracket, 37% within the 25-39 age bracket, 36% in the 40-54 age bracket, 20% in the 55-64 age bracket and 2% of staff are aged over 65.



The graph demonstrates that the majority of the Council’s workforce within Social Services is of White ethnicity (1147 headcount), but there are staff that are of Black (18 headcount), Asian (30 headcount) and mixed race (31 headcount) ethnicities. A total of 34 employees did not specify their ethnicity during onboarding, or would prefer not to disclose this information. This data has been presented at directorate level only, to be compliant with GDPR legislation.

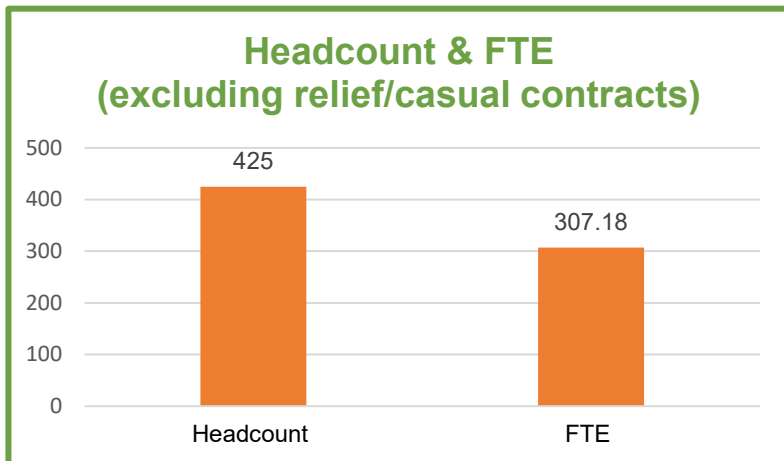


The graph demonstrates that for 298 members of staff employed within Social Services their sexual orientation is not known, 785 staff members identify to be heterosexual male or female and 46 members of staff preferred not to disclose their sexuality. 8 members of staff identified as a gay man, 11 members of staff as a lesbian/gay woman and 8 members of staff as bisexual. This data has been presented at directorate level only, to be compliant with GDPR legislation.

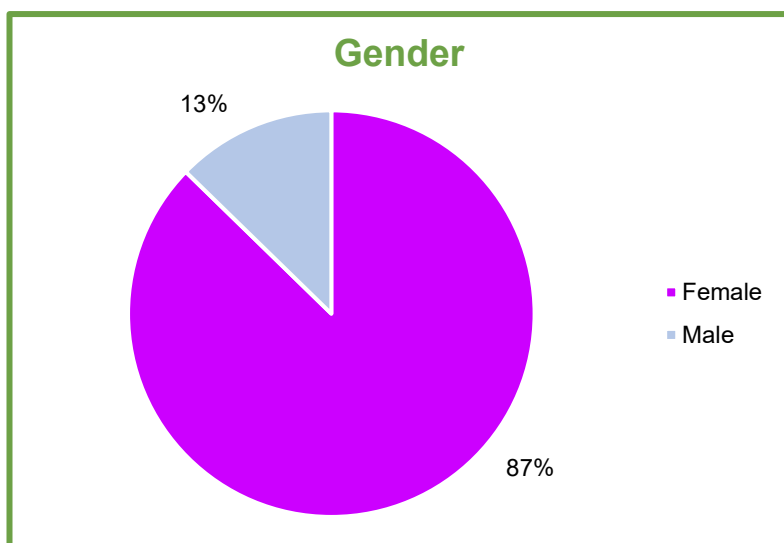


The graph demonstrates that majority of staff within Social Services do not have any Welsh language skills. 21 employees have advanced Welsh language reading ability, 23 employees having advanced Welsh language speaking/listing ability and 24 employees having advanced Welsh language writing ability.

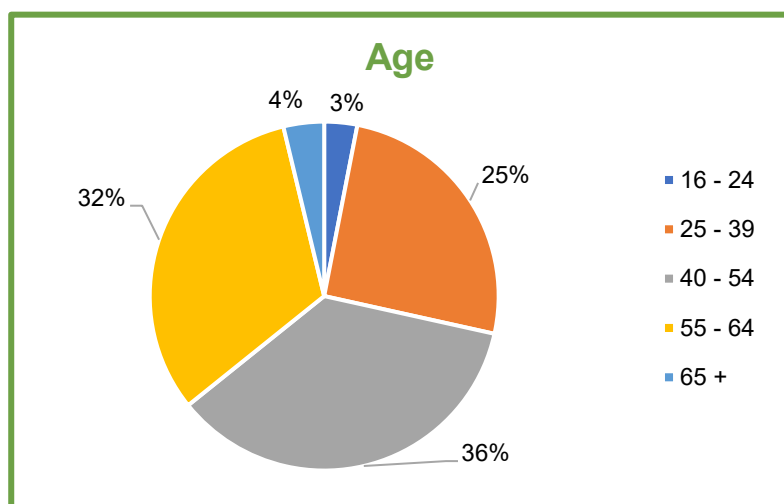
ADULTS SERVICES



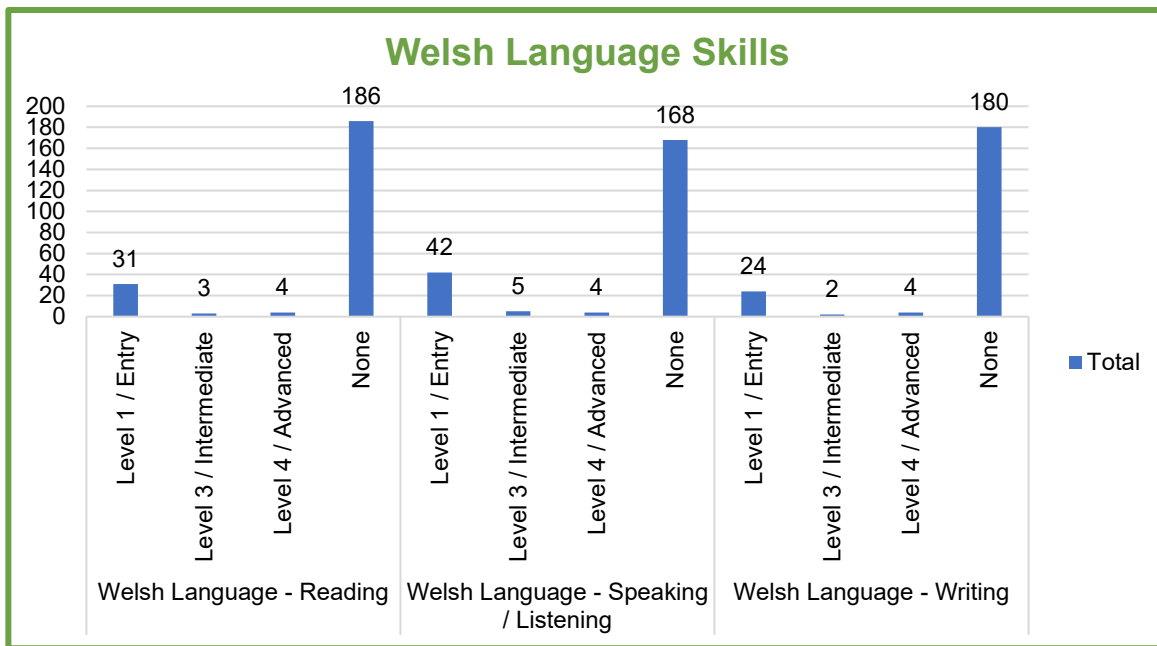
The current headcount of Adult Services is 425 employees. This headcount is equivalent to 307.18 full time equivalent employees, linked to flexible working practices such as part time working and job-share arrangements.



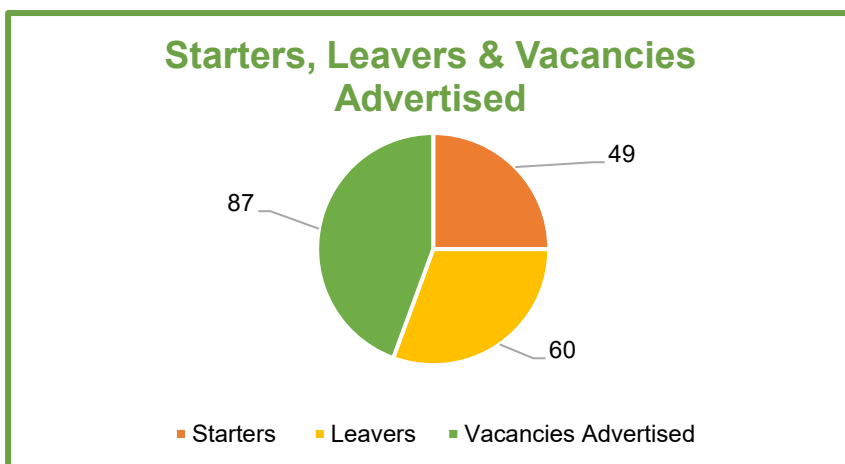
The gender make-up of Adult Services is 87% female and 13% male.



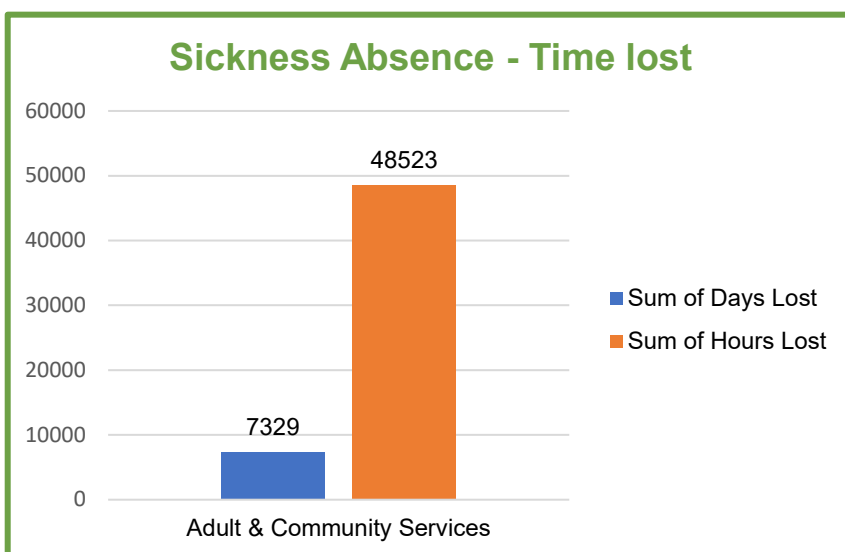
The pie-chart demonstrates that 3% of the workforce within Adult Services falls in the 16-24 age bracket, 25% within the 25-39 age bracket, 36% in the 40-54 age bracket, 32% in the 55-64 age bracket and 4% of staff are aged over 65.



The graph demonstrates that majority of staff within Adult Services do not have any Welsh language skills. 4 employees have advanced Welsh language reading, speaking/listening ability and writing ability.

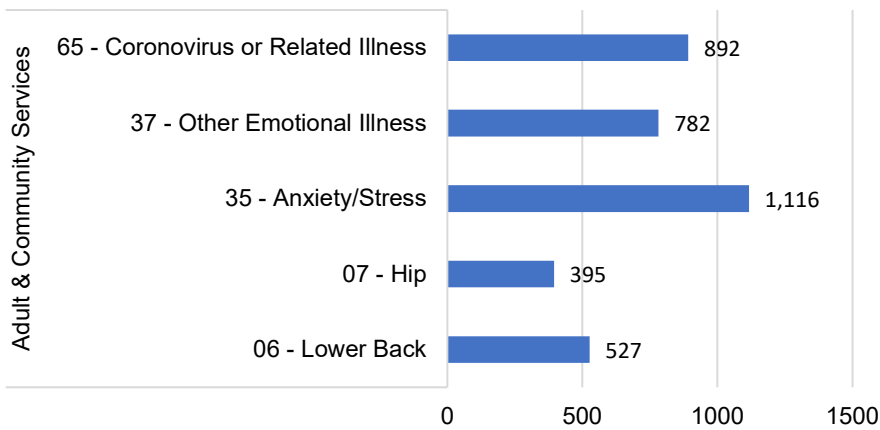


Within Adult Services, between 1st April 2022 – 31st March 2023, there were 87 vacancies advertised via Newport City Council’s website. There were 60 employees that left their role within Adult Services during the same period, and 49 employees that started a new role.



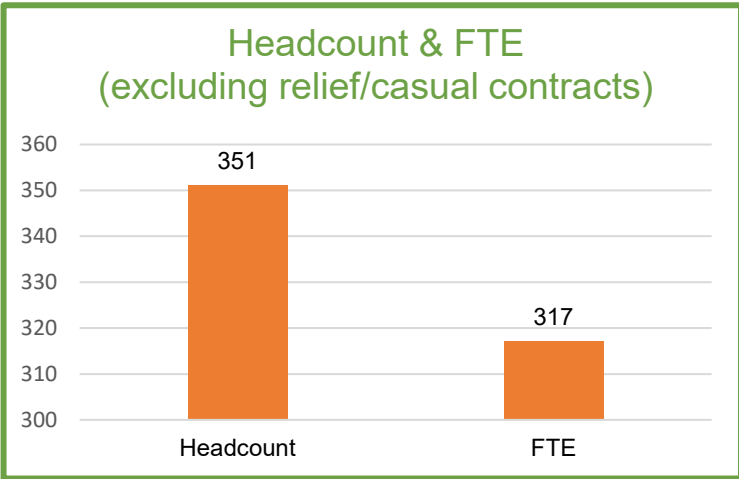
Within Adult Services, between 1st April 2022 – 31st March 2023, a total of 7329 days were lost via sickness absence, which equates to 48,523 hours lost.

Days Lost per Absence Reason - Main Absence Reasons

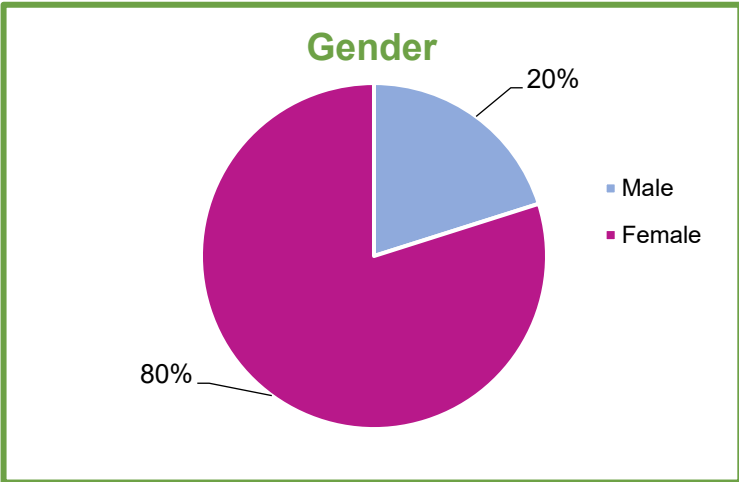


The graph identifies the main reasons for sickness absence within Adult Services, between 1st April 2022 – 31st March 2023. The main cause of sickness absence is linked to anxiety and stress which totalled 1,116 days lost. The other main causes of sickness absence were coronavirus or related illness (892 days lost), other emotional illnesses (782 days lost), lower back (527 days lost) and hip (395 days lost).

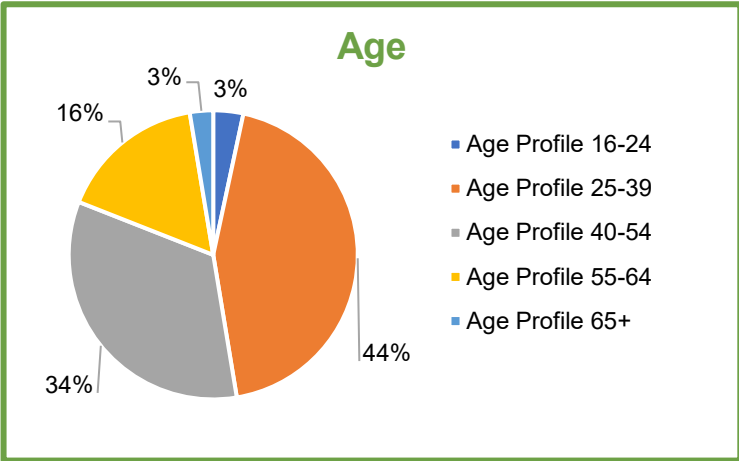
CHILDREN'S SERVICES



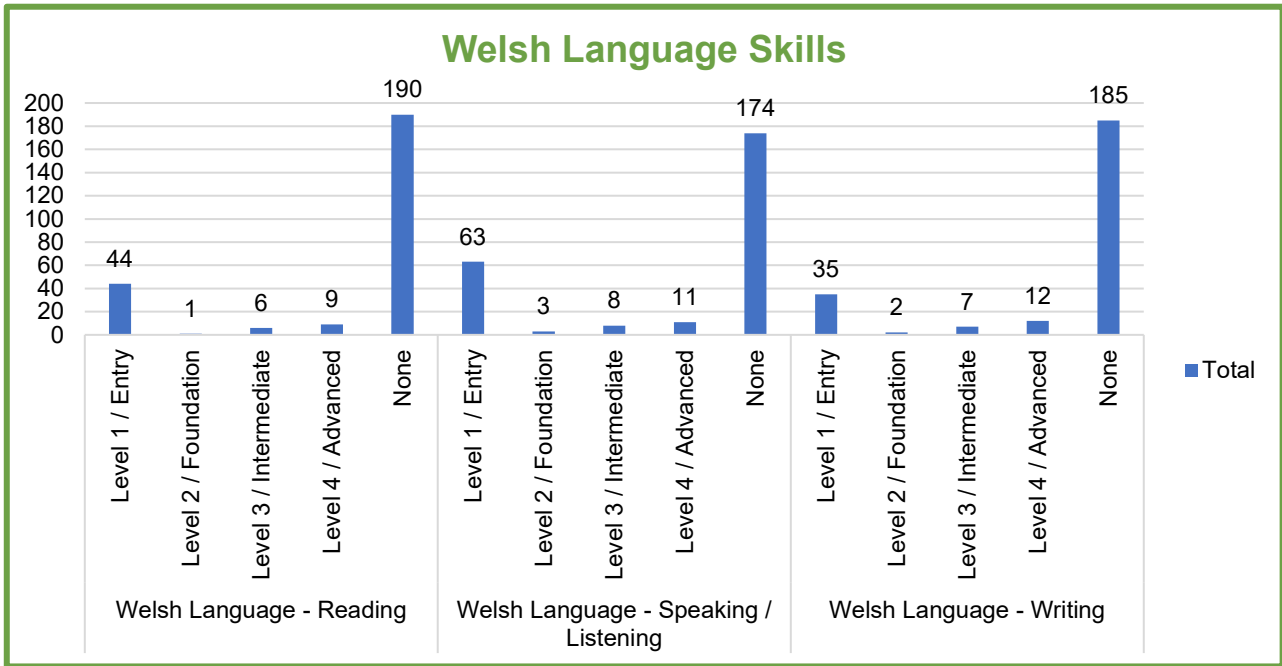
The current headcount of Childrens Services is 351 employees. This headcount is equivalent to 317 full time equivalent employees, linked to flexible working practices such as part time working and job-share arrangements.



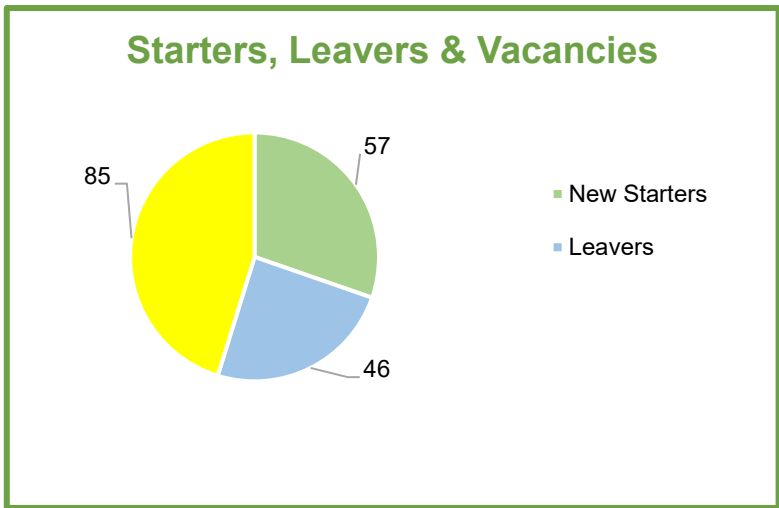
The gender make-up of Childrens Services is 80% female and 20% male.



The pie-chart demonstrates that 3% of the workforce within Childrens Services falls in the 16-24 age bracket, 44% within the 25-39 age bracket, 34% in the 40-54 age bracket, 16% in the 55-64 age bracket and 3% of staff are aged over 65.

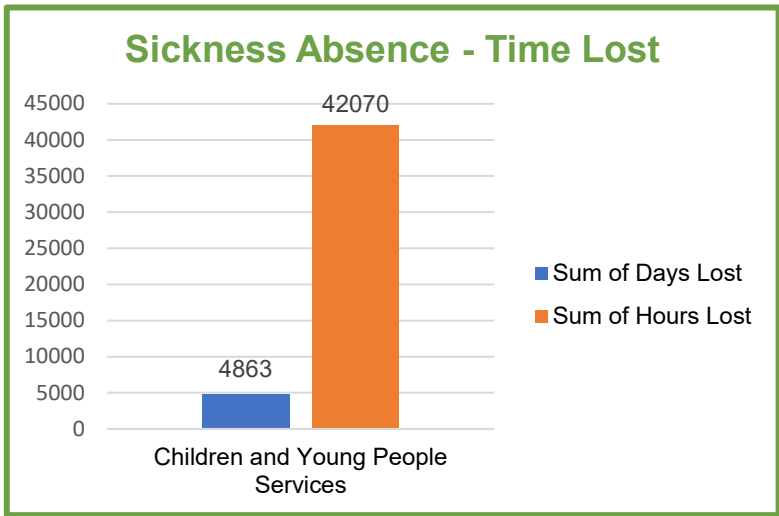


The graph demonstrates that majority of staff within Childrens Services do not have any Welsh language skills. A small number of employees have advanced Welsh language reading (9 employees), speaking/listing ability (11 employees) and writing ability (12 employees).



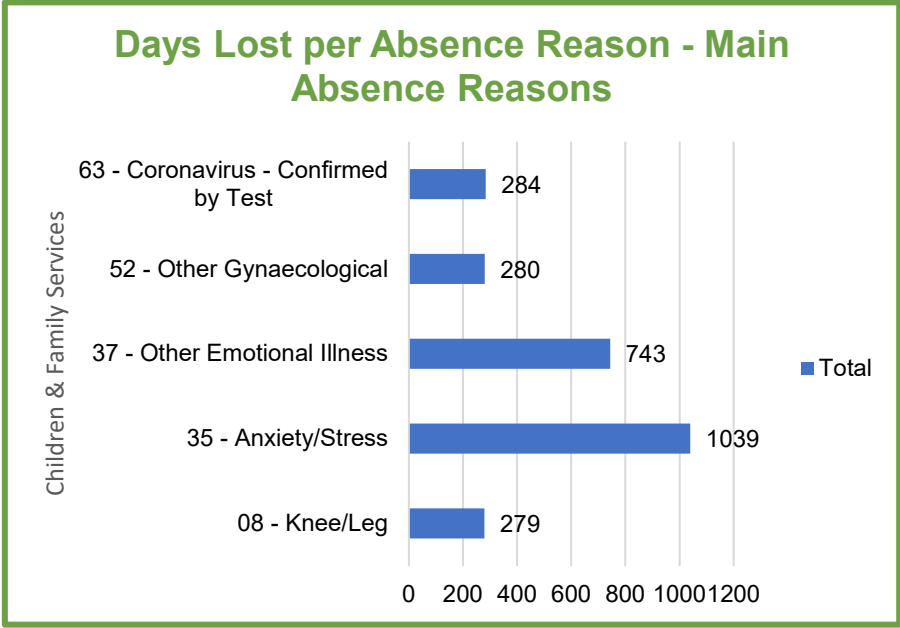
Within Childrens Services, between 1st April 2022 – 31st March 2023, there were 85 vacancies advertised via Newport City Council’s website.

There were 46 employees that left their role within Childrens Services during the same period, and 57 employees that started a new role.



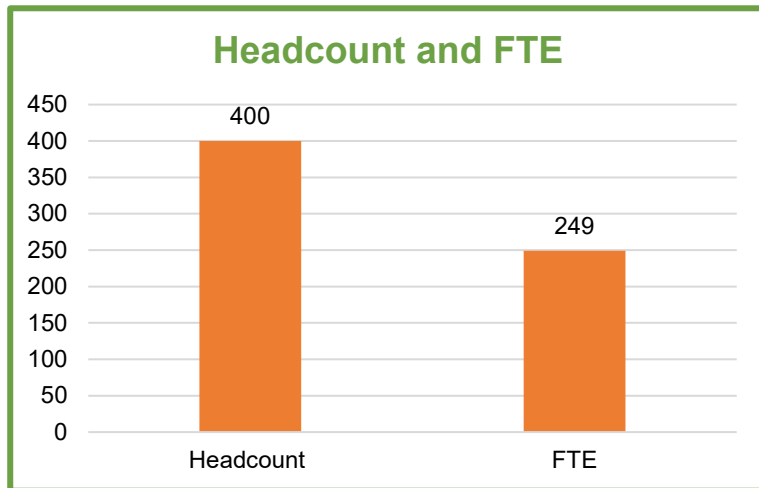
Within Childrens Services, between 1st April 2022 – 31st March 2023, a total of 4863 days were lost via sickness absence, which equates to 42,070 hours lost.

Days Lost per Absence Reason - Main Absence Reasons

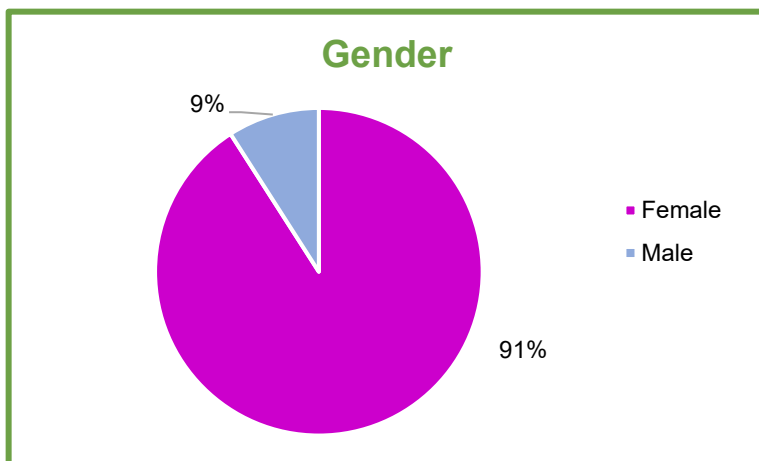


The graph identifies the main reasons for sickness absence within Childrens Services between 1st April 2022 – 31st March 2023. The main cause of sickness absence is linked to anxiety and stress which totalled 1039 days lost. The other main causes of sickness absence were other emotional illnesses (743 days lost), Coronavirus (284 days lost), gynaecological illnesses (280 days lost) and knee/leg (279 days lost).

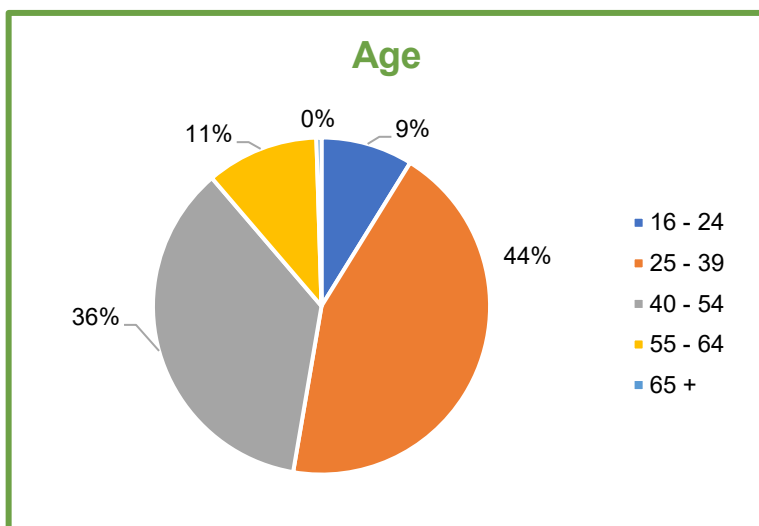
PREVENTION AND INCLUSION



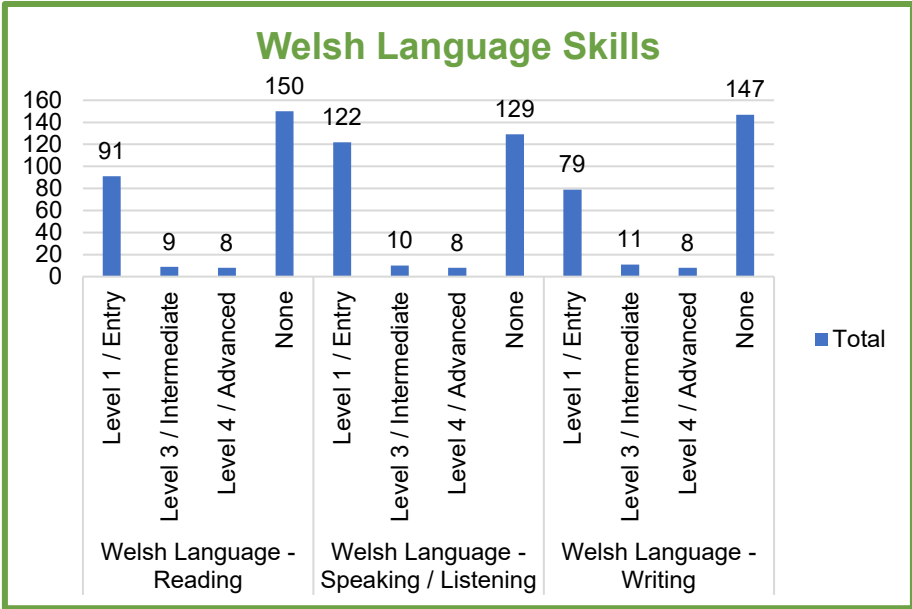
The current headcount of Prevention and Inclusion is 400 employees. This headcount is equivalent to 249 full time equivalent employees, linked to flexible working practices such as part time working and job-share arrangements. Casual and relief members of staff have been included in this summary, as large parts of the team are reliant on seasonal and casual staff, due to the nature of the work.



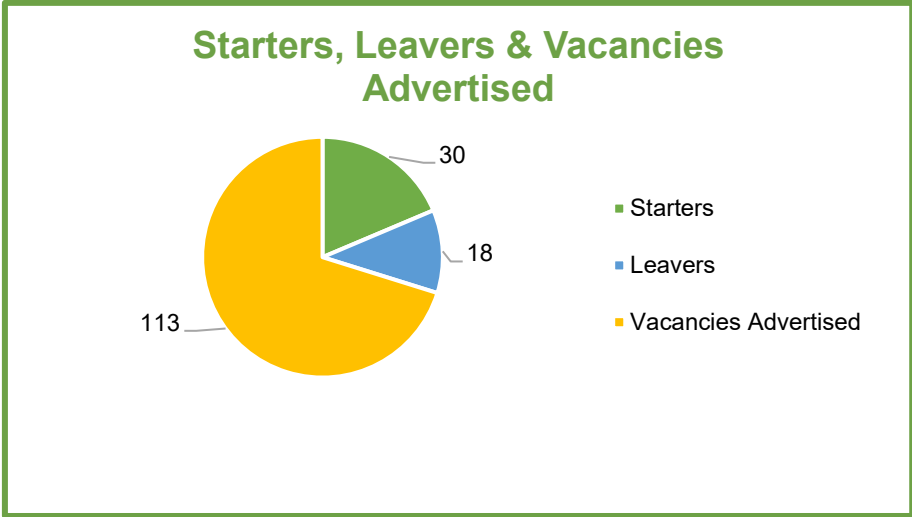
The gender make-up of Prevention and Inclusion is 91% female and 9% male.



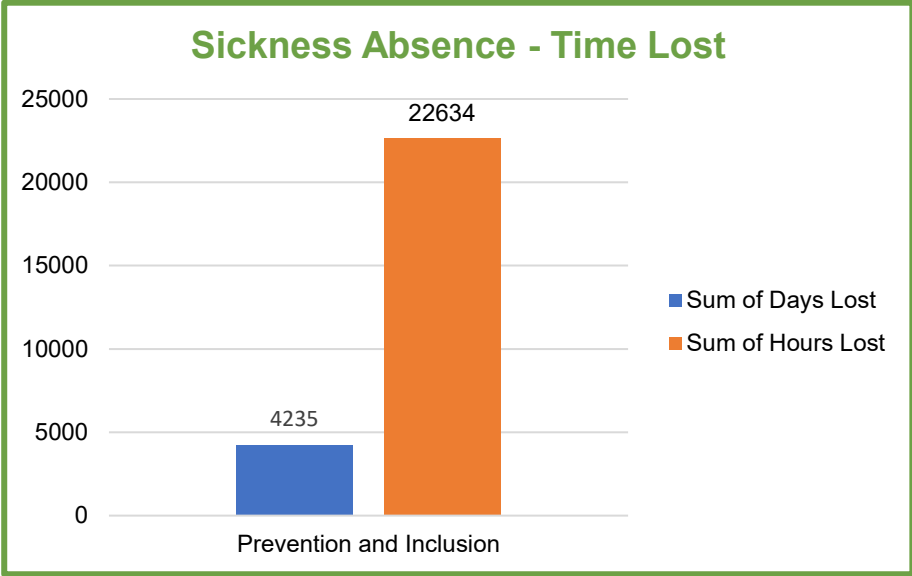
The pie-chart demonstrates that 9% of the workforce within Prevention and Inclusion falls in the 16-24 age bracket, 44% within the 25-39 age bracket, 36% in the 40-54 age bracket, 11% in the 55-64 age bracket and 0% of staff are aged over 65.



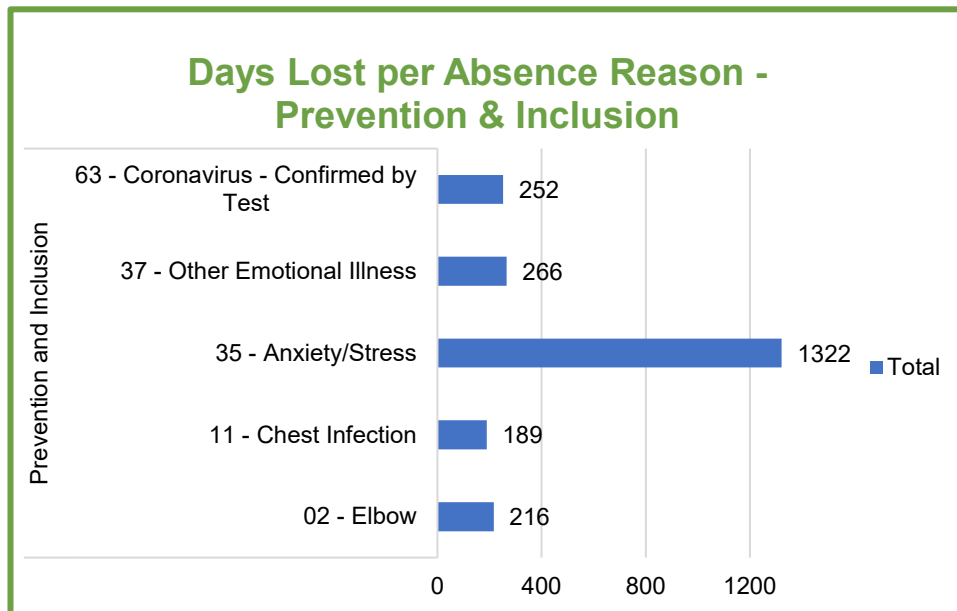
The graph demonstrates that majority of staff within Prevention and Inclusion do not have any Welsh language skills or have entry level Welsh language skills. 8 employees have advanced Welsh language reading, speaking/listing ability and writing ability.



Within Prevention and Inclusion, between 1st April 2022 – 31st March 2023, there were 113 vacancies advertised via Newport City Council’s website. There were 30 employees that left their role within Prevention and Inclusion during the same period, and 18 employees that started a new role.



Within Prevention and Inclusion, between 1st April 2022 – 31st March 2023, a total of 4235 days were lost via sickness absence, which equates to 22,634 hours lost.



The graph identifies the main reasons for sickness absence within Prevention and Inclusion, between 1st April 2022 – 31st March 2023. The main cause of sickness absence is linked to anxiety and stress, which totalled 1322 days lost. The other main causes of sickness absence were other emotional illnesses (266 days lost), Coronavirus (252 days lost), elbow (216 days lost) and chest infections (189 days lost).

i. Performance Management

Within Newport City Council, there is an established performance management system, which is undertaken via iTrent. This system supports performance management through check ins, setting performance and personal objectives and focussing on employee wellbeing, in line with the Council's Wellness at Work Policy. The check in function allows managers to select conversation types, based on traditional check-ins, probation conversations, performance improvement reviews, wellbeing needs or Social Services Supervision processes.

The Social Services Supervision process is outlined in the Social Services Supervision Policy and should be used by those staff in Social Services that are covered by the agreed supervision policy only. The use of the iTrent system for recording is a shift from previous custom and practice, and there have been challenges across the services in embedding the use of iTrent as a tool. This has resulted in the current data available not being an accurate reflection of the performance management being undertaken across the service areas, but this should improve in the future.

ii. Development

Each year, there is an opportunity for staff working within Social Services to apply for sponsorship, to undertake a Social Work Degree, via the Open University, alongside their role within Newport City Council. Currently, there are three employees being sponsored in their first year of qualification, five employees in their second year of qualification and three employees in their third year of qualification.

Consideration is being given to additional development streams, to encourage more staff to enter Social Work roles in future years, such as the Social Care Wales accredited Social Services Practitioner qualification, which is one year in length, but on completion gives students the equivalent qualification and experience of the first year of the Social Work Degree.

There are currently 15 employees in Childrens Services undertaking the All Wales Induction Framework and currently 16 employees in Adults Services undertaking the Qualifications and Credit Framework, Level 3 in Health and Social Care.

Within Prevention and Inclusion, four members of staff have been supported through a Level 2 Qualification, twenty members of staff Level 3 Qualification, four members of staff through a Level 4 Qualification and six members of staff through a Level 5 Qualification, between 1st April 2022 and 31st March 2023.

iii. Workforce Planning

The Corporate HR Team supports Heads of Service and Service Managers in embedding workforce planning activities, as part of the day-to-day business. A formal analysis of workforce planning data takes place annually, to support in guiding these activities and enabling decision making.

In addition, each service is supported by the Social Services Workforce Development Team, to complete a Training Needs Analysis (TNA), prior to the start of the financial year. The TNA is informed by the monitoring matrix, which tracks the training that employees have undertaken, whether required for qualification and registration, to meet the specific needs of the service identified in the Statement of Purpose, or as required by Newport Council for its managers and employees.

Each member of the team has regular supervisions and an annual appraisal, at which their individual development and training requirements are identified. The TNAs are considered by our Social Care Workforce Development Team who deliver or commission any specialist training required. Training is booked and takes place in work time. Certificates received following training/qualification are saved on file.

iv. Workforce Challenges

- Local Authority Budgets in relation to staffing.
- National Skills shortage of Social Worker positions.
- Sickness/burnout of employees.
- Retention (agency jobs have higher rates of pay).

12) The Way we Work: Involvement and Engagement

As described on page 17 Social Services has several mechanisms for involvement and engagement. Our work with citizens directly drives innovation and development. Many of the initiatives of the past year have started with national statutory changes and shifts in policy direction. The Programme for Government, the work of the Regional Partnership Board, the changes in family justice and our engagement with research heavily influence developments. Those developments are then in turn given vigour and momentum with the engagement of some of those we support, our staff and our partners.

Daily social care staff support individuals to bring about positive change and to over time move away from involvement with statutory agencies. Throughout this report there are examples of this type of involvement and while many of these changes will be small they amount to life changing shifts for the individuals and their families.

Service Case Study – Support for Unaccompanied Asylum-Seeking Children

Childrens Services has maximised the effectiveness of the grant funding available for UASC (Unaccompanied Asylum-Seeking Minors) by creating a specialist UASC team within Newport. An experienced team manager is building a team dedicated to this specialist area and she is providing a confident approach to the combination of care planning and immigration law that this area of work requires.

In addition, a Project Manager post has been created to support the team's development and to promote regional working across Gwent.

These new posts have driven a step change in the work that is undertaken locally and regionally with UASC. We are working in a more collaborative way with other agencies, and we hope this is reflected in more effective working and better outcomes for our young people. A more confident approach to working with the Home Office has ensured that age challenges are managed, asylum claims are submitted in a timely manner and funding is claimed. We are supporting workers across Wales, and Gwent is now seen as leading the way in terms of a regional approach to UASC work.

However, the outcome that we are most pleased about is that our partners have fed back that the young people who have recently arrived have developed enough trust and sense of safety to start to engage with other activities months ahead of previous arrivals. Whilst plenty of challenges remain, we are proud of that!

Individual Case Study – Support for Unaccompanied Asylum-Seeking Children

Child A (age 16)

This young person fled his home country after religious extremists seeking his father in connection with work he had done for the western military, said they would take him instead. He travelled to the UK over a period of months and describes two severe beatings from police along the way. One of these beatings has left his feet scarred. He entered the UK via the port at Kent and was part of the Home Office's compulsory National Transfer Scheme.

He has settled in semi-independent accommodation and is focused on learning English so he can continue to study and get into tertiary education. He is frustrated that opportunities to attend college are limited and the childcare team is working to create more ESOL time so he can learn English at a rate that suits him. Joining a local sports club has provided friendships with young people from his home country, as well as the opportunity to integrate into a wider group of young people.

He has made his claim for asylum and is awaiting the outcome. (98% of claims from his home country are successful).

Individual Case Study – Support for Unaccompanied Asylum-Seeking Children Children B (age 15) and C (age 15)

These two young people have both been accepted by Newport in order that they might live with or near close family members. This enables them to benefit from family support which is rare for unaccompanied minors. Child B has been placed with a family member following a successful assessment. Child C is living with foster carers as he is unable to live with his family member but contact between the two is being encouraged.

Child D (age 16)

Child D arrived in Newport having travelled here from his home country in the backs of lorries. He arrived with no possessions, wearing only a T shirt, tracksuit bottoms and flip flops. He was dazed and unclear where he was, having not eaten or drunk for some time. He described receiving beatings from the traffickers on the way. After a shower, some warm clothes and a meal he started to adjust to his new surroundings.

A few months on he is trying to learn English as fast as he can so he can access tertiary education. He has developed good relationships with staff but is struggling with his mental health and experiencing anxiety when away from home. His asylum claim is logged, and he is awaiting an interview with the Home Office.

13) The Way we Work: Adult Services Priorities 23/24

Objective 1 - Supporting individuals and carers to maintain their independence and support them when they need help by providing equitable access to early intervention and prevention support.

Objective 2 - Ensure safeguarding arrangements for adults and their carers remain robust and NCC remains compliant with the Social Services and Well-being Act.

Objective 3 - Continue developing and improving the sustainability of adult services through a co-production model with providers, service users and carers to meet our statutory duties, and future demands based upon Population Needs Assessment.

14) The Way we Work: Children Services Priorities 23/24

Objective 1 – Deliver effective services to support children to safely remain with their families.

Objective 2 – Improve outcomes for children in care and care leavers including a focus on safe reunification.

Objective 3 – Ensure a range of placements are available for children looked after.

Objective 4 – Prevent offending and re-offending by children and young people.

15) The Way we Work: Prevention & Inclusion Priorities 23/24

Objective 1 - Deliver effective early intervention and preventative services for children, young people and families to remain in their own communities.

Objective 2 - Deliver an appropriate range of inclusive early intervention and preventative services to meet the needs of children, young people and families.

Objective 3 - Support families to lead emotionally healthy and happy lives in their communities.

Objective 4 - Improve outcomes for children, young people and families building self-worth. Working with strengths based and trauma informed approaches.

16) How to Contact us

We welcome your views on this report, Social Services plans for the future and how it did last year. We would also like to know how you; your family and your community have been affected by our work to improve the services that we deliver. More specific information on Newport's Social Services can be found via <https://www.newport.gov.uk/en/Care-Support/Care-and-Support.aspx>

Also, if you are concerned about a member of your family, friends and neighbours (including children), you can email us on info@newport.gov.uk or telephone (01633) 656656. Emergencies outside of normal office hours are:

Freephone: 0800 328 4432

Minicom: 0800 587 9963

Fax: 01495 767057

Ways to get in touch:

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



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



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 4U.



WG Checkpoint

NCC Adult Services

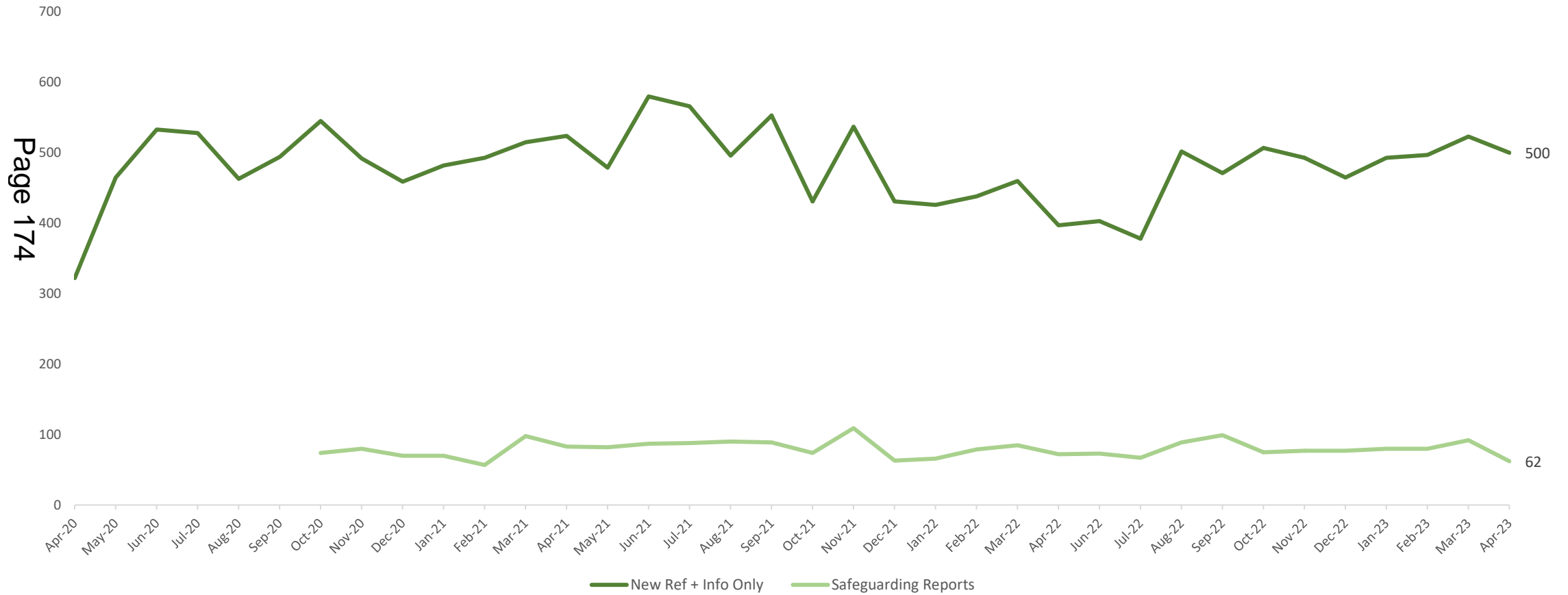
April 2023





Referral + Info only*, Safeguarding Reports

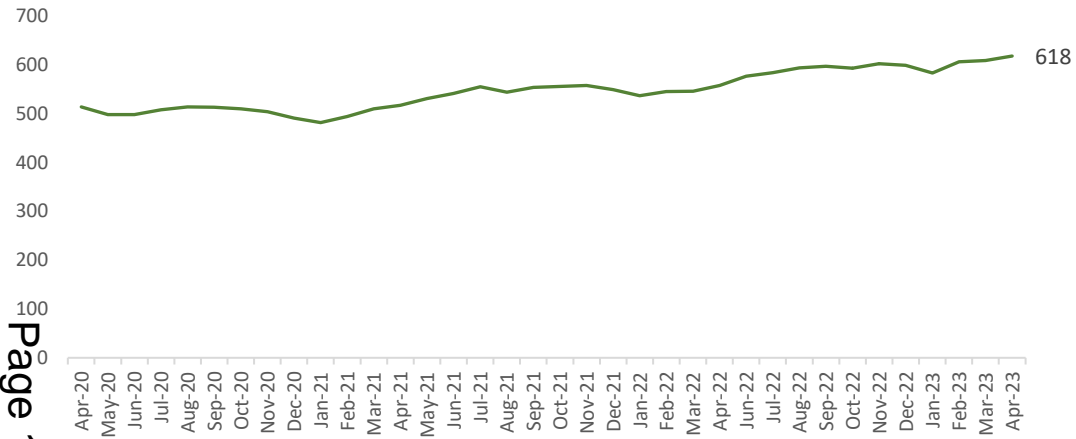
Totals Per Calendar Month



*Info Only data available from 1 Apr 2022 onwards

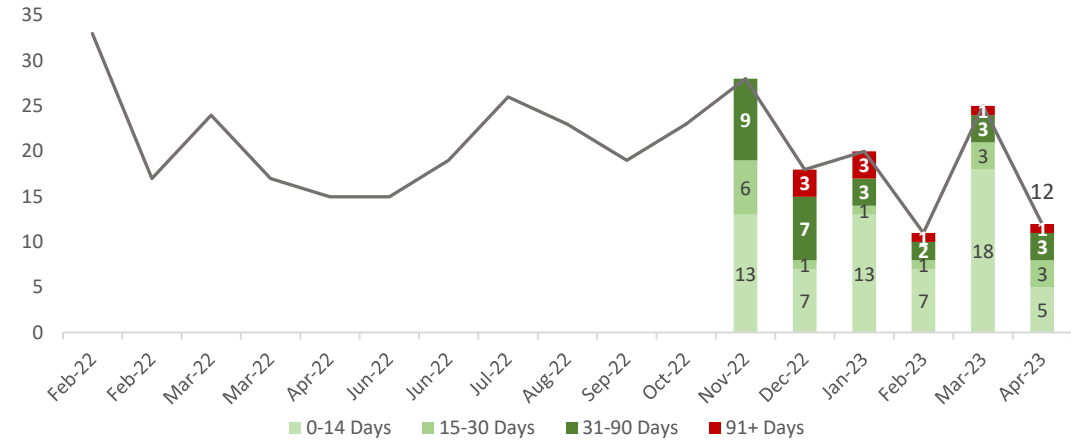
Receiving Residential Care

@ Sample Date (EOM)



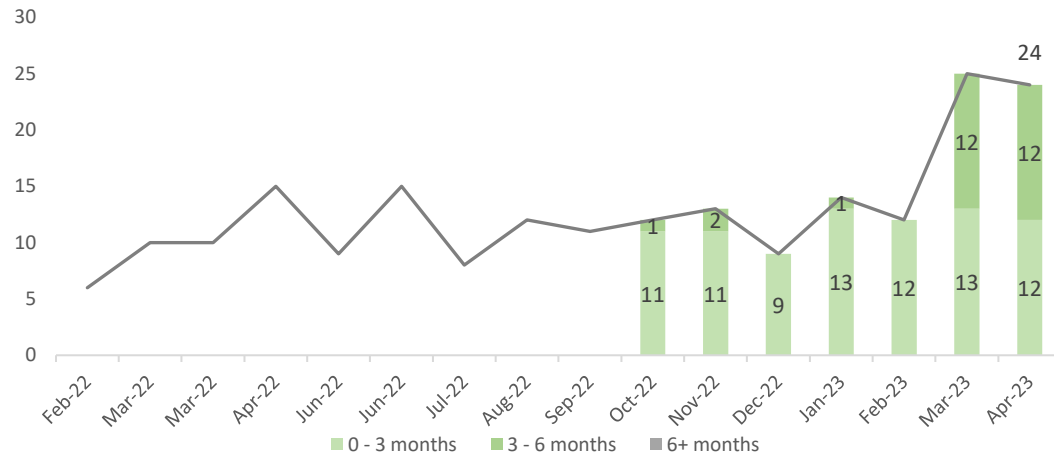
Waiting For Care Home

@ Sample Date (EOM July 22 onwards)

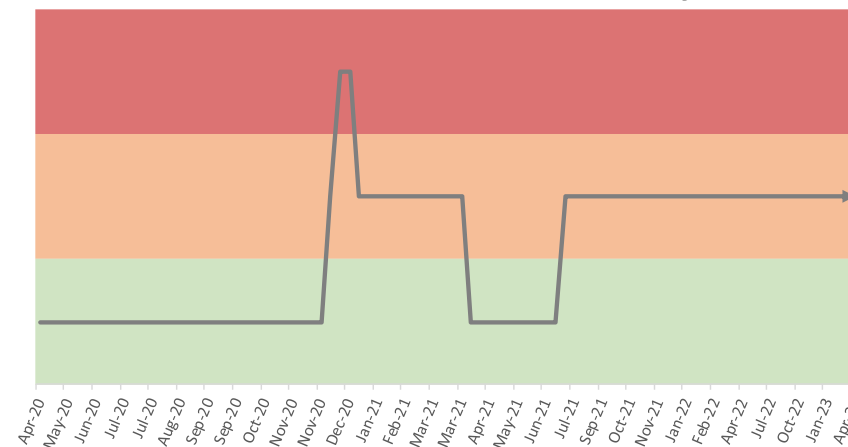


In Temporary Accommodation

@ Sample Date (EOM July 22 onwards)



Status History

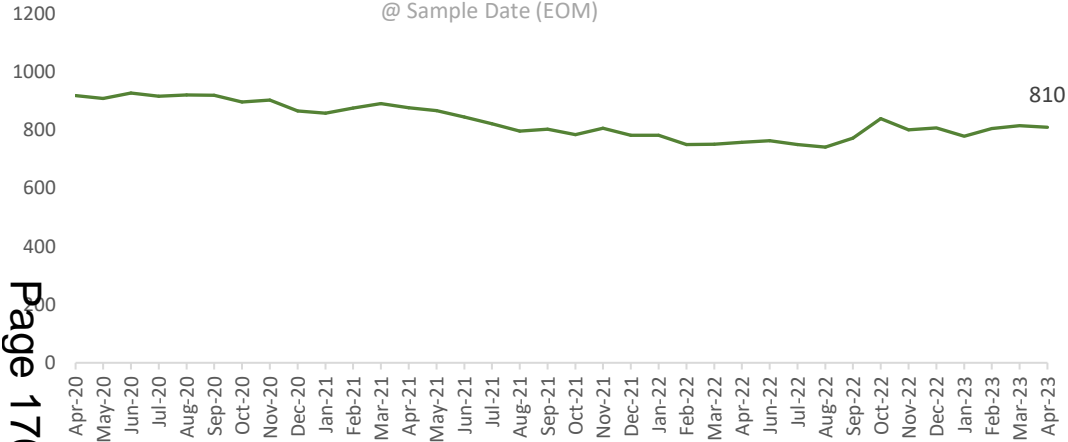


Current Status :
Amber (↔)
Comment :
Improvement on capability of placing service users. Majority of residential waitlist is 30 days or less

Domiciliary

Receiving Domiciliary Care

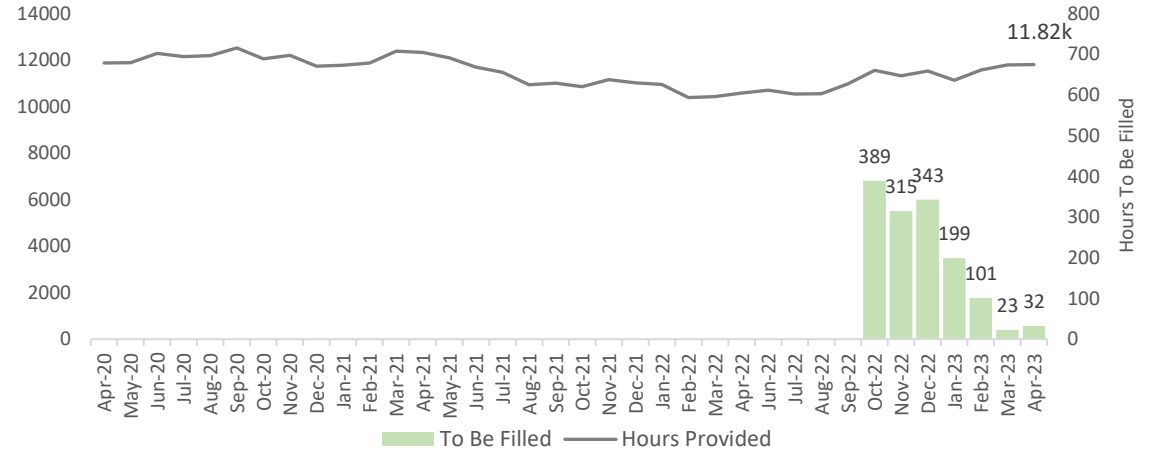
@ Sample Date (EOM)



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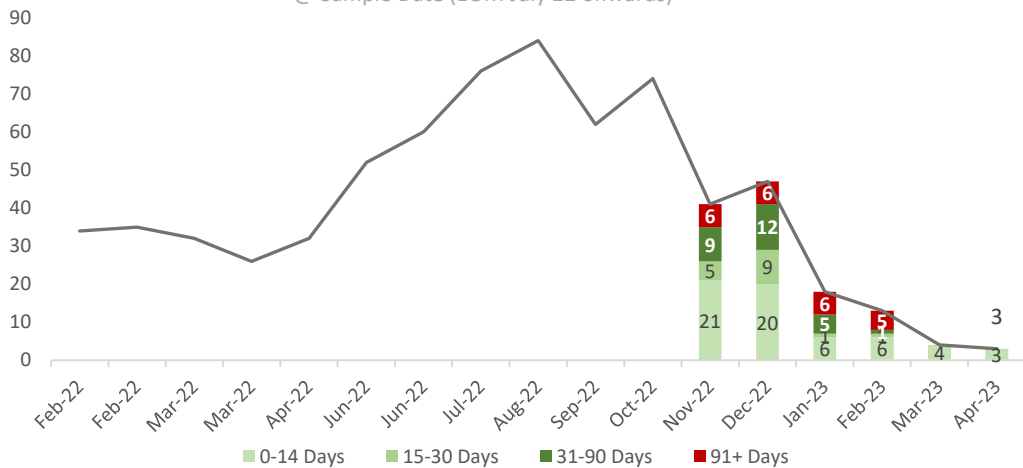
Domiciliary Hours Provided, To Be Filled

@ Sample Date (EOM - weekly hours totals)

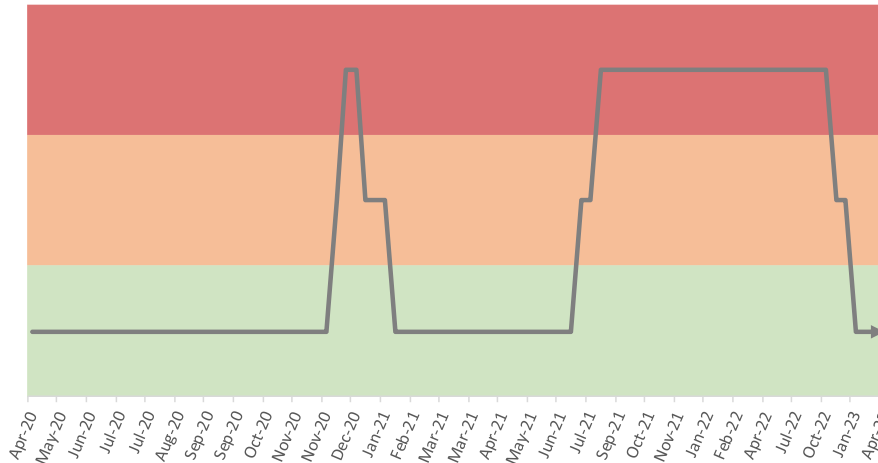


Waiting For Domiciliary Care

@ Sample Date (EOM July 22 onwards)



Status History

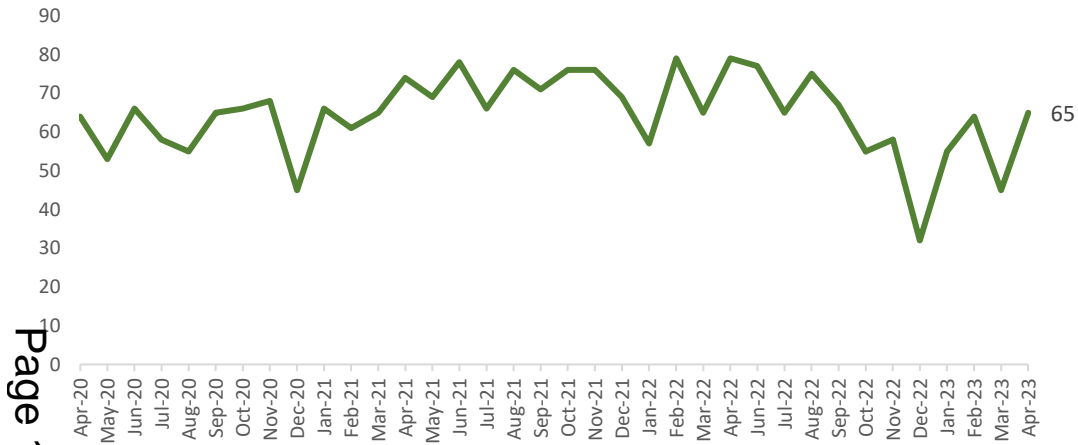


Current Status : **Green** (↔)
 Comment : Significant improvement in recent weeks however market is still volatile - prioritisation is in place and being monitored daily



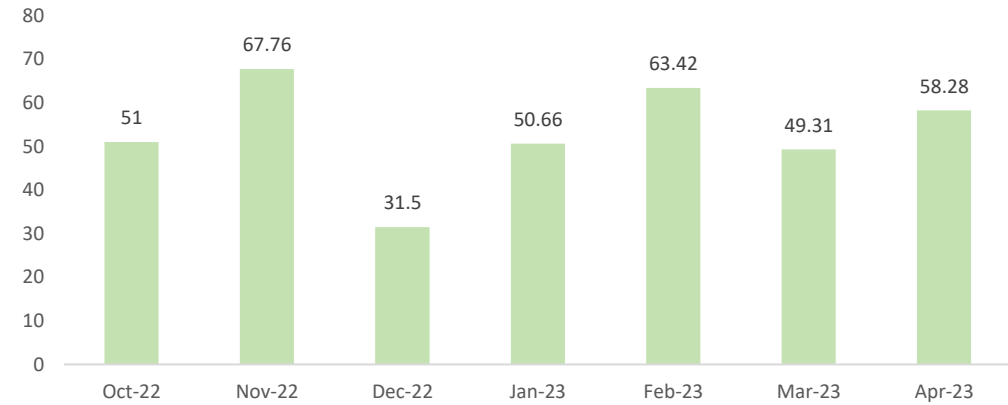
Reablement

Adults Receiving Reablement



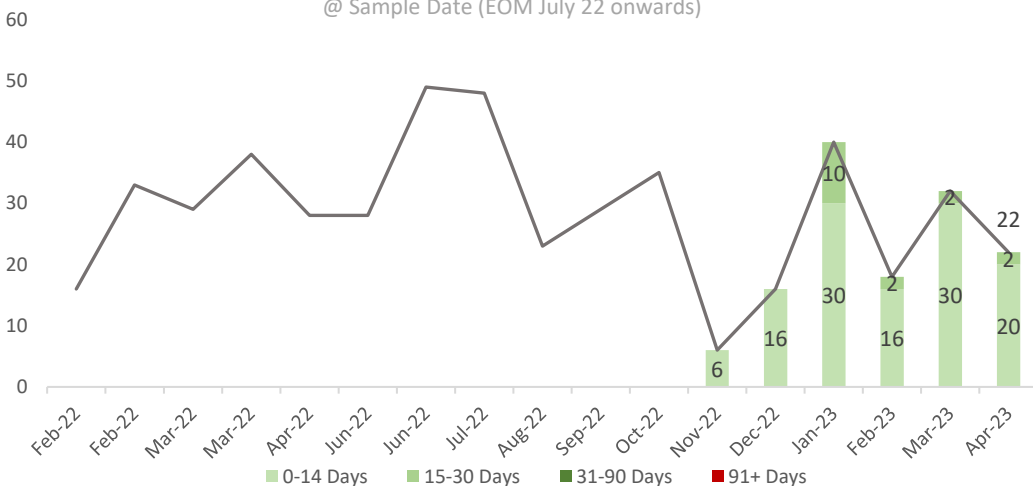
Hours Provided (for 1 day)

@ Sample Date (EOM)

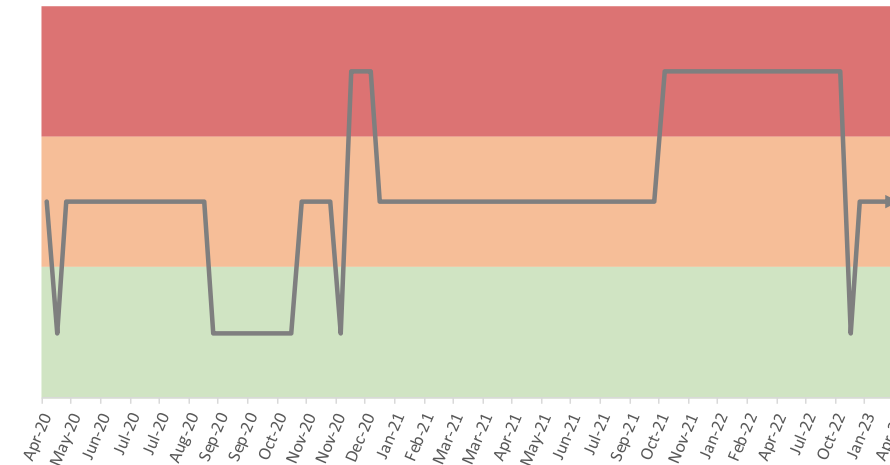


Waiting For Reablement

@ Sample Date (EOM July 22 onwards)



Status History



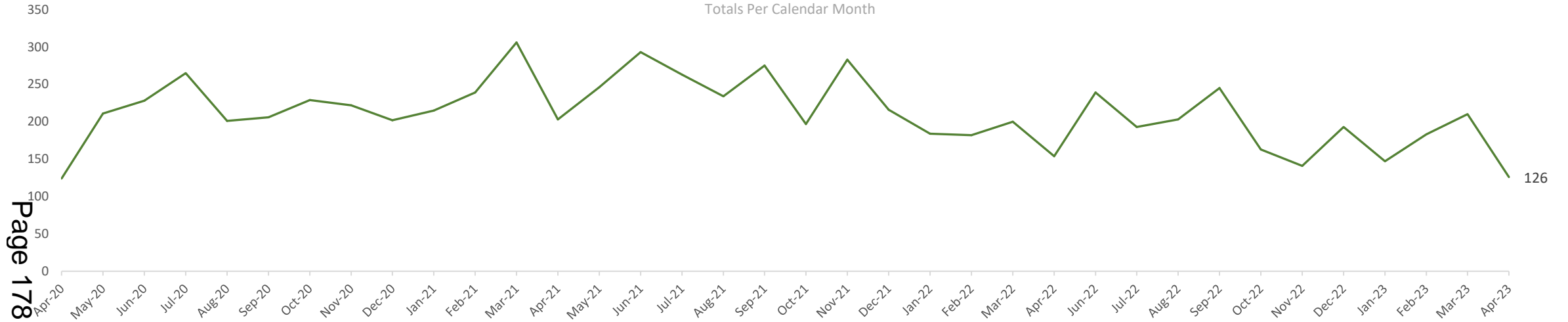
Current Status :
Amber (↔)
 Comment :
 Waiting list has reduced but
 NCC is still experiencing
 staff capacity issues



Assessments

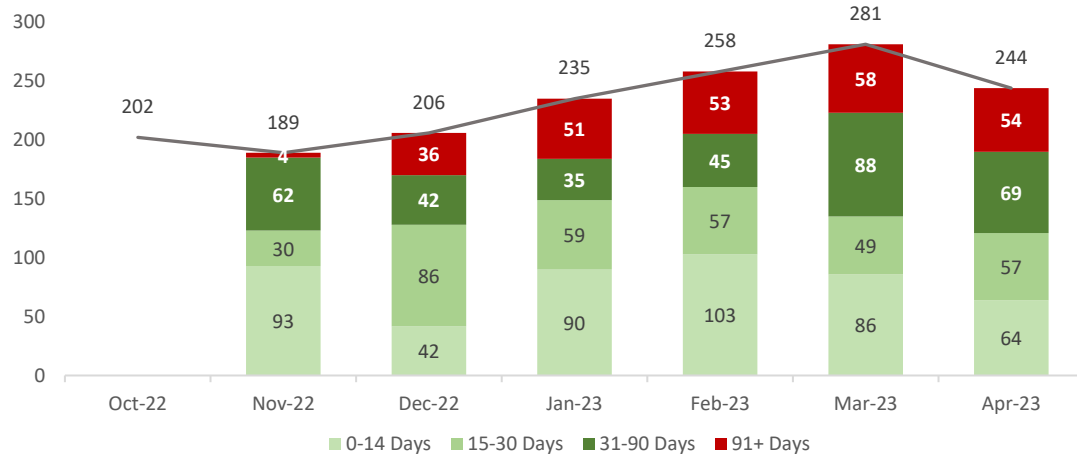
Completed (Authorised) Assessments & Re-assessments¹

Totals Per Calendar Month

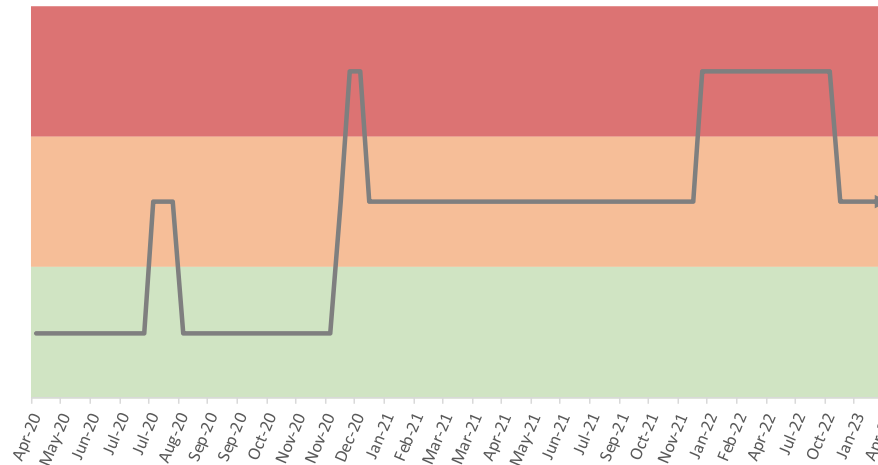


Waiting For Assessment/Re-assessment²

@ Sample Date (EOM July 22 onwards)



Status History



Current Status :
Amber (↔)
 Comment :
 Complexity of cases, staff availability and vacancies are limiting ability to provide assessments and re-assessments

1. PA/IA's inc. specialist assessments, excl. carer's assessments
 2. NCN & Hospital team's only, excl. specialist assessments



WG Checkpoint

NCC Childrens Services

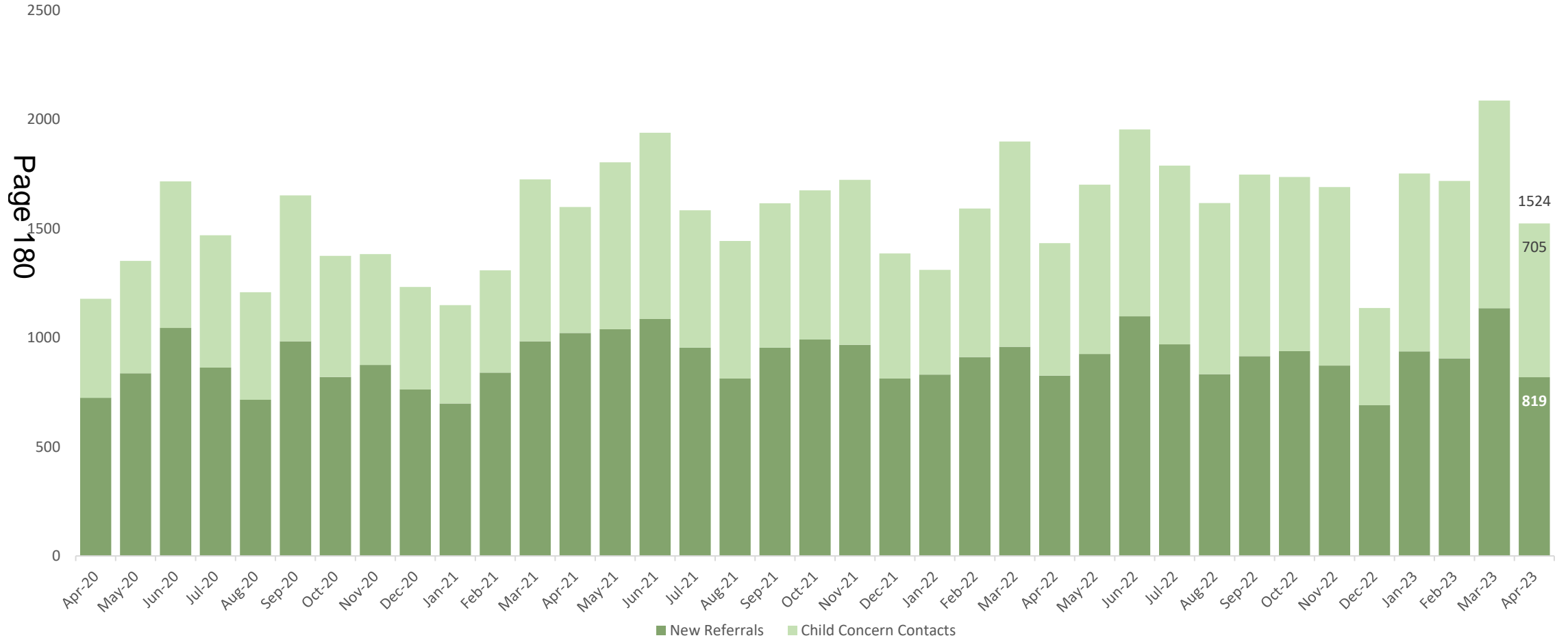
April 2023





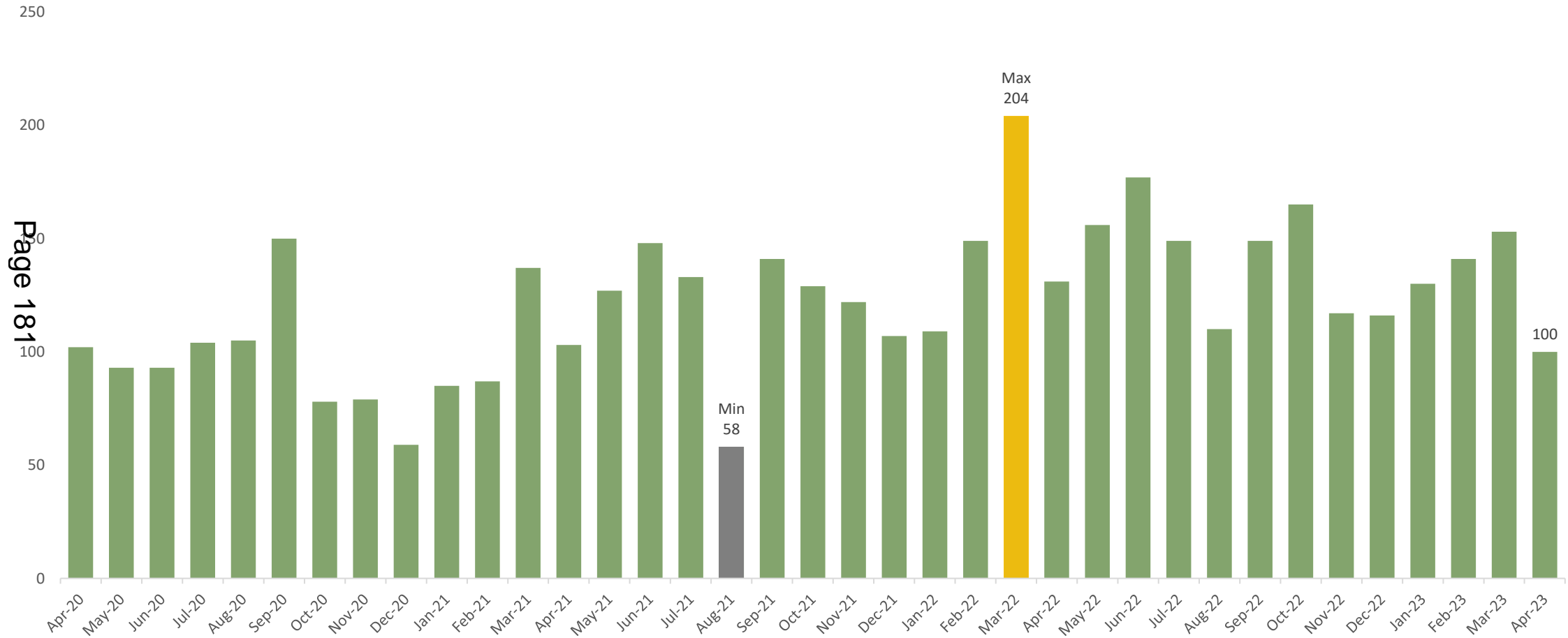
New Referrals & Child Concern Contacts

Totals Per Calendar Month



Child Protection Enquiries¹

Totals Per Calendar Month

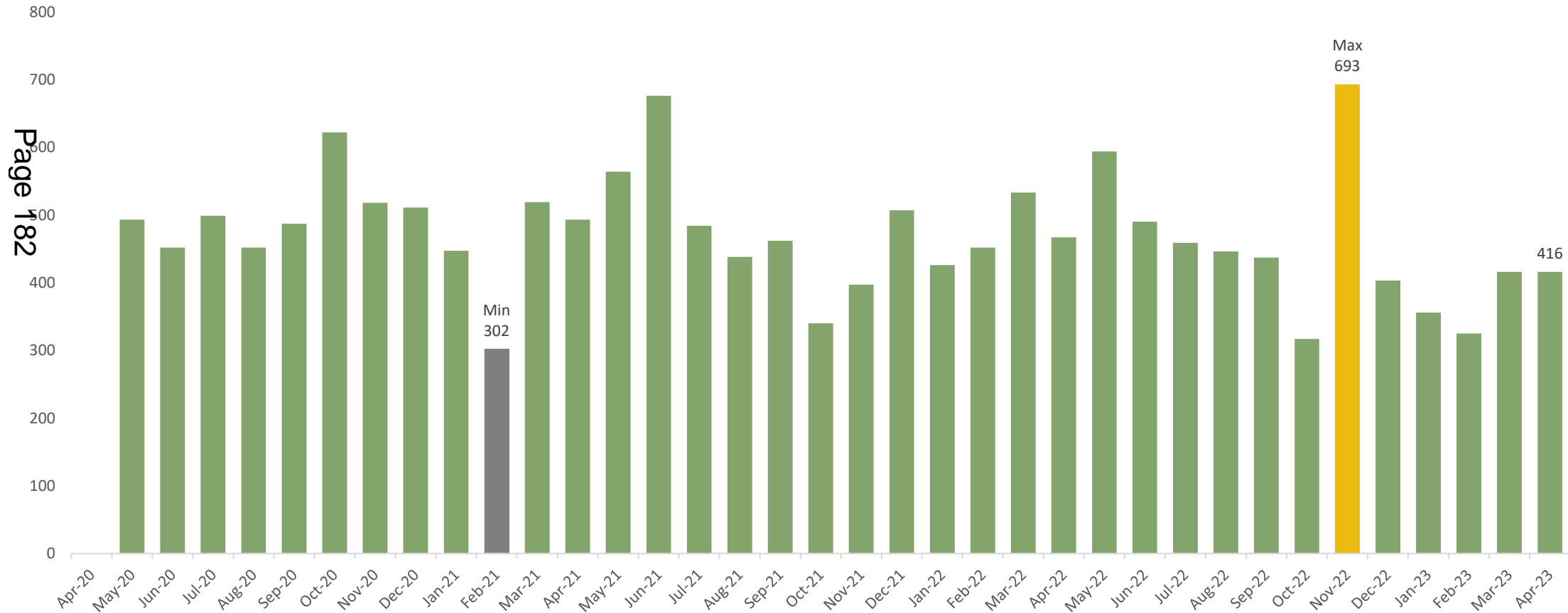


1. Strategy Discussions (Initial only)



Assessments¹ (including re-assessments)

Totals Per Calendar Month

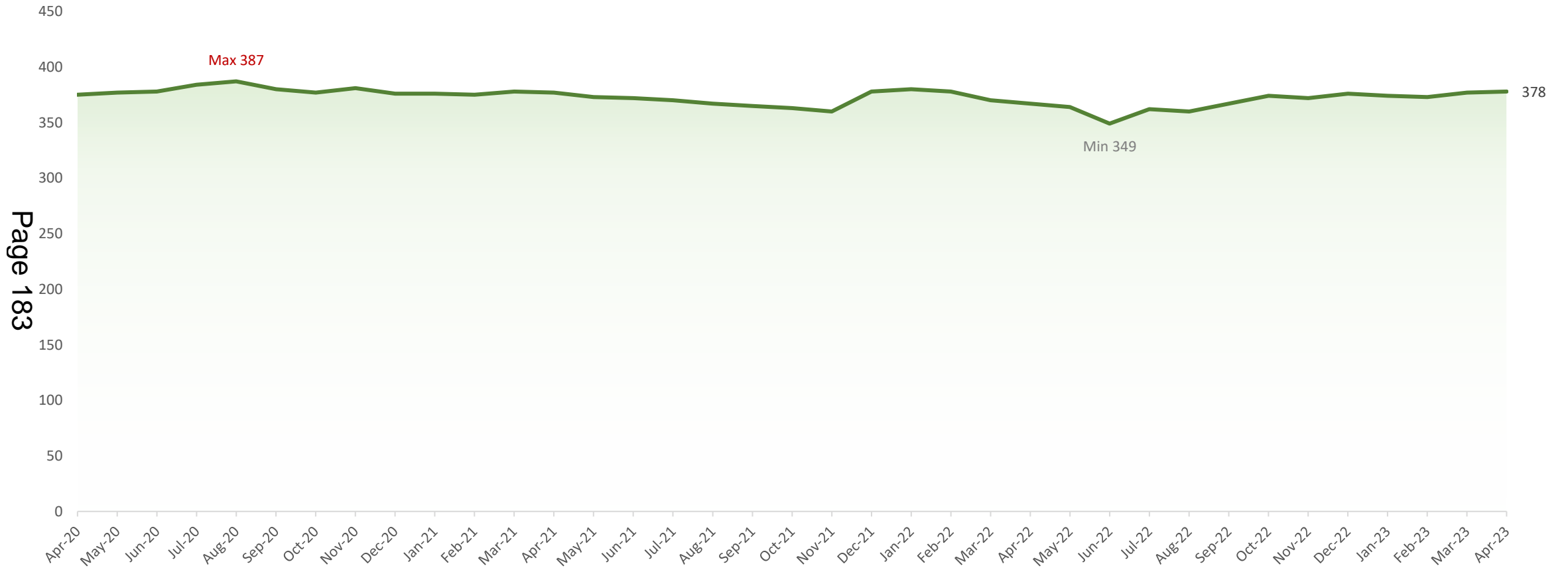


1. Closed, authorised assessments only. Multi-part assessments counted as 1 (where possible) on authorisation date of final part



Children Looked After¹

@ Sample Date (EOM)

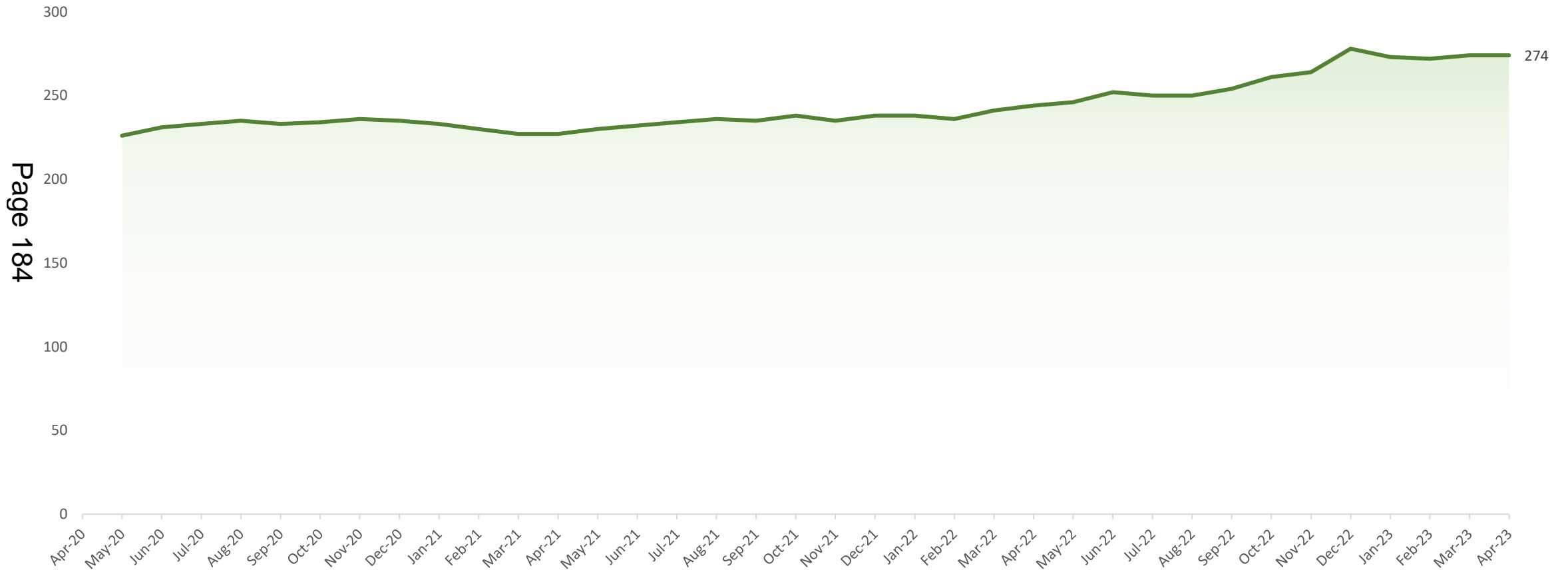


1. Excluding V1's



Care Leavers - Category 1 to 4

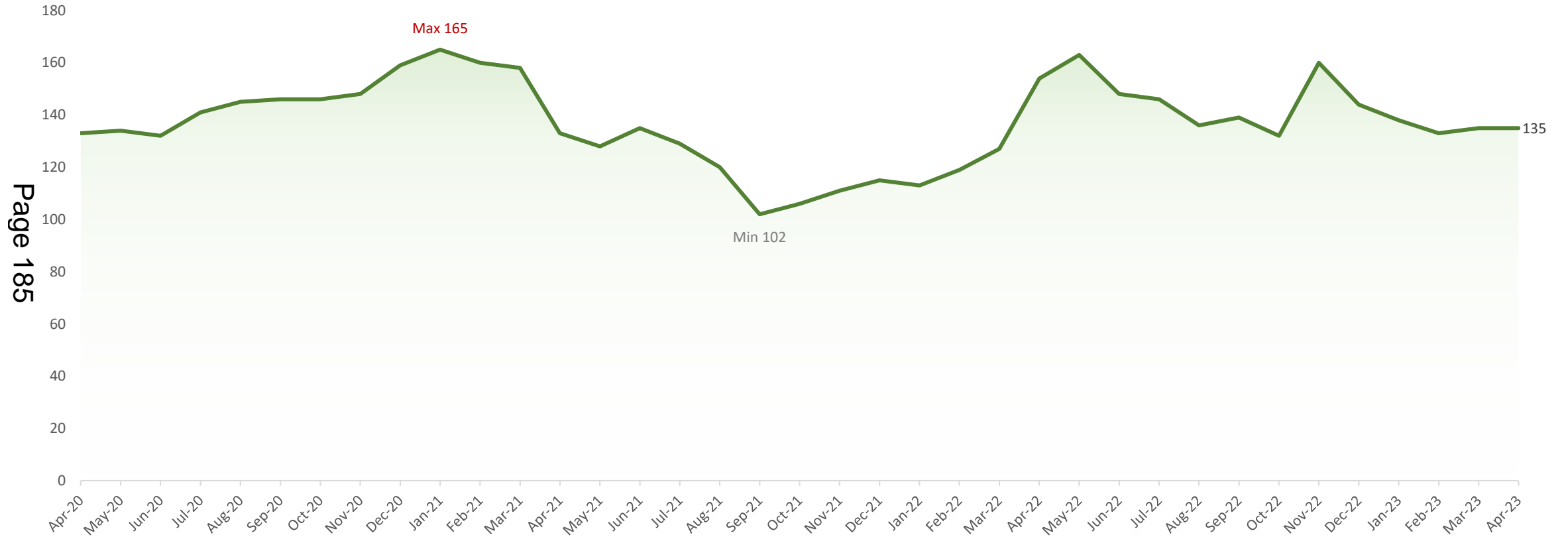
@ Sample Date (EOM)





Child Protection Register¹

@ Sample Date (EOM)



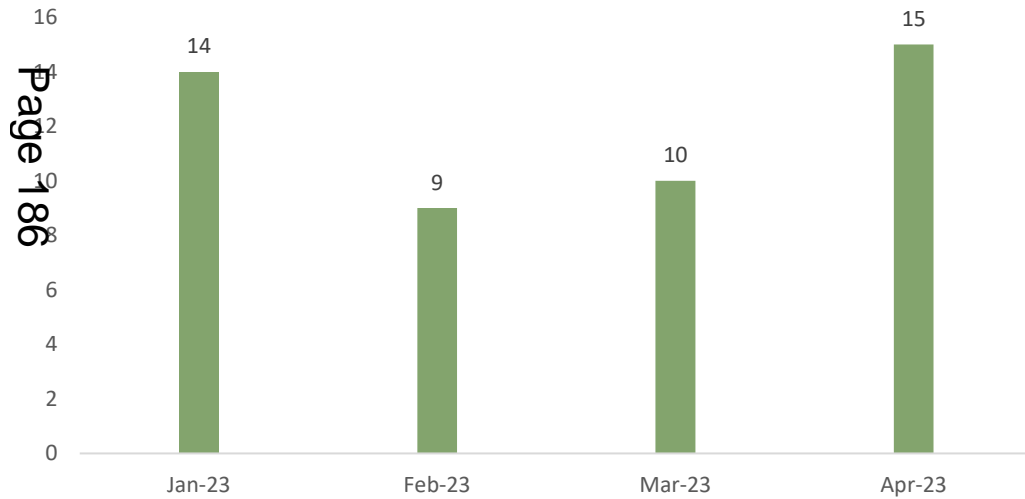
1. Excluding Temporary Registrations



No Placements Secured/Unplanned Moves

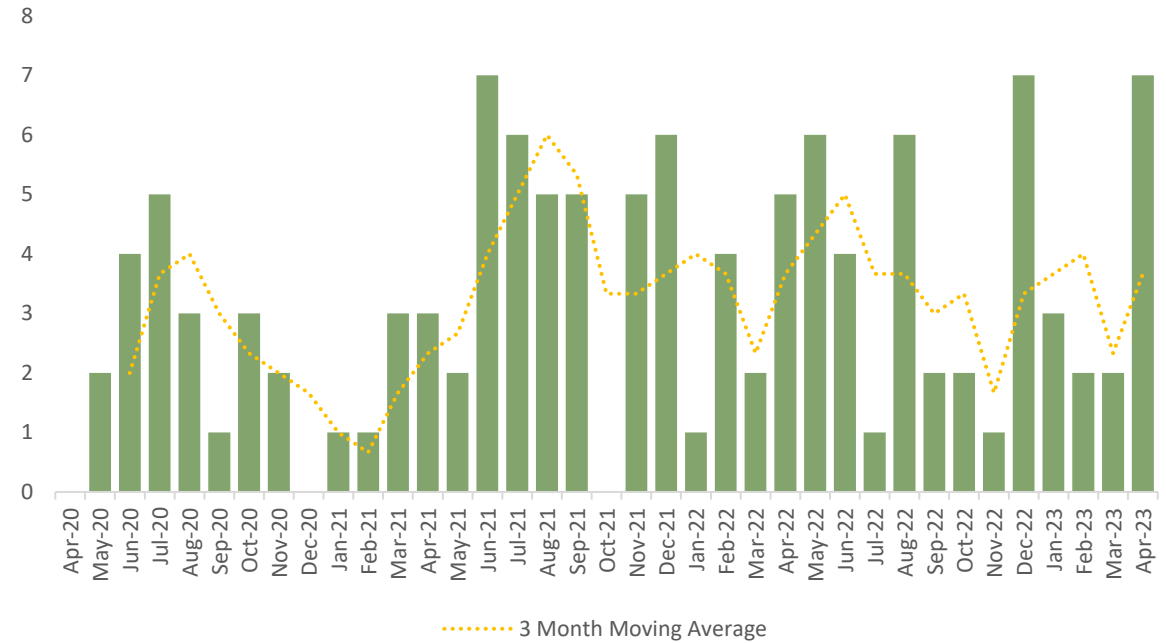
No Placement Secured¹

@ Sample Date (EOM)



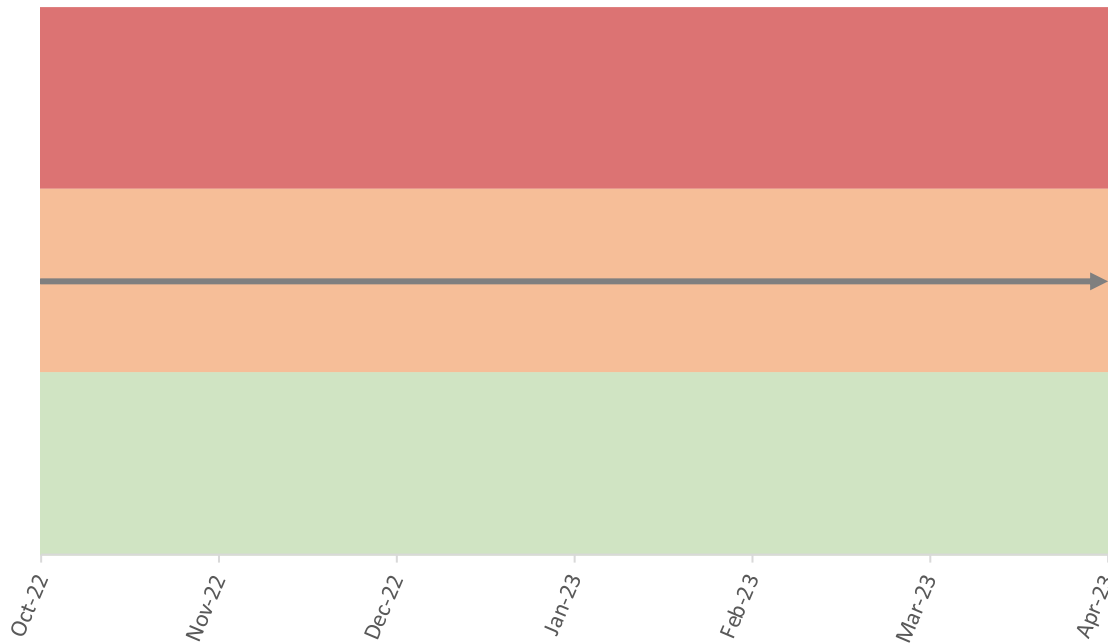
Unplanned Moves

Totals Per Calendar Month



1. Data only available from 31 Jan 2023 onwards, manual collection

Overall Status & Comments



Current Status :

Amber (↔)

Comment :

Cost of living crisis is having a significant impact on children, families and the NCC workforce. The Eliminate Profit agenda is already seeing a reduced offer from placement providers.

The financial position of all LA's across Wales is currently a challenge, as in order to ensure we achieve a balanced budget the core budget from our Family Support Service and Family Contact Centre was absorbed into the overall corporate budget, however, for next two years these services will continue to operate with the assistance of grant funding secured from WG under the terms and conditions of Eliminate and Radical Reform

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DIRECTOR'S REPORT 22/23
APPENDIX 2 OF 4 - ADULTS'
SERVICES CARE DATA

Jenkins, Sally Ann - Strategic Director, Social Services
NEWPORT CITY COUNCIL

Adults: Social Services Performance and Improvement Framework, 2022-23

Newport

[Table 2 - Assessments \(AD2\)](#)

[Back to Home Page](#)

Table 1: Information, Advice and Assistance (Referrals)

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

The number of contacts received for adult carers by statutory adult services during the year

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/001a	The total number of contacts received for adults by statutory social services during the year	5,788	✓	Note NCC are not able to provide additional contact on existing open referrals. Include in this total are the 5265 +	5,681	✓	
AD/001b	The number of new contacts received for adults by statutory social services during the year	5,265	✓		-	✓	
AD/002	The number of new contacts for adults received by statutory Social Services during the year where advice or assistance was provided	1,571	✓		-	✓	

Adults: Social Services Performance and Improvement Framework, 2022-23

Newport

[Table 3 - Early Intervention and Prevention and Plans \(AD3\)](#)

[Back to Home Page](#)

Table 2: Assessments

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/004	The number of new assessments completed for adults during the year	1,306	✓		1,444	✓	
Of which:							
AD/005a	Needs were only able to be met with a care and support plan	629	✓		432	✗	2022/23 has seen an increase in complex cases and in particular people with
AD/005b	Needs were able to be met by any other means	613	✓		964	✗	2022/23 has seen an increase in complex cases and in particular people with
AD/005c	There were no eligible needs to meet	64	✓		48	✗	2022/23 has seen an increase in complex cases and in particular people with
AD/005	Total number of new assessments	1,306	✓		1,444	✓	

Table 3: Early Intervention and Prevention and Plans

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/010	The total number of packages of reablement completed during the year	439	✓		601	✗	Workforce pressures and more complex cases may be the reason behind the reduction in completed reablement POC in
Of which:							
AD/011a	Reduced the need for support	32	✓		24	✓	
AD/011b	Maintained the need for the same level of support	64	✓		62	✓	
AD/011c	Mitigated the need for support	314	✓		484	✗	The variance is due to the reduction of reablement POC that were completed in
AD/011d	Neither reduced, maintained nor mitigated the need for support	29	✓		31	✓	
AD/011	Total number of packages of reablement	439	✓		601	✗	Workforce pressures and more complex cases may be the reason behind the

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/012a	The number of adults with a care and support plan on 31 March	2,249	✓		1,940	✓	
AD/012b	A care and support plan on 31 March and also a carer's support plan, where the adult has both their own care and support needs and responsibilities as a carer	55	✓		-	✓	

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/013	The total number of adults with a care and support plan where needs are met through a Direct Payment at 31 March	101	✓		94	✓	

The total number of services for adults started during the year where that service is:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/015a	Adult Care Home	320	✓		-	✓	
AD/015b	Domiciliary Care	687	✓		497	✗	Working with new providers has increased the number of hours available.
AD/015c	Respite Care	61	✓		-	✓	
AD/015	Total number of services	1,068	✓		801	✗	Working with new providers has increased the number of hours available.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/016	The number of care and support plans for adults that were due a review during the collection year	1,452	✓		1,519	✓	
AD/017	The number of care and support plans for adults that were due a review in the collection year and were reviewed at least once during the collection year	765	✓		-	✓	

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/018	The number of care and support plans for adults supported by direct payments that were due a review during the collection year	111	✓		-	✓	
AD/019	The number of care and support plans for adults supported by direct payments that were due a review during the collection year and that had at least one review during the collection year	61	✓		-	✓	

AD/026	The total number of enquiries where it was determined that additional action should be taken	113	✓		208	✗	Not only those DRS that required a safeguarding action of Adult at risk action to protect needed. Those that did not require safeguarding but may require Care and Support have not been counted or those that required Immediate Protection. This measure has reduced
AD/027	The total number of enquiries where the individual refused to participate in the identified action	3	✓		7	✗	These are low numbers and are not a significant change.
AD/028a	The total number of enquiries in the collection year where it was determined additional action was required and resulting in an active care and support protection plan	30	✓		-	✓	
AD/028b	The total number of active care and support protection plans for adults on 31 March where the local authority considers it necessary to protect an adult from abuse or neglect or a risk of abuse or neglect	24	✓		-	✓	

Investigations

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AS/006a	The number of criminal investigations that concluded during the year	92	✓		67	✗	There has been improved collaboration between the LA and Police.
AS/006b	The number of non-criminal investigations that concluded during the year	154	✓		73	✗	Increase in complex cases.
AS/006	Total investigations	246	✓		140	✗	See comments above

Table 6a - Charging

The number of adults with a care and support plan who during the year:

	2022-23	V1	V1 Comment
AD/029a	Paid the maximum weekly charge towards the cost of non-residential care	357	✓
AD/029b	Paid a flat rate charge towards care and support services (If you don't use flat rates, please insert a zero and provide a comment explaining why this is).	0	✓ Newport City Council's fairer charging policy does not use a flat rate.
AD/029c	Were found to be over the capital limit for residential care	64	✓

AD/030 The total number of adults on 31 March with care and support by type of care and support and age:												
		Domiciliary care	Day care	Respite care	Short breaks / Replacement care	Adult placements	Supported accommodation / supported living	Direct payments	Adult care homes (without nursing)	Adult care homes with nursing	Telecare	Total of services (volume)
		a	b	c	d	e	f	g	h	i	j	
AD/030a	Total aged 18-24	8	40	6	0	8	44	17	10	0	1	134
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030b	Total aged 25-34	32	54	16	0	17	39	18	16	0	2	194
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030c	Total aged 35-44	33	22	3	0	10	33	11	9	2	1	124
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											

AD/030d	Total aged 45-54	53	13	4	0	4	22	7	12	2	4	121
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030e	Total aged 55-64	87	15	7	4	4	29	18	29	11	12	216
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030f	Total aged 65-74	117	5	3	6	3	17	14	35	46	18	264
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030g	Total aged 75-84	178	1	13	3	3	6	5	86	84	15	394
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030h	Total aged 85+	293	0	14	7	2	0	11	143	122	25	617
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/030	Total aged 18+	801	150	66	20	51	190	101	340	267	78	2,064
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											

Table 6b - Charging

V2: Please use the comments boxes to explain any difference of 50 between data items, when comparing 2022-23 data with 2021-22 data.

AD/031 The total number of adults with a care and support plan on 31 March who were charged for care and support by type of care and support and age (AD/031a-i should be less than or equal to the AD/030a-i):												
		Domiciliary care	Day Care	Respite Care	Short breaks	Adult Placements	Supported accommodation/sup ported living	Direct payments	Adult care homes (without nursing)	Adult care homes with nursing	Telecare	Total of services (volume)
		a	b	c	d	e	f	g	h	i	j	
AD/031a	Total aged 18-24	8	33	0	0	6	6	7	7	0	0	67
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031b	Total aged 25-34	29	45	0	0	16	15	16	12	0	0	133
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031c	Total aged 35-44	32	21	0	0	7	21	8	8	1	0	98
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											

AD/031d	Total aged 45-54	53	13	0	0	4	17	5	11	2	1	106
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031e	Total aged 55-64	82	11	0	0	2	19	6	22	9	0	151
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031f	Total aged 65-74	106	3	0	0	0	17	9	29	42	0	206
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031g	Total aged 75-84	156	1	0	0	0	3	5	65	81	0	311
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031h	Total aged 85+	253	0	1	0	0	0	9	120	121	0	504
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											
AD/031	Total aged 18+	719	127	1	0	35	98	65	274	256	1	1,576
	V1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	V1 Comment											

Adults: Social Services Performance and Improvement Framework, 2022-23

Newport
[Table 8 - Adult Carers \(AD8\)](#)
[Back to Home Page](#)

Table 7 - Advocacy

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
AD/032	The total number of adults during the year where the need for an independent professional advocate was identified	128	✓		57	✗	During 2022/23 NCC have actively improved the offering and providing of advocacy to our service users.
AD/033	The total number of adults during the year where the need for an independent professional advocate was identified and an independent professional advocate was provided	73	✓		32	✗	During 2022/23 NCC have actively improved the offering and providing of advocacy to our service users.

Adult Carer Contacts

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/001	The total number of contacts to statutory social services by adult carers or professionals contacting the service on their behalf received during the year	502	✓		281	✗	NCC continue to communicate an active offer for carers and we are seeing continual improvement in this area.
CA/002	The number of contacts by adult carers received by statutory social services during the year where advice or assistance was provided	259	✓		206	✗	NCC continue to communicate an active offer for carers and we are seeing continual improvement in this area.

The number of contacts received for adult carers by statutory adult services during the year received from:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/003a	Self	104	✓		87	✓	
CA/003b	Relative	51	✓		47	✓	
CA/003c	Friend or neighbour	6	✓		2	✗	Small variation due to low numbers, which is not significant.
CA/003d	Early intervention prevention service (Step-up)	1	✓		1	✓	
CA/003e	Health	52	✓		52	✓	
CA/003f	Education	0	✓		0	✓	
CA/003g	Housing	3	✓		2	✗	Small variation due to low numbers, which is not significant.
CA/003h	Police	9	✓		5	✗	Small variation due to low numbers, which is not significant.
CA/003i	Probation	0	✓		0	✓	
CA/003j	Third Sector Organisation	23	✓		24	✓	
CA/003k	Local Authority	172	✓		20	✗	NCC LA has been proactive in contacting prospective carers.
CA/003l	Independent Hospital	0	✓		0	✓	
CA/003m	Ambulance Service	0	✓		0	✓	
CA/003n	Care Regulator	0	✓		0	✓	
CA/003o	Provider	1	✓		1	✓	

CA/003p	Advocate	1	✓		0	✗	Small variation due to low numbers, which is not significant.
CA/003q	Internal (Social Worker, Other Team)	58	✓		30	✗	NCC social workers have been made more aware of the carers' options available.
CA/003r	Other	21	✓		10	✗	Small variation due to low numbers, which is not significant.
CA/003	Total	502	✓		281	✗	This is due to the variation in the figures above - due to an increase in the number of carers referrals in

Adult Carer Assessments

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/004	The total number of carers needs assessments for adults undertaken during the year	253	✓		221	✓	
<i>Of which:</i>							
CA/005a	Needs could be met with a carer's support plan or care and support plan	71	✓		28	✗	NCC social work teams have been more proactive in offering carers support in their caring role.
CA/005b	Needs were able to be met by any other means	178	✓		183	✓	
CA/005c	There were no eligible needs to meet	4	✓		10	✗	Small variation due to low numbers, which is not significant.
CA/005	Total	253	✓		221	✓	
		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/006	The number of carers needs assessments for adults refused during the year	1	✓		7	✗	Small variation due to low numbers, which is not significant.

The number of carers needs assessments for adults completed (CA/004) during the year where:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/007a	There was evidence of the active offer of Welsh	245	✓		210	✓	
CA/007b	The Active Offer of Welsh was accepted	0	✓		0	✓	
CA/007c*	The assessment was undertaken using the language of choice	253	✓		220	✓	

*Record whether the assessment was undertaken using the language of choice regardless of what the language was

Adult Carer Support Plans

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/008a	The number of adult carers with a carer's support plan on 31 March	44	✓		52	✓	
CA/008b	The number of adult carers with a carer's support plan on 31 March and also a care and support plan, where the adult has both responsibilities as a carer and their own care and support needs	0	✓	The 2021/2022 figure included the carers services and not a service for the carers own needs. Reviewing the data for 2022/2023 indicated that there were no carers with poc in place for their individual needs, just poc such as respite / sitting services to assist them in their care role. NCC will continue to work within this area.	44	✓	

Reviews

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/009	The number of reviews of support plans for adult carers that were due during the collection year	38	✓		23	✓	
CA/010	The number of reviews of support plans for adult carers that were due during the collection year and were completed	19	✓		16	✓	

End of Appendix 2.

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DIRECTOR'S REPORT 22/23
APPENDIX 3 OF 4 –
CHILDREN'S SERVICES SURVEY
DATA

Jenkins, Sally Ann - Strategic Director, Social Services

NEWPORT CITY COUNCIL

Table 1: Information, Advice and Assistance (Referrals)

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/001	The number of contacts for children received by statutory Social Services during the year	11,024	✓		11,311	✓	
CH/002	The number of contacts for children received by statutory social services during the year where advice or assistance was provided	5,067	✓		5,419	✓	
CH/003	The number of contacts received by statutory children's social services during the year where a decision was made by the end of the next working day	10,509	✓	The NCC process means that all referrals are looked at within 24hrs, the discrepancy between CH/001 and CH003 can be explained by delays in closing referrals and not by them being screened.	10,086	✓	

The number of contacts received by statutory Children's Social Services during the year received from:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/004a	Self	111	✓		74	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004b	Relative	232	✓		725	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004c	Friend or neighbour	35	✓		93	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004d	Early intervention prevention service (Step-up)	11	✓		35	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004e	Health	1,199	✓		1,247	✓	
CH/004f	Education	1,949	✓		1,739	✓	
CH/004g	Housing	95	✓		88	✓	
CH/004h	Police	4,238	✓		4,986	✓	
CH/004i	Probation	345	✓		207	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004j	Third Sector Organisation	186	✓		167	✓	
CH/004k	Local Authority	108	✓		238	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004l	Independent Hospital	0	✓		0	✓	
CH/004m	Ambulance Service	13	✓		11	✓	
CH/004n	Care Regulator	0	✓		0	✓	
CH/004o	Provider	4	✓		0	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004p	Advocate	0	✓		3	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004q	Other	1,940	✓		1,195	✓	The total referrals received during 2022/23 is similar to 2021/22 and the variation seen in referral source
CH/004r	Internal (Social Worker, Other Team)	558	✓		503	✓	
CH/004	Total	11,024	✓		11,311	✓	

The total number of contacts received during the year were:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/005a	Physical punishment by a parent or carer was one of several factors	686	✓		677	✓	
CH/005b	Physical punishment by a parent or carer was the only factor	119	✓	Note CH/005b is a subset of CH/005a hence the 234 in CH05b are also part of CH/005a	85	✓	

Table 2: Assessments

The comments boxes were used to explain any increases or decreases above 30% when comparing 2022/23 data with 2021/22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/006	The number of new assessments completed for children during the year	4,796	✓		5,105	✗	There was a small reduction in referrals during 2022/23 compared to 2021/22 which may account for this variation.

The number of new assessments completed for children during the year where:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/007a	Needs were only able to be met with a care and support plan	368	✓		392	✓	
CH/007b	Needs were able to be met by any other means	2,747	✓		2,672	✓	
CH/007c	There were no eligible needs to meet	1,681	✓		2,041	✓	
CH/007	Total	4,796	✓		5,105	✓	

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/008a	The total number of assessments for children completed during the year for children who were born at the time the assessment concluded	4,785	✓		5,080	✓	
CH/008b	of those, where there is evidence that the child has been seen	1,482	✓	Seeing the child will take place only if the assessment proceeds past the initial stage and onto a full assessment. CH/008a includes initial (PA) and full assessments.	1,425	✓	

The number of assessments for children completed (CH/006) during the year where:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/009a	There was evidence of the active offer of Welsh	4,440	✓		4,728	✓	
CH/009b	The Active Offer of Welsh was accepted	0	✓		0	✓	
*CH/009c	The assessment was undertaken using the language of choice	4,784	✓		4,712	✓	

*Record whether the assessment was undertaken using the language of choice regardless of what the language was

The number of new assessments completed for children during the year undertaken in secure estate

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/010	The number of new assessments completed for children during the year undertaken in secure estate	0	✓		0	✓	

The total number of assessments completed during the year where:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/011a	Physical punishment by a parent or carer was one of several factors	456	✓		262	✗	During 2022/23 NCC have seen a significant increase in cases where physical punishment was a factor
CH/011b	Physical punishment by a parent or carer was the only factor	235	✓	Note CH/011b is a subset of CH/011a hence the 234 in CH11b are also part of CH/011a	151	✗	During 2022/23 NCC have seen a significant increase in cases where physical punishment was a factor

The number of new assessments completed for children during the year that were completed within statutory timescales

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/012	The number of new assessments completed for children during the year that were completed within statutory timescales	3,811	✓		4,347	✓	

The number of new assessments that were requested by the child or family during the year where a previous assessment had been completed in the previous 12 months

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/013	The number of new assessments that were requested by the child or family during the year where a previous assessment had been completed in the previous 12 months	187	✓		414	✗	NCC have seen an improvement in the number of repeat cases within 12 months during 2022/2023
<i>Where:</i>							
CH/014a	Needs were only able to be met with a care and support plan	17	✓		29	✗	NCC have seen an improvement in the number of repeat cases within 12 months during 2022/2023
CH/014b	Needs were able to be met by any other means	130	✓		228	✗	NCC have seen an improvement in the number of repeat cases within 12 months during 2022/2023
CH/014c	There were no eligible needs to meet	40	✓		157	✗	NCC have seen an improvement in the number of repeat cases within 12 months during 2022/2023
CH/014	Total	187	✓		414	✗	NCC have seen an improvement in the number of repeat cases within 12 months during 2022/2023

[GENERAL AND FINANCIAL SUPPORT](#)

Table 3: Plans

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/015a	The number of children with a care and support plan on 31 March	978	✓		945	✓	
CH015b	The number of children with a care and support plan on 31 March and also a carer's support plan, where the child has both their own care and support needs and responsibilities as a young carer	7	✓		-	✓	
CH/016	The total number of children with a care and support plan where needs are met through a Direct Payment at 31 March	49	✓		46	✓	

Table 4: Reviews

The comments boxes were used to explain any increases or decreases above 20% when comparing 2022/23 data with 2021/22 data. The number of reviews of care and support plans and provisions of financial support that were due a review due the collection year were:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/017a	Child protection reviews	418	✓		-	✓	
CH/017b	Looked after reviews (including pathway plan reviews and pre-adoption reviews)	1,104	✓	Adoption due = 33 CLA due = 892 PP Due = 215	-	✓	
CH/017c	Reviews of children in need of care and support (including children supported by a direct payment)	1,369	✓	Due to the change in guidance for CH/017, Ch018 and CH019 to only count reviews that are due in the collection year this has change the criteria for calculating these metrics	-	✓	
CH/017d	Reviews of support for children with Special Guardianship Orders	204	✓		-	✓	
CH017e	Reviews of financial support for children with Special Guardianship Orders	197	✓		-	✓	
CH/017	Total	3,292	✓		2,060	✗	

The number of reviews of care and support plans and provisions of financial support that were due during the collection year and were completed within statutory timescales, that were:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/018a	Child protection reviews	375	✓		384	✓	
CH/018b	Looked after reviews (including pathway plan reviews and pre-adoption reviews)	815	✓	Adoption Completed in time = 28 (88%) CLA Completed in time = 810 (91%) PP Completed in time = 13	962	✓	
CH/018c	Reviews of children in need of care and support (including children supported by a direct payment)	1,031	✓		526	✗	
CH/018d	Reviews of support for children with Special Guardianship Orders	185	✓		188	✓	
CH/018e	Reviews of financial support for children with Special Guardianship Orders	29	✓	Financial Reviews were dependent of the finalisation of the 2022/2023 fee rates also vacancies and resources within the team	-	✓	
CH/018	Total	2,435	✓		2,060	✓	

The number of reviews of care and support plans and provisions of financial support that were due during the collection year and were completed, regardless of whether they were within statutory timescales, that were:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/019a	Child protection reviews	411	✓		356	✓	
CH/019b	Looked after reviews (including pathway plan reviews and pre-adoption reviews)	941	✓	Adoption = 31 CLA = 891 PP = 19	833	✓	
CH/019c	Reviews of children in need of care and support (including children supported by a direct payment)	1,106	✓		198	✗	
CH/019d	Reviews of support for children with Special Guardianship Orders	185	✓		166	✓	
CH/019e	Reviews of financial support for children with Special Guardianship Orders	175	✓	Financial Reviews were dependent of the finalisation of the 2022/2023 fee rates also vacancies and resources within the team meant reviews were completed after the due date	-	✓	
CH/019	Total	2,818	✓		1,553	✗	

Table 5: Safeguarding

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/020	The number of Initial Strategy Meetings for children concluded during the collection year	1,569	✓		1,463	✓	
CH/021	The number of Strategy Meetings held during the year that progressed to Section 47 enquiries	1,467	✓		1,395	✓	
CH/022	The total number of Section 47 enquiries completed during the year that progressed to Initial Child Protection Conference	232	✓		200	✓	

		Under 1	1 - 4	5 - 9	10 - 15	16 - 18	Total Age					
CH/023a	Neglect	9	21	12	21	0	63	✓		70	✓	
CH/023b	Physical abuse	1	4	5	6	2	18	✓		11	✗	During 2022/2023 there has been an increase in CP registrations resulting in this variation
CH/023c	Sexual abuse	0	0	2	2	0	4	✓		7	✗	This is only a small variation and not significant.
CH/023d	Emotional abuse	17	28	41	32	5	123	✓		88	✗	During 2022/2023 there has been an increase in CP registrations resulting in this variation
CH/023e	Financial abuse	0	0	0	0	0	0	✓		0	✓	
CH/023f	Neglect and physical abuse	0	0	0	0	0	0	✓		0	✓	
CH/023g	Physical and sexual abuse	0	0	0	0	0	0	✓		0	✓	
CH/023h	Neglect and sexual abuse	0	0	0	0	0	0	✓		0	✓	
CH/023i	Neglect, physical and sexual Abuse	0	0	0	0	0	0	✓		0	✓	
CH/023	Total	27	53	60	61	7	208	✓		176	✓	

The total number of initial Child Protection Conferences held in the year that led to the decision not to place a child on the Child Protection Register

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/023j	The number of children during the year not deemed to be at risk of significant harm at child protection conference but still have need for Care and Support	24	✓		19	✗	This is only a small variation and not significant.
CH/023k	The number of children during the year not deemed to be at risk of significant harm at child protection conference and no additional eligible needs were identified (This metric is automatically calculated: CH/022 – (CH/023a-i + CH/023). If total is wrong, please insert a comment).	0	✓		5	✗	This is only a small variation and not significant.
		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/024	Of those children who were placed on the child protection register during the year, the number that has been previously registered under any category, at any time during the previous 12 months	16	✓		8	✗	During 2022/23 there has been an increase in registration.
CH/025	The number of initial child protection conferences held during the collection year that were held within statutory timescales	151	✗	This may not be equal to CH/023 as if the conference is out of time scale CH/025 will be less than CH/023. Validation needs to be checked.	138	✓	

CH026a	The total number of children on the Child Protection Register on 31 March	135	✓		127	✓	
CH026b	The total number of children on the Child Protection Register during the collection year	331	✓	Note this is the no. of Children/YP on the register not the number of registrations. i.e. a child may have been registered more than once.	-	✓	
CH/027	The total number of initial core group meetings held during the year	168	✗	This may not be equal to CH/023 as if the core group hasn't taken place, or the ICPC was at the end of March (i.e. core group is in April) CH/027 will be less than CH/023. Validation	139	✗	
CH/028	The total number of initial core group meetings held during the year that were held within statutory timescales	118	✓		103	✓	
CH/029	The total number of visits to children on the child protection register that were due during the collection year	3,630	✓		3,141	✓	
CH030a	The total number of visits to children on the child protection register that were completed	2,802	✓		-	✓	
CH/030b	The total number of visits to children on the child protection register that were completed within statutory timescales	2,102	✓		1,943	✓	
CH/031	The total number of reports of children who go missing during the year	239	✓		324	✗	During 2022/2023 there have been less children reported missing in particular from NCC residential homes
CH/032	The total number of children who go missing during the year	55	✓		82	✗	During 2022/2023 there have been less children reported missing in particular from NCC residential homes.

The total number of children reported during the year where child exploitation was a factor

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/033	The total number of children reported during the year where child exploitation was a factor	141	✓		122	✓	
<i>The total number of reports of child exploitation received during the year where the primary factor was:</i>							
CH/034a	Child sexual exploitation	89	✓		74	✓	During 2022/2023 NCC have put in place training to raise awareness of child exploitation.
CH/034b	Child criminal exploitation	93	✓		69	✓	During 2022/2023 NCC have put in place training to raise awareness of child exploitation.
CH/034c	Child trafficking	14	✓		11	✓	During 2022/2023 NCC have put in place training to raise awareness of child exploitation.
CH/034	Total	196	✓		154	✓	During 2022/2023 NCC have put in place training to raise awareness of child exploitation.

Removal from the children protection register during the year

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/035	The total number of days on the child protection register for children who were removed from the register during the year	49,694	✓		60,130	✓	
CH/036	The total number of children removed (de-registered) from the child protection register during the year	201	✓		207	✓	

Number of pre-birth child protection conferences convened during the year

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/002*	Number of pre-birth child protection conferences convened during the year	13	✓		20	✓	NCC have a Baby and Me support provision which aims to reduce babies being placed on the CPR or removed from parents care.

*Where there are concerns that an unborn child may be at future risk of significant harm, local authority children's social services may decide to convene a child protection conference prior to the child's birth. If more than one pre-birth child protection conference is convened for the same child, only one should be counted.

Table 6: Children Looked After

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/037a	The number of children becoming looked after during the year	-	✓		115	✓	
CH/037b	The number of new episodes of children becoming looked after during the year	-	✓		116	✓	
CH/037c	The number of new instances of children becoming looked after during the year where the initial episode in care lasted 10 working days or more	-	✓		105	✓	

(Data for measures CH/037a, CH/037b and CH/037c will be post-populated from the Children Looked After Census)

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/038	The number of part 6 care and support plans that were completed within 10 working days from the start of becoming looked after	66	✓	NCC have seen an improvement in the recording of Looked After plans but will be aiming to improve this further in 2023/2024.	47	✗	NCC have seen an improvement in the recording of Looked After plans during 2022/2023 but will be aiming to improve this further in 2023/2024.
CH/039	The number of children looked after on 31 March	-	✓		372	✓	
CH/040	The number of children receiving (S76) short breaks at 31 March	-	✓		0	✓	
CH/041	The number of statutory visits for children looked after that were due during the year	2,281	✓		2,560	✓	
CH/042a	The number of statutory visits to children looked after during the year that were completed	2,442	✓		-	✓	
CH/042b	The number of statutory visits to children looked after during the year that were completed within statutory timescales	1,872	✓		2,342	✗	The number of visits due in 2021/2022 was higher than the number due in 2022/23 however there is still a 10% reduction of those completed in timescale
CH/043	The total number of children looked after at 31 March who have experienced three or more placements during the year	-	✓		46	✓	
CH/044	The total number of children looked after on the 31 March who have experienced one or more changes of school during the year (excluding transitional arrangements, moves associated with adoption or moves home)	13	✓		24	✗	NCC have increased the staffing within the CLA education team which has resulted in an improvement in looked after childrens education.
CH/045	The total number of children looked after who returned home during the year	-	✓		34	✓	
CH/046	The total number of children looked after who are not placed with parents, family or friends on 31 March	-	✓		264	✓	
CH/047	The total number of children looked after who are placed within Wales, but outside of the responsible local authority on 31 March	-	✓		105	✓	
CH/048	The total number of children looked after who are placed outside of Wales on 31 March	-	✓		22	✓	
CH/049	The total number of initial Pathway Plans due to be completed during the year	64	✓		26	✗	During 2022/2023 there was a increase in the number of CLA who reached their 16th birthdays.
CH/050	The total number of initial Pathway Plans due during the year that were completed within timescales	21	✓		18	✓	
CH/051	The total number of young people during the year where a personal adviser was allocated as required	41	✓	Significant issue with long term vacancies and sickness resulting in NCC being unable to allocate a PA.	25	✗	Significant issue with long term vacancies and sickness resulting in NCC being unable to allocate a PA.
CH/052	The total number of care leavers who experience homelessness during the year (As defined by the Housing (Wales) Act 2014	17	✓	Better links with housing and NCC have increase its stock of private housing available which has had a positive impact on our Care Leavers.	39	✗	Better links with housing and NCC have increase its stock of private housing available which has had a positive impact on our Care Leavers.

(Data for measures CH/039, CH/040, CH/043, CH/045, CH/046, CH/047 and CH/048 will be post-populated from the Children Looked After Census)

The total number of care experienced young people in the following categories on 31 March:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/053a	category 1	88	✓		78	✓	
CH/053b	category 2	3	✓		3	✓	
CH/053c	category 3	162	✓		119	✗	the 2021/2022 reporting was reviewed and an error was found hence most of the Cat 4 should
CH/053d	category 4	1	✓		43	✗	the 2021/2022 reporting was reviewed and an error was found hence most of the Cat 4 should
CH/053e	category 5	2	✓		1	✗	Not a Significant Change
CH/053f	category 6	3	✓		9	✗	Not a Significant Change
CH/053	Total	259	✓		253	✓	

The total number of care leavers in categories 2,3 and 4 who have completed at least 3 consecutive months of employment, education or training in:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/054a	the 12 months since leaving care	34	✓		19	✗	NCC are continuing to develop key relationships with partners in education and employment.
CH/054b	the 13 -24 months since leaving care	25	✓		22	✓	NCC are continuing to develop key relationships with partners in education and employment.

The total number of care leavers in categories 2,3 and 4

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/054c	who left care in the 12 months preceding the collection year	43	✓		35	✗	NCC are continuing to develop key relationships with partners in education and employment.
CH/054d	who left care in the 24 months preceding the collection year	33	✓		72	✗	NCC are continuing to develop key relationships with partners in education and employment.

The number of young people leaving care who move into a 'When I am Ready' placement during the year

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/055	The number of young people leaving care who move into a 'When I am Ready' placement during the year	-	✓		15	✓	

(Data for measure for CH/055 will be post-populated from the Children Looked After Census)

Table 7: Advocacy

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CH/056	The total number of "Active Offers" of advocacy for children, aged five and over at the start of the collection year, during the year	185	✓		185	✓	
CH/057	The total number "Active Offers" of advocacy for children during the year where an Independent Professional Advocate was provided	52	✓		51	✓	

Table 8: Young Carers

V2: Please use the comments boxes to explain any increases or decreases above 20% when comparing 2022-23 data with 2021-22 data.

Information, Advice and Assistance (Referrals)

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/011	The total number of contacts to statutory social serviced by young carers or professionals contacting the service on their behalf received during the year	111	✓		127	✓	
CA/012	Of those identified, the number where advice and assistance was provided	77	✓		82	✓	

CA/013: The number of contacts from young carers received during the year received from:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/013a	Self	14	✓		15	✓	
CA/013b	Relative	2	✓		0	✗	
CA/013c	Friend or neighbour	0	✓		0	✓	
CA/013d	Early intervention prevention service (Step-up)	11	✓		3	✗	
CA/013e	Health	8	✓		8	✓	
CA/013f	Education	39	✓		44	✓	
CA/013g	Housing	0	✓		0	✓	
CA/013h	Police	0	✓		0	✓	
CA/013i	Probation	0	✓		2	✗	
CA/013j	Third Sector Organisation	18	✓		23	✗	
CA/013k	Local Authority	0	✓		0	✓	
CA/013l	Independent Hospital	0	✓		0	✓	
CA/013m	Ambulance Service	0	✓		0	✓	
CA/013n	Care Regulator	0	✓		0	✓	
CA/013o	Provider	0	✓		0	✓	
CA/013p	Advocate	0	✓		0	✓	
CA/013q	Internal (Social Worker, Other Team)	18	✓		31	✗	
CA/013r	Other	1	✓		1	✓	
CA/013	Total	111	✓		127	✓	

Assessments

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/014	The total number of carers needs assessments for young carers undertaken during the year	77	✓		82	✓	

The number of carers assessments completed for children during the year where:

CA/015a	Needs could be met using a young carer's support plan or care and support plan	77	✓		82	✓	
CA/015b	Needs were able to be met by any other means	0	✓		0	✓	
CA/015c	There were no eligible needs to meet	0	✓		0	✓	
CA/015	Total	77	✓		82	✓	

CH/016: The number of carers needs assessments for young carers completed (CA/014) during the year where:

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/016a	There was evidence of the active offer of Welsh	77	✓		82	✓	
CA/016b	The Active Offer of Welsh was accepted	0	✓		0	✓	

*CA/016c	The assessment was undertaken using the language of choice	77	✓		82	✓	
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*Record whether the assessment was undertaken using the language of choice regardless of what the language was

Plans

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/017a	The number of young carers with a carer's support plan on 31 March	72	✓		89	✓	
CA/017b	The number of young carers with a carer's support plan on 31 March and also a care and support plan, where the young person has both responsibilities as a carer and their own care and support needs	7	✓		5	✗	

Reviews

		2022-23	V1	V1 Comment	2021-22	V2	V2 Comment
CA/018	The number of reviews of support plans for young carers that were due during the collection year	95	✓	All the YC that were due a review and were engaging with the service were reviewed.	100	✓	
CA/019	The number of reviews of support plans for young carers that were due during the collection year that were completed within statutory timescales	71	✓		74	✓	
CA/020	The number of reviews of support plans for young carers that were due during the year and were completed	95	✓		-	✓	

End of Appendix 3.

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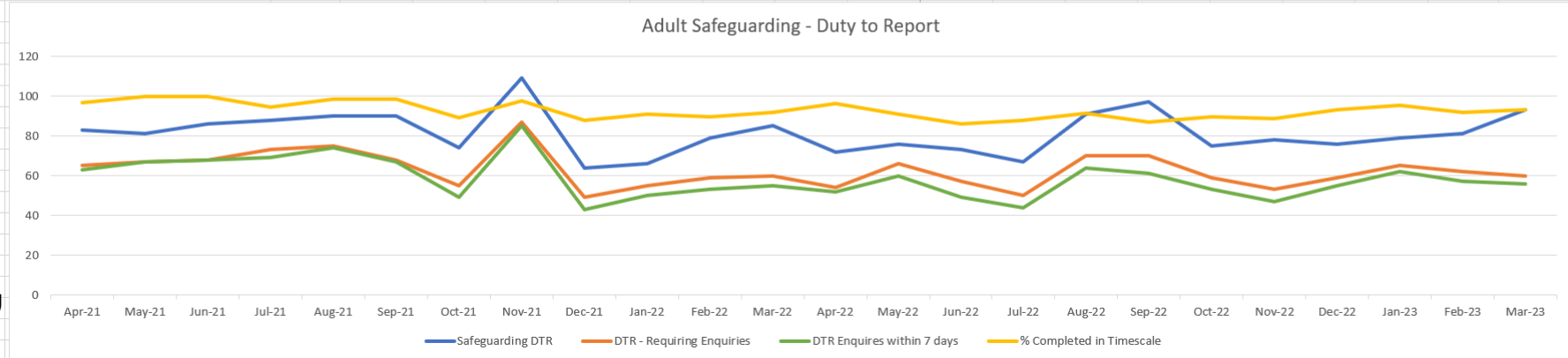
DIRECTOR'S REPORT 22/23 APPENDIX 4 OF 4 GRAPH DATA, ADULTS' AND CHILDREN'S SERVICES

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Adult Safeguarding – Duty to Report:

Month	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22
Safeguarding DTR	83	81	86	88	90	90	74	109	64	66	79	85	72	76	73	67	91	97	75
DTR - Requiring Enquiries	65	67	68	73	75	68	55	87	49	55	59	60	54	66	57	50	70	70	59
DTR Enquires within 7 days	63	67	68	69	74	67	49	85	43	50	53	55	52	60	49	44	64	61	53
% Completed in Timescale	96.9	100.0	100.0	94.5	98.7	98.5	89.1	97.7	87.8	90.9	89.8	91.7	96.3	90.9	86.0	88.0	91.4	87.1	89.8

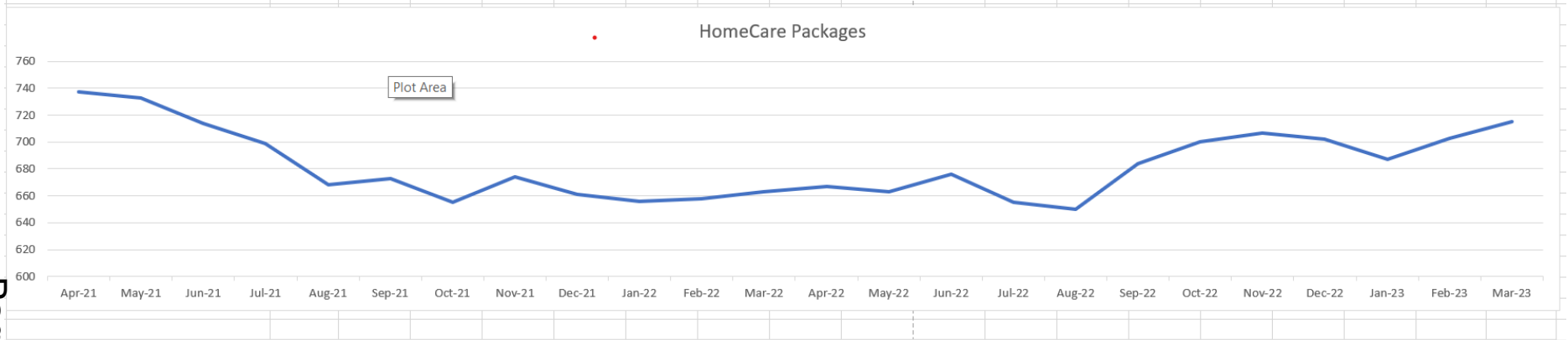


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Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
78	76	79	81	93
53	59	65	62	60
47	55	62	57	56
88.7	93.2	95.4	91.9	93.3

Home Care Packages:

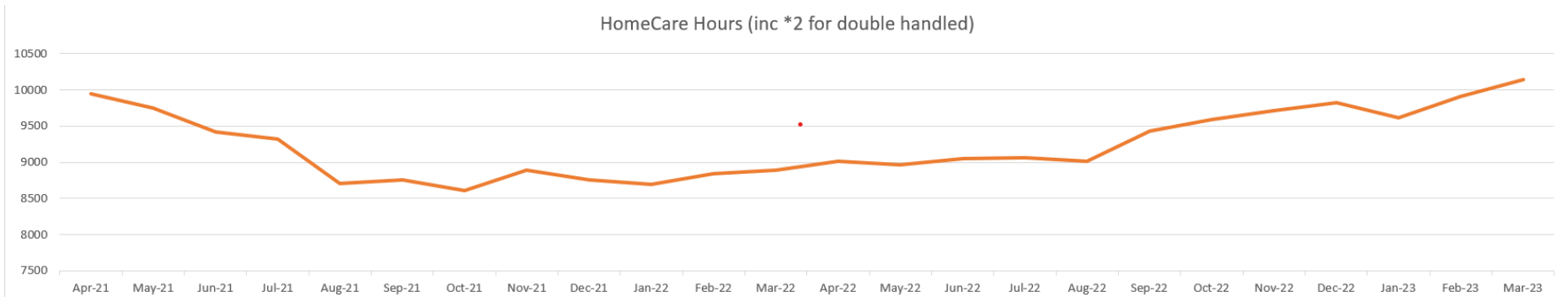
Month	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
HomeCare Packages	737	733	714	699	668	673	655	674	661	656	658	663	667	663	676	655	650	684
Hours (inc *2 for double handled)	9950	9753	9422	9318	8707	8755	8616	8896	8757	8692	8840	8891	9013	8971	9052	9058	9015	9431



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Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
700	707	702	687	703	715
9590	9713	9829	9616	9909	10142

Homecare Hours:



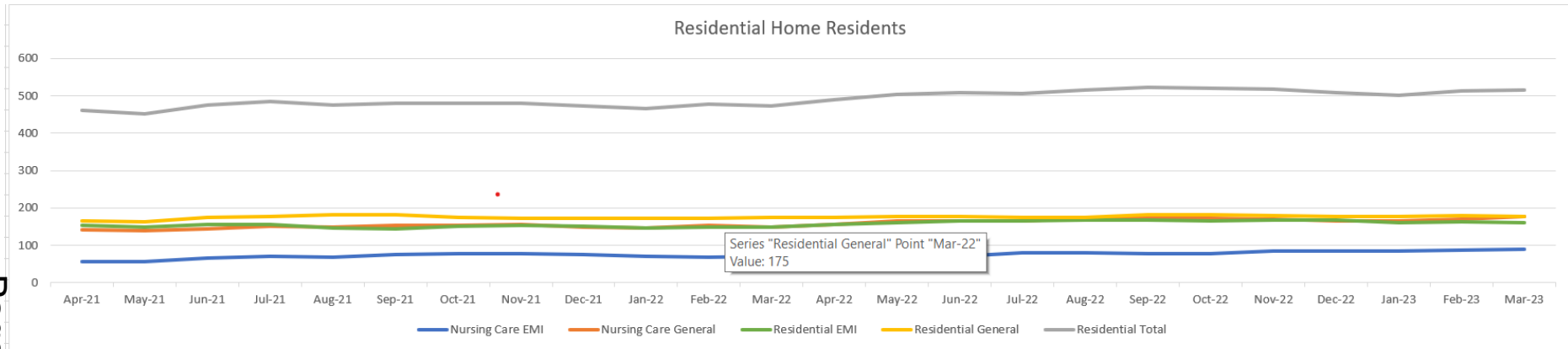
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Month	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
Nursing Care EMI	56	57	66	71	69	75	77	78	76	72	69	72	71	72	72	81	81	78
Nursing Care General	143	140	145	152	149	153	154	155	148	146	154	150	156	165	166	166	173	172
Residential EMI	154	148	156	155	146	144	152	153	152	147	150	149	157	161	165	165	169	168
Residential General	165	164	174	177	181	183	174	173	173	172	173	175	176	177	177	176	175	182
Residential Total	462	452	475	484	476	480	480	481	473	465	477	474	489	503	508	507	517	522

Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
79	84	84	85	88	90
173	171	165	165	171	177
166	167	167	160	163	161
182	180	177	177	179	177
521	518	509	502	513	515

Residential Home Residents:

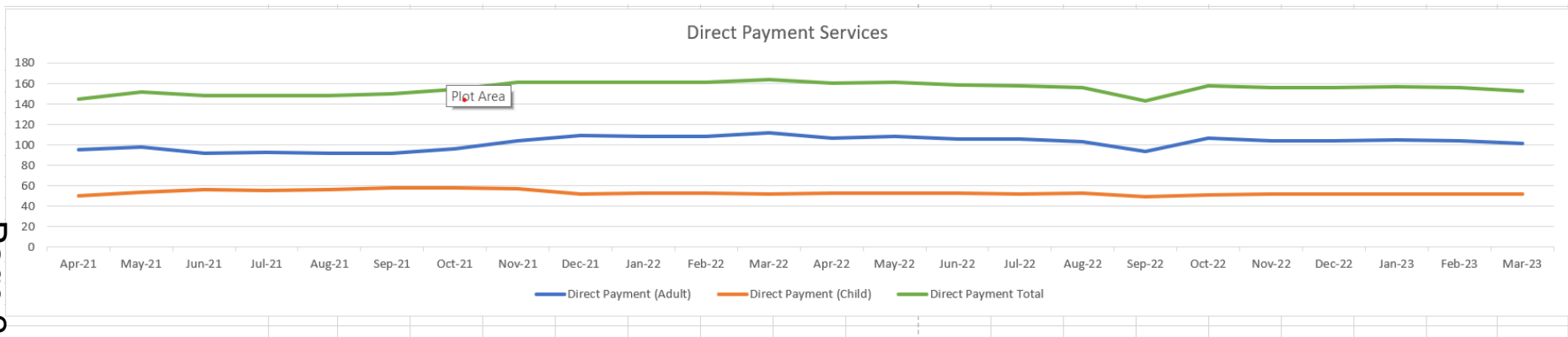
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Month	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22
Direct Payment (Adult)	95	98	92	93	92	92	96	104	109	108	108	112	107	108	106	106	103	94
Direct Payment (Child)	50	54	56	55	56	58	58	57	52	53	53	52	53	53	53	52	53	49
Direct Payment Total	145	152	148	148	148	150	154	161	161	161	161	164	160	161	159	158	156	143

Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
107	104	104	105	104	101
51	52	52	52	52	52
158	156	156	157	156	153

Direct Payment Services:



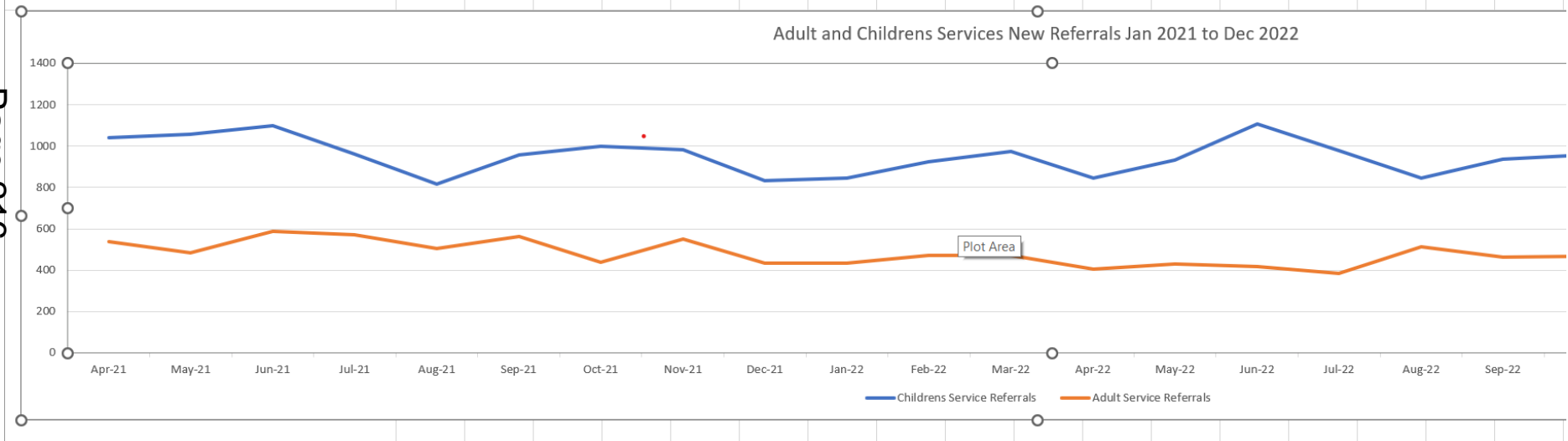
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New Referrals:

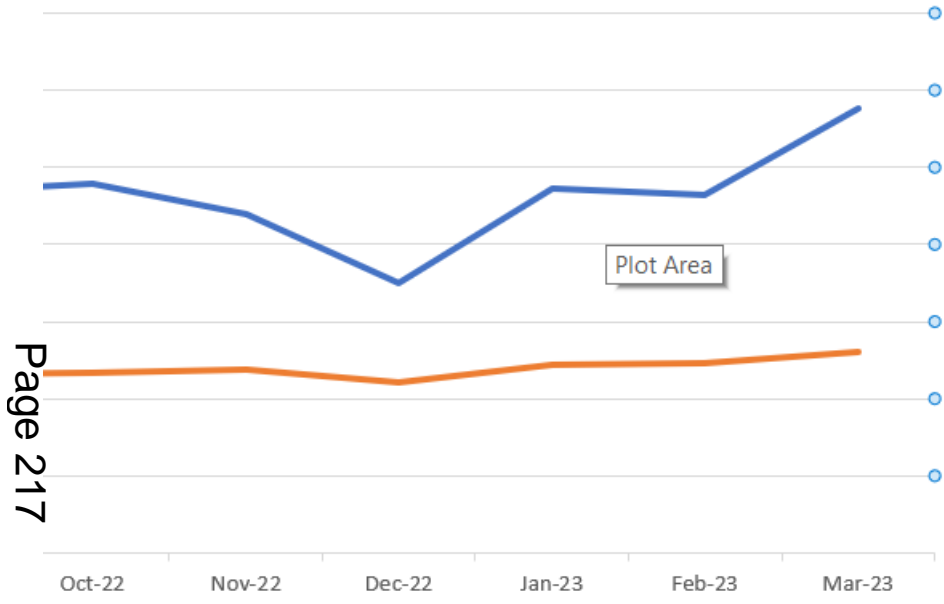
	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22
Childrens Service Referrals	1042	1058	1099	961	818	958	1000	983	831	844	924	973	844	932	1107	980	846
Adult Service Referrals	537	484	586	573	504	563	440	551	434	433	470	471	403	431	417	383	511

Adult and Childrens Services New Referrals Jan 2021 to Dec 2022

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Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
936	956	879	698	943	928	1153
465	469	477	442	489	491	523



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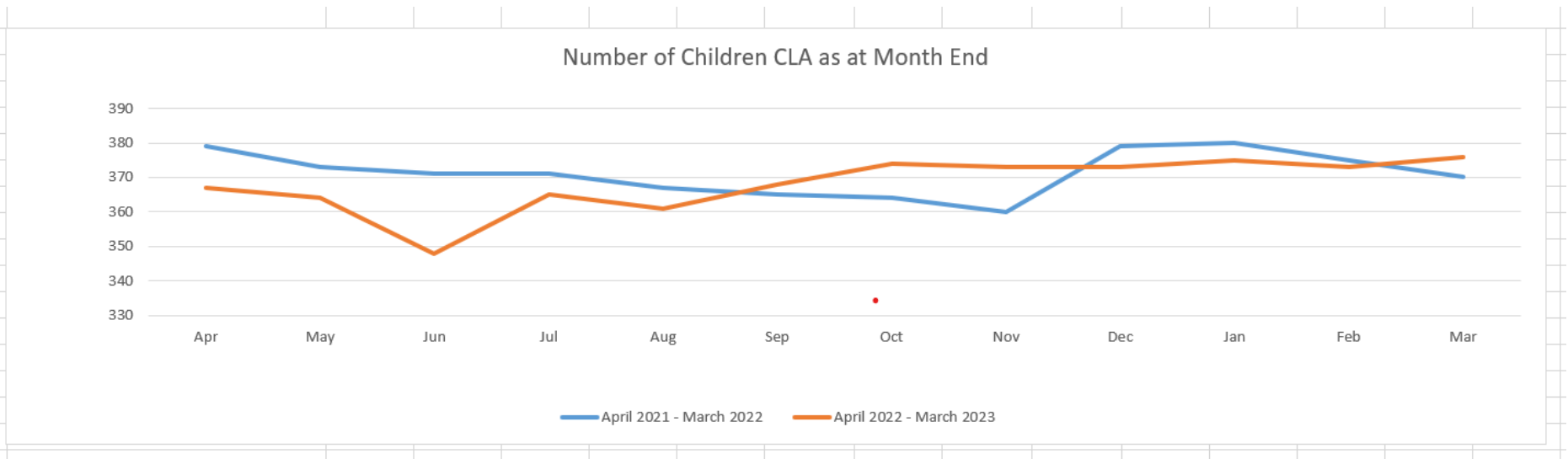
Children Looked After (CLA) Numbers, monthly 2021-2023:

	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22
No of Children CLA as at month end	379	373	371	371	367	365	364	360	379	380	375	370

	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
No of Children LAC as at month end	367	364	348	365	361	368	374	373	373	375	373	376

No of Children CLA as at month end	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
April 2021 - March 2022	379	373	371	371	367	365	364	360	379	380	375	370
April 2022 - March 2023	367	364	348	365	361	368	374	373	373	375	373	376

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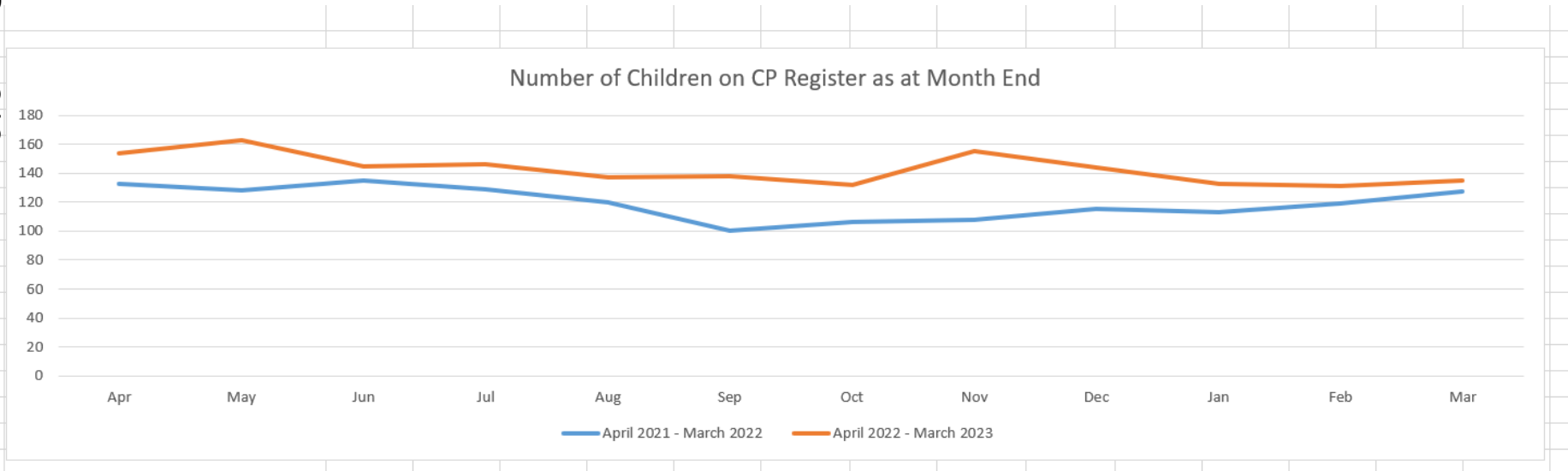
Child Protection Numbers, monthly 2021-2023:

	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22
No of Children CP as at month end	133	128	135	129	120	100	106	108	115	113	119	127

	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
No of Children CP as at month end	154	163	145	146	137	138	132	155	144	133	131	135

No of Children CP as at month end	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
April 2021 - March 2022	133	128	135	129	120	100	106	108	115	113	119	127
April 2022 - March 2023	154	163	145	146	137	138	132	155	144	133	131	135

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End of Appendix 4



Report

Council

Part 1

Date: 18 July 2023

Subject **Annual Safeguarding Report (Interim) of the Head of Corporate Safeguarding**

Purpose To present the Annual Safeguarding Report (interim) to Council

Author Head of Corporate Safeguarding

Ward City Wide

Summary This report is the Head of Corporate Safeguarding's evaluation of 2022/23 performance for the Local Authority. This Corporate Safeguarding Policy provides a framework for every Service within the Council setting out responsibilities in relation to safeguarding and protecting children and adults at risk. It lays out the methods by which the Council will be assured that it is fulfilling its duties and that effective practices are in place to support individuals to live their life free from harm, abuse and neglect. It also informs of future developments and proposed improvements to measuring performance and data collection for benchmarking progress and improvement.

Proposal **To receive the Annual Safeguarding Report (interim) by the Head of Corporate Safeguarding**

Action by Head of Corporate Safeguarding

Timetable Immediate

This report was prepared after consultation with:

- Social Services Staff
- Safeguarding Champions in all Directorates
- Cabinet Member for Social Services
- Monitoring Officer
- Head of Finance
- Head of People and Business Change

Signed:

Background

This is the sixth review of the Annual Corporate Safeguarding Report. Further revisions to the format and data presented within this annual report have been made. It is anticipated that due to further work with partner agencies such as the Gwent Safeguarding Board and Welsh Government there will be further changes to format in coming years.

This role falls under the management of the Director of Social Services.

The Annual Safeguarding report demonstrates how Newport City Council will meet its obligations towards the safeguarding of children and adults at risk. It also gives assurances to the public, councillors, employees, volunteers and people carrying out work on behalf of the Council that there are sound arrangements in place to safeguard children and adults at risk. This report complements the end of year reports that are also available.

Head of Corporate Safeguarding's Summary of Performance

- Corporate Safeguarding describes both the policy commitment that a Council makes and the arrangements it has in place, to ensure that all its Directorates and employees play their part in safeguarding and promoting the well-being of children and adults who may be at risk of harm.
- The report is an interim report of the Annual Corporate Safeguarding report. It was presented to Scrutiny on 2nd June 2023. The reporting cycle for this report has been adjusted this year and this has been presented 7 months following the previous report. Members are respectfully reminded that this is not a full 12-month picture. Respecting the previous requests to provide only streamlined and targeted information, revisions to the format and data presented have been made to this interim report and it is anticipated that due to further work with partner agencies such as the Gwent Safeguarding Board and advice from Welsh Government, a final version of the report will be agreed within the next two years.
- We are also looking at the governance structure of Corporate Safeguarding and in consultation with current Safeguarding Champions and Designated Safeguarding Leads (DSL's) across the Local Authority, we have agreed to meet quarterly to formulate a joint action plan for Corporate Safeguarding issues and the monitoring of these.
- Everyone – employees, contractors, volunteers, and councillors have a role to play in protecting children and adults from harm, whether this is inside or outside the home. It is the Council's responsibility to ensure that staff, volunteers and contractors are aware of safeguarding in their day-to-day work for the Council and know when and how to raise concerns.
- Overall, the Local Authority is compliant and meeting its duties regarding Safeguarding practices for children and adults. It is acknowledged that services are still feeling the effects post-pandemic and referrals into HUB and First Contact Team remain high. However, despite these increases we have been generally effective in implementing the right decision or "right service" at the right time for both children and adults. There have been further developments in the Prevention and Early intervention service as well as the beginnings of a plan for the development of a regional threshold document for services.
- It is acknowledged that the authority still has some way to go to improve in terms of mandatory training compliance targets, particularly when benchmarking to other LA's and partner agencies specifically for VAWDASV compliance, which carries Welsh Government non-compliance fines. The continued low compliance for mandatory safeguarding training courses by employees (including volunteers and elected members) is a matter which is being prioritised. There are developments to centralise the data for completion of this training via an at a glance dashboard on MiHub. This will make the oversight of compliance more straightforward.

- We are asking that the actions for future work are endorsed and those outstanding are rolled over with the appropriate prioritisation given to the work around mandatory training compliance; governance and recording of safeguarding data for more effective benchmarking and reporting (including developing a more robust self-assessment tool which is regionally aligned; WCCIS reporting of service area referrals from DSP's); Safeguarding Training Framework development project to be relaunched; and a newly devised "Safeguarding, Young People Web Information Project" beyond the current safeguarding webpage to be considered by CSMT beyond the action plan of annual Corporate Safeguarding.

Whilst the Social Services Directorate lead on dealing with enquires regarding concerns that individuals may be at risk of harm, everyone has a responsibility to safeguard the well-being of adults and children who may be at risk whatever their role. The Corporate Safeguarding policy covers all functions and services of the Council and applies to all Council employees, elected members, foster carers, individuals undertaking work placements, volunteers and anyone carrying out work on behalf of the Council, including independent contractors.

The Council also has a duty to ensure that other organisations commissioned to provide services on their behalf have regard to the need to safeguard and promote the well-being of adults and children.

National Safeguarding Training Standards

Social Care Wales, along with multi-agency partners, is developing National Safeguarding Training Standards. These will support safeguarding professionals, and a much wider range of Council and agency staff, to understand their respective roles in relation to safeguarding. The framework is structured around defining the responsibilities associated with different employee, executive or leadership roles. These will be arranged in groups, from Group A, which focuses on basic safeguarding awareness and guidance for all employees, through to Group F, which includes public sector leaders.

The Council will work to safeguard children and adults at risk in line with the Social Services and Wellbeing (Wales) Act 2014 which defines:

- A child at risk is a child who is experiencing or at risk of abuse, neglect or other kinds of harm and;
- Has needs for care and support whether the authority is meeting any of those needs.
 - An adult at risk is an adult who is experiencing or is at risk of abuse or neglect and;
 - Has needs for care and support whether or not the authority is meeting any of those needs and;
 - As a result of those needs is unable to protect him or herself against the abuse or neglect or risk of it.

Recommendations to the Council

The Council is asked to:

1. Consider the Annual Corporate Safeguarding Executive Summary report, to scrutinise and review the progress of the key priority work plans for both corporate safeguarding arrangements and the safeguarding self- assessment findings for the whole Council.
2. Determine if it wishes to make any comment / recommendations regarding the report and how the Council is managing corporate safeguarding.

Related legislation, policy, and guidance

Legislation which is contained within the various Acts and guidance that are identified below enshrine the right to protection from abuse. The legal starting point in achieving this objective is professionals' duty to report allegations of abuse and neglect.

The law also identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect. In practice this is never

achieved in isolation or without clear leadership and accountability for the work which is equally set out in law, along with the duty to cooperate and collaborate with others.

The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason, and because the law, policy, guidance, and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents, but the most significant items are below:

- Social Services and Wellbeing (Wales) Act 2014
- Education Act 2002 – plus “Keeping Learners Safe 201” – The role of local authorities, governing bodies, and proprietors of independent schools under the Education Act 2002
- Children Act 1989 and 2004
- Section 17 of the Crime and Disorder Act 1998
- Mental Capacity Act 2005
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998
- Police, Crime, Sentencing and Courts Act 2022.

The Council will ensure that practice is compliant with the following policies and procedures:

- Wales Safeguarding Procedures
- Social Services and Wellbeing (Wales) Act 2014 - codes of practice and guidance
- Newport City Council’s Whistleblowing Policy
- Newport City Council’s Recruitment Policies, which includes Safe Recruitment Policies and Safeguarding in Employment Guidance
- Employees, and councillors should also act in accordance with the relevant professional Code of Conduct

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance set out above.

Strategic context

At a strategic level, this approach to safeguarding supports the delivery of the Council’s wellbeing objectives as set out within the Corporate Plan 2022-27

At an All-Wales level, keeping people safe contributes to the Wellbeing goals set out in the Wellbeing of Future Generations Act to improve the economic, social, environmental, and cultural wellbeing of Wales.

Governance

The Council will discharge its strategic statutory safeguarding responsibilities through Designated Safeguarding Leads (DSL) and Safeguarding Champions in each Council Directorate. These identified individuals will represent their Directorate at the Corporate Safeguarding Champions quarterly meeting and act as a conduit for the dissemination of safeguarding information from the Head or Corporate Safeguarding.

Financial Summary (Capital and Revenue)

There are no financial considerations for this workstream.

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

Risks

It is important to identify and manage any project or scheme's exposure to risk and have in place controls to deal with those 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?
Pressure on the Delivery of Children Services	H	M	Ongoing efficiency management Ongoing recruitment	Head of Children's Services
Pressure on Adult & Community Services	H	M	Ongoing efficiency management Ongoing recruitment	Head of Adult's Services
Safeguarding – inherent risk	M	M	Training and awareness raising to all staff	Head of Corporate Safeguarding

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Newport City Council's Corporate Plan 2022 -2

Comments of Chief Financial Officer

The Council and Safeguarding report confirms there are no cost implications as the identified action plans will be implemented from existing resources.

Comments of Monitoring Officer

There are no specific legal issues arising from the Report, which simply provides an annual update for Council on the progress made in implementing the arrangements for corporate safeguarding in relation to children and vulnerable adults in accordance with the annual Corporate Safeguarding Plan. The Report confirms that the Council is compliant and is meeting its statutory safeguarding duties under the Social Services and Wellbeing (Wales) Act 2014. It is acknowledged however that the authority needs to improve mandatory training compliance targets, particularly when benchmarking to other LA's and partner agencies specifically for VAWDASV compliance.

Comments of Head of People, Policy, and Transformation

Effective safeguarding arrangements are a vital part of ensuring the safety and wellbeing of local people during Council's business. A corporate approach to safeguarding ensures clear and consistent procedures are in place so that council employees can recognise signs and dangers and will then act appropriately. The Corporate Safeguarding Report provides for openness and accountability and allows the Scrutiny Committee, Cabinet and Council to have an overview role of the Council's safeguarding arrangements and activities.

There are no direct human resources implications to this report other than the rollout of the mandatory training.

Scrutiny Committees

The report went to Scrutiny Committee on 2nd June 2023. Recommendations were as follows;

- The Committee thanked the officers for the detailed report and were pleased with the work that the service area are doing. Members requested that future reports focus less on statistics and more on outcomes, such as more detail about what we are doing, what the issues and problems are, and what we are doing about it.
- The Committee were aware that some of the online training courses are managed externally, however they would like to make a recommendation to IT to help make it as easier as possible for Members and staff to access training courses.
- The Committee noted that two sets of figures were included in the report regarding the number of courses completed by schools were different as two separate systems are being used. As the information is inaccurate Members request that this information is removed from the report.

Fairness and Equality Impact Assessment:

• Wellbeing of Future Generation (Wales) Act

- The importance of having a workforce up to date with all mandatory training courses and understanding the role and influence their services have in the ongoing work to ensure the community is strong and resilient.
- The Social Services and Well-Being Act (2014) ensures that the prevention element that is required within the legislation supports communities to access early intervention for support that offers advice and assistance to maintain independence, improve wellbeing and prevent unnecessary escalation to statutory services. To ensure that professionals know their statutory duty to identify and report concerns is central to this.
- Integration: The ongoing work to in an integrated way with partners to ensure that we are all meeting our collective safeguarding responsibilities.
- Collaboration: The ongoing work with partners, specialist providers, independent, third sector and nationals who have rallied together throughout the Pandemic to ensure support continues to be available. Supported by the Local Authority in terms of co-ordination of services and distribution of Welsh Government funding to ensure they remain sustainable and responsive to changing needs.
- Involvement: The importance of involving people with an interest in achieving the wellbeing goals and ensuring that those people reflect the diversity of the city we serve.

• Equality Act 2010 and Socio-economic Duty

This report does not reflect a policy change or decision which would impact disproportionately on staff or communities because of protected characteristics or inequalities arising because of socio-economic disadvantage. Therefore, a formal Fairness and Equality Impact Assessment is not required. However, fairness and equality are considered in service delivery.

• Welsh Language (Wales) Measure 2011

The service area is mandated by Welsh Government to collect data around this measure to illustrate and monitor need.

Consultation

There have been two bespoke online safeguarding sessions delivered to elected members in 2022 in addition to the mandatory safeguarding training that all staff must attend.

Background Papers

Interim Corporate Safeguarding Report 2023

Dated: 11 July 2023

Corporate Safeguarding Annual Report

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2.	Safeguarding Training Data and Outcomes
3.	Developments this year (review of work plan)
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5.	Key Data for Safeguarding
6.	Annual Review of Newport City Council Corporate Safeguarding Self -Assessment Audit
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8.	Corporate Safeguarding Work Plan (2022/2023)
9.	Resource Implications (Employment and Financial)

1.

1.1 Legislation

The Social Services and Well-being (Wales) Act 2014 offers a clear expectation that the child/young person/adult must be at the centre of any safeguarding response and remain as much in control of decision making as possible. The basic right of a child/young person/adult to be heard throughout the safeguarding process is a critical element in the drive to ensure more personalised support that can only be offered by staff who fully recognise their roles and responsibilities concerning safeguarding.

One of the most significant changes from a safeguarding perspective is the definition of an “adult at risk” and the legal duty to report where there are concerns identified for either a child or adult. This legal duty to report is of significance and clearly illustrates how safeguarding is everybody’s business, hence the establishment of a corporate safeguarding report of this nature to assure members of the pro-active arrangements which the local authority are under taking in safeguarding provisions and service planning. The data within the report continues to evidence a rise in referrals to all front door pathways. The rise relates to better communication with and reporting from health partners, provider agencies and our own social work teams, therefore, the rise in referrals is suggestive of a more robust system which protects our citizens and again is a positive improvement in respect of safeguarding practices within Newport.

Newport City Council remains an active member of the “Gwent Safeguarding Board”, which is an amalgamation of the two former specific regional boards. Newport continues to host the regional Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) team and work closely with the regional Partnership Board (VAWDASVB).

Newport officers are involved at all levels of the work of the boards. Heads of Children and Adult services are members at both Board’s, the Head of Corporate Safeguarding for Newport is deputy chair of the Business Planning meeting for both boards and also chairs the local safeguarding network meetings in Newport. The local safeguarding practitioner network meet in Newport bimonthly and is attended by all partner agencies working across Newport for Adults, Children and specialist services. The local safeguarding network also arranges 2 practitioner events per year, which is open to all practitioners in Newport. The events update practitioners on all local and regional developments such as learning/messages from Child/Adult practice reviews, new services and local developments, as well as introducing updated policies and/or procedures. There is a National Independent Safeguarding Board which will work alongside the regional boards to secure improvements in safeguarding policy and practice throughout Wales. All regional boards have duties and responsibilities to submit information to the National Independent Safeguarding Board.

Members were advised in the previous report of the Children Wales Act (2020). The Act is to help protect children's rights by prohibiting the physical punishment of children by parents and those acting in loco parentis within Wales, including visitors to Wales. In doing so, children in Wales now have the same legal protection from physical punishment as adults. In practice this might typically involve a smack given as a telling-off to a child (whether on the child's bottom, legs or other part of the body). The definition is not limited to smacking. Shaking or poking a child in the chest or pulling their hair for example is also an offence. The change brought clear duties on local authorities to ensure that not only practice is in place to manage and support citizens in relation to these changes but also in relation to our recording/ reporting duties being in place in advance (safeguarding specific quality performance indicators). The NCC performance team ensured that the new reporting requirements are built into the WCCIS system to capture the required data in relation to this required data, e.g.:

CH/ 005a Of those contacts received during the year: The number where physical punishment by a parent or care was a factor
CH/ 005b The number where physical punishment by a parent or carer was the only factor

We are undertaking a Gwent wide analysis of the impact of this legislation now that it has been in force for a year. Early indications show that this legislation has not led to an increase in criminal prosecutions or safeguarding interventions for parents but more an education and signposting intervention where this is deemed to be safe and appropriate. More data and analysis will be available soon.

1.2 Scrutiny Recommendations (2021/2022)

The Committee felt that more specific data was needed throughout the report to contextualise information given, such as percentages so Members can have a clearer picture of comparison. Members also queried if it could be possible to find out in the percentages of how many children in the figures are the same child being safeguarded, and how many are single incident children.

The Committee asked that the area of focus regarding whether “the structure for the Newport Safeguarding Unit Structure and Individual Teams Key Priority Plans is appropriate to meet the Council’s responsibilities for safeguarding matters” be removed as it was outside of the Committee’s expertise.

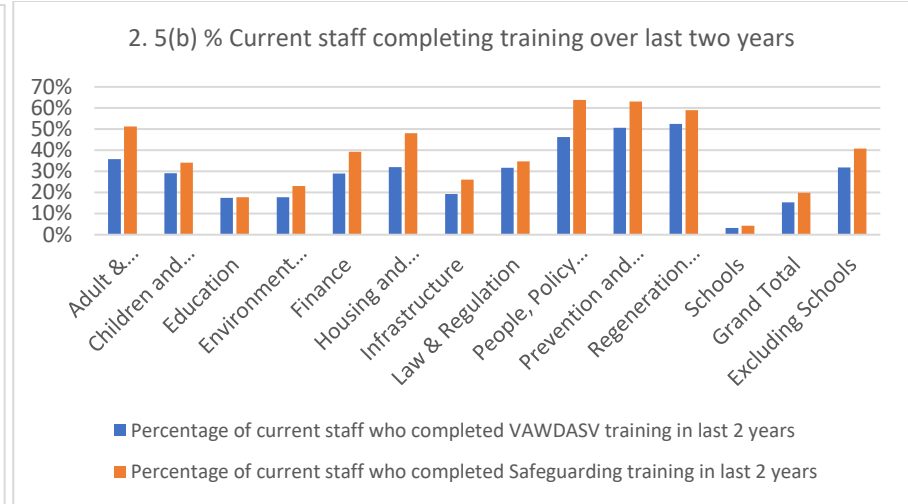
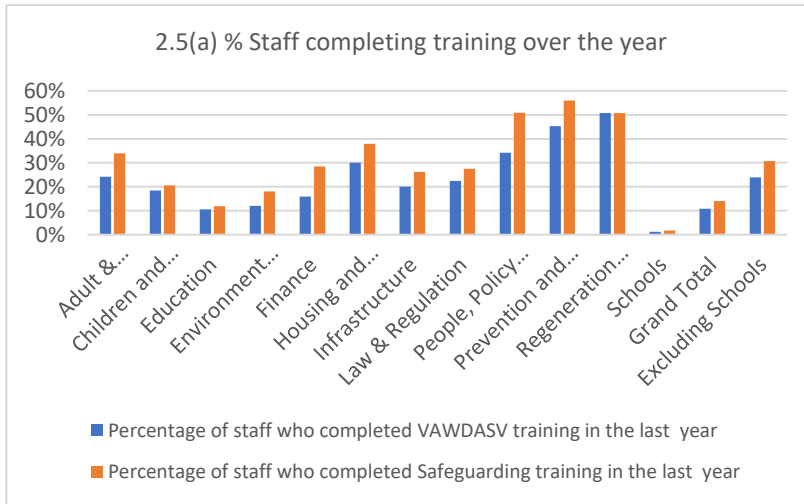
The Committee asked for an update regarding training progress be given to committee including more specific data to contextualise any information given, such as percentages to how many staff members have completed the training.

Members also queried if it would be possible to have update on figures such as training and referrals received, on a half yearly basis.

2. Safeguarding Training Data and Outcomes

- 2.1** Compliance rates with Mandatory Safeguarding Training for ALL employees, as well as elected members and volunteers, remains low this year. There are 3 specific mandatory courses with associated regulatory requirements for council employees to complete, these are the General Data Protection Regulations Training (GDPR); Violence against Women, Domestic Abuse and Sexual Violence and “Safeguarding Involves Us All- Awareness Training”.
- 2.2** It is important to continue to stress that there are ongoing mitigating factors for training figures being low in this period which must be taken into account. These factors have also been given due regard by regulatory bodies as they have not issued fines/ regulatory actions during this period, however, this continued acceptance will rightly not be continually extended. The ongoing effects of the Covid-19 pandemic has impacted on many of the workforce itself being affected in some way (directly with caring responsibilities; in shielding; family losses; illness and so on) resulting in their work patterns changing and reducing the number of staff physically working over the period. The pandemic has prevented the opportunity to provide face to face learning resulting with a number of service areas being unable to access the mandatory training as they have limited/ no e-learning opportunity. It is to be noted that the circumstances have prompted positive consideration to training delivery and how these can be more accessible and flexible. There has been a gradual return to face-to-face training as the workforce have been able to safely return to the workplace. There are continued developments in the training calendar and roll out as we begin to implement the National Safeguarding Training, Learning and Development Framework which was launched in National Safeguarding week in November 2022.
- 2.3** The “Safeguarding Involves Us All- Awareness Training” e-learning module was launched in May 2020. Face to face sessions have recommenced following the pandemic. National Safeguarding weeks in November 2021 and 2022 were used to promote the mandatory requirement by a campaign utilising staff communications such as newsletters, bulletins and announcements. The Safeguarding Champions have continued to provide targeted communications to their service area, including informing team managers of those who cannot access staff intranet facilities e.g. some school staff. We have lost a key member of staff in the budget cuts this year, this has led to a reconfiguration of the Safeguarding team and some new responsibilities for staff.
- 2.4** It is respectfully acknowledged that Scrutiny Committee members requested half yearly updates in the training figures and that these were requested in percentage format. The reporting cycle for this report was brought forward at the request of the Strategic Director to better align with the Director’s Report. This report therefore follows some 7 months from the last meeting with the Scrutiny Committee and the data is updated within.

2.5



The data table at 2.5(a) shows the completion of the two of the mandatory courses over the year for e-learning as a % for the service area workforce. However, these figures do not reflect those who have had the training previously and therefore there would be no expectation that they would complete the training. To reflect this 2.5(b) gives the percentage of staff in post 31/3/23 who have had the training over the last two years. This period was chosen as after two years there is an expectation that the training will be refreshed. It should be born in mind that of the percentage not completing the training in the last two years a proportion will have done the training over two years ago but are in need of the training being refreshed. Figures in 2.5(a) and (b) are not exactly analogous as 2.5 a includes all staff trained in year, including leavers, while 2.5(b) contains only leavers. Following the review of this annual data capture, an action is to evaluate how to target those services areas with lowest completion rates, with quarterly reviews while continuing to seek the ambitious 90% completion rate across all services with campaigns.

2022/2023 E-Learning Information Security Training
(Via Teams) by staff number

Adult & Community Services	28%
Children and Young People Services	21%
Education	12%
Environment and Public Protection	14%
Finance	22%
Housing and Communities	33%
Infrastructure	28%
Law & Regulation	22%
People, Policy and Transformation	39%
Prevention and Inclusion	53%
Regeneration and Economic Development	44%
Schools	1%
Grand Total	12%
Excluding Schools	27%

The Information Management Training benefited from the positive impact the launch made in 2020/21, however figures for the last year are broadly similar to VAWDASV and Safeguarding matters. The team deliver the training via several methods, have increased their face to face and teams training programme and participant numbers. This provides flexibility and availability for staff to complete their training. Information Management also recommends as part of policy that if a data breach is made, the staff members involved attend a Teams or face to face session within the next quarter, as part of constructive action. These steps initially increased take up and this learning may be helpful in promoting take up of all e-learning programs.

Overall compliance for the entire workforce for both courses is at 41% for Safeguarding training and 32% for VAWDASV excluding schools. This evidence from previous years shows that the campaign during National Safeguarding week, prompting VAWDASV and bulletin to Safeguarding Champions had impact. The evidence is that take up from schools is significantly less. Therefore the emphasis needs to be on utilising these campaigns, as well as concentrating on areas where take up is low, particularly schools, to look at those who had completed the training more than two years ago and encouraging staff members to refresh.

The training numbers for education are not a true reflection of the completed Safeguarding training numbers. This interrogation of data has highlighted issues around where this data is stored and who is able to ensure that it is a true reflection of the completed mandatory training.

All schools are up to date with their whole-school safeguarding training (2-3 years) and this includes an element on domestic abuse and the impact on children. In addition to this, all DSPs receive regular input from the VAWDASV team (Helen Gordon) during termly safeguarding meetings and it is part of the DSP training. Currently, all DSPs are undertaking 'Operation Encompass' training that has to be completed by end of May. There is a DSP meeting on 22nd May and schools will be reminded then that the training needs to be updated every 3 years. The Elearning safeguarding module data for central education staff is currently collated on a spreadsheet and is ragged as Green for completion.

Currently data for completion is stored in at least three different ways. This has led to some early but helpful conversations about centralising this data in a dashboard on MiHub for transparency and ease. This would enable compliance to be easily monitored and information being in one place for analysis.

From the Safeguarding Champion's work, the Safeguarding team are aware of which service areas require in-person training and these sessions will be launched as part of the ongoing schedule. In lieu of the training, those team managers have been asked to remind their remote workers of their corporate responsibilities for safeguarding, where the safeguarding policies can be accessed and the name of their Safeguarding Champion if they have any questions. City Services have highlighted to the Safeguarding team that they require in person sessions to reach all remote workers and staff with limited access to IT equipment during their working day, this is an area addressed through the self-assessment audit feedback and work plan (2021/2022). Refresher training for the Safeguarding Champions was held over two virtual sessions in National Safeguarding Week in November 2022 and were very well attended. Identified Safeguarding Champions from each Directorate meet biannually and the next meeting is on the 18th May 2023.

2. 6 The VAWDASV team have stated that their specialist additional training has had a low uptake across 2022/23 period however there was attendance by Newport employees to all courses offered, with 26 people completing the Ask and Act Group 2 sessions.

Specialist Syllabus Training

Understanding Domestic Abuse and Coercive Control – 3

Risk and MARAC – 7

Domestic abuse and the Affect on Children and Young People – 8

Understanding Sexual Violence – 6

Understanding Perpetrators – 5

Understanding HBA, FM and FGM – 4

Understanding and Working With Male Victims – 2

Vicarious Trauma and Wellbeing – 4

Perpetrators in the Workplace – 1

Trauma bonding – 1

National Training Framework

Ask and Act Group 2 – 26

Ask and Act Group 3 – 3

**Newport City Council NTF Response
5930**

NTF Group		Year Total	Year Staff %	Live / Roll out Total	Total Staff %	Comments / Notes
eLearning	Group 1	824	13.9%	2702	45.6%	This number is the total number of current staff in NCC with Group 1 training. This is what WG have as a 100% Staff requirement under the NTF Statutory Guidance.
Ask and Act Awareness	Group 2	78	1.3%	510	8.6%	This training is recommended for anyone who has a public facing role. I would like to argue that as employees that interact with one another, this number should reflect also interactions with the public within the work environment moving forward. The rolling total here is a total of staff trained from September 2016 - April 2023.
Ask and Act Champions	Group 3	2	0.0%	81	1.4%	Much as the above needs to be noted. With the exception that the NTF guidance states that any Group 3 staff should be 10% of the number of Group 2 trained staff to function as a support service. That needs to be considered moving forward also. The rolling total here is a total of staff trained from September 2016 - April 2023.
Senior/Strategic Leaders	Group 6	30	0.5%	70	1.2%	This is solely aimed at the those in senior and strategic leadership positions. These numbers represent the number of leaders who have attending organised sessions by the Gwent VAWDASV Team. These is additional resources for this Group via online YouTube videos, but these cannot be tracked.

- 2.6** This continued trend in the low uptake in mandatory training across the workforce requires collective oversight by the council. Regulatory bodies have accepted mitigating factors to date and there have been improvements seen across the service areas for some courses, however, the council requires a corporate steer from People and Business Change to ensure that “Mandatory Safeguarding Training” is completed for all new starters and current employees which is formally tracked, and appropriate review/ action taken when not complied with. Colleagues from within People and Business Change can reassure that the ‘on boarding’ process of completing all mandatory training for every new starter, including volunteers is now in place.
- 2.7** As part of the training schedule under construction for a September 2022 launch, a review of the Safeguarding Involves Us All e-learning module has been completed. This had included a revised version to prevent duplication with the Welsh Government module within the All-Wales Basic Safeguarding Training pack, which is a single consistent safeguarding training module launched for public and voluntary sector staff across Wales in November 2022. Newport City Council’s module will continue to include the specific policies and supporting documents to ensure employees are not only aware of their duty to be vigilant for the signs of abuse/harm but their corporate responsibilities including duty to report and the safeguarding expectations upon them when working for the council.
- 2.8** The Council now has mandatory ‘safeguarding involves us all’ provision. Managers of individual employees are responsible for ensuring staff undertake all mandatory training. The HR team will regularly provide managers with reports on those needing to undertake any mandatory training. These reports are to be shared with the Head of Corporate Safeguarding to further monitor compliance and look at any themes arising from non-compliance across the Local Authority.

3 Developments this year

3.1 Volunteers/ Chaperones Register for Newport City Council

A piece of work has been undertaken to create a central register of volunteers in our HR people management/payroll system – iTrent. Managers across the Council were contacted to provide details of their current volunteers, where upon receipt of these details they were added to the central register. Our volunteer onboarding process has now been centralised and therefore once volunteers are engaged by a manager, they must complete an online form which adds their details to the central register and also ensures that they complete the mandatory training courses in Safeguarding, GDPR and VAWASV. For those volunteers requiring DBS checks, these will also be identified via the onboarding process. Finally, our Volunteer policy has also been reviewed in-line with these new processes and is now live on our intranet.

In summary we have done the following:

- Created a central volunteer register in iTrent where all volunteer information will be stored
- Collated current volunteer details and added them to register
- Created an onboarding process for volunteers to complete their details online via our NCC jobs page once there placement has been agreed with a relevant manager
- Reviewed and published our Volunteers policy to reflect these changes

3.2 Newport Safeguarding Hub update

The Newport Safeguarding Hub is the authority's 'front door' process with the co-location of Police and Social Services personnel enabling sharing of immediate information and improved and timelier decision making for safeguarding children and adults. It remains clear that the safeguarding Hub, would be further enhanced with an improved interface between Health and Education representatives which goes beyond single points of contact (SPOC). There has been a particular challenge in resourcing a greater presence. Wider partnership co-location in the hub such as the Early Intervention Team responding to PPN's (police notifications) and joint agency decision making remains effective.

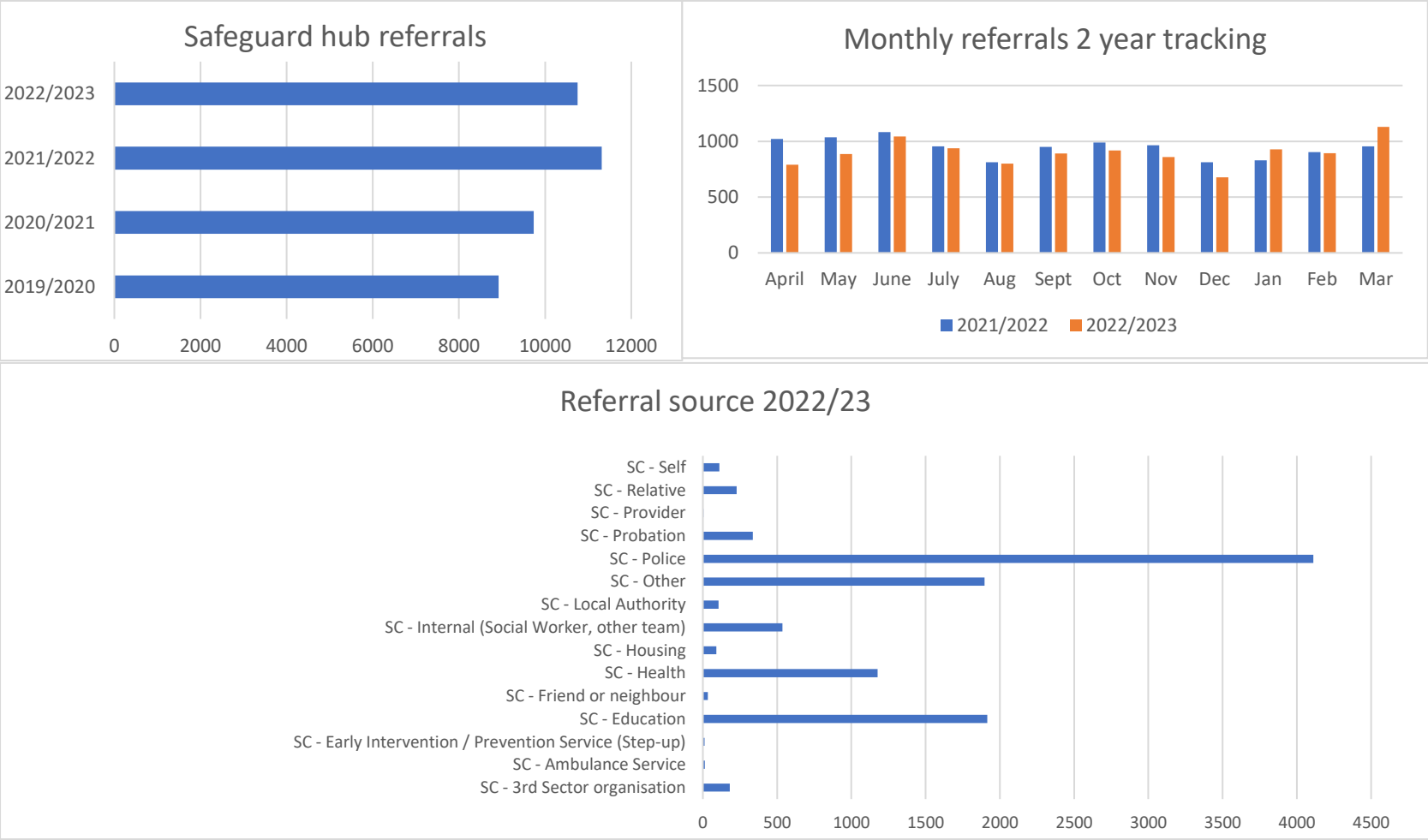
The Newport Safeguarding hub model and its successes has resulted in the model being adopted regionally. There are now 2 Safeguarding Hubs in Gwent split East and West, with the East covering Newport and Monmouthshire while the West covers Caerphilly, Torfaen and Blaenau Gwent. Although the two areas have slight differences in terms of structure, the vision of the Safeguarding Hub is the same, and that is to have Police and Children's Services co-located at the Front door to allow for timely decision making, improved quality of referrals and improved early intervention.

The "adult at risk" safeguarding pathway process has been under review and will shortly launch as an 'Information, Advice and Assistance (IAA)' front door. The single pathway for all adults at risk (duty to enquire referrals) will to be managed through one point of access and determine the initial action requires further work and remains an outstanding area of stress/ risk. This means the reliability of data will come from one referral point. Having one streamlined process would alleviate any discrepancies. This is work in progress and an updated service proposal will be available in imminently.

The quality measures (performance indicators) for the Newport Safeguarding Hub are now clearly the reporting responsibility of the Annual Director's Report for Social Services. However, as discussed there are safeguarding performance measures captured at The Safeguarding Hub which will be presented for Member's awareness to assure them of the authority's performance in terms of statutory

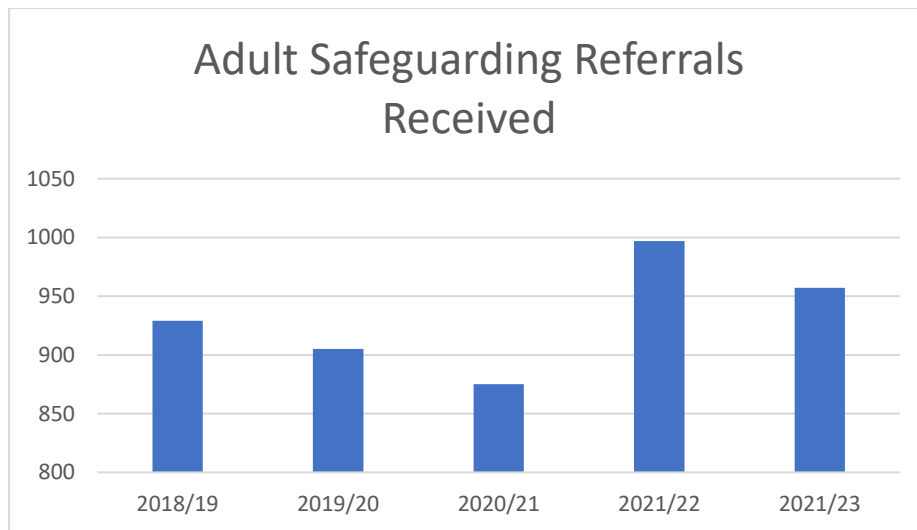
responsibilities; Children’s safeguarding processes (contacts/strategy discussions/ initial conferences); Adults at Risk (duty to enquire); which will be presented here. Members are also directed to Section 5 for additional Key Data for Safeguarding

There was a significant downturn in referrals (Children’s Services) in April 2020 due to the initial pandemic lockdown, this would be expected. However, since then the number of referrals that have progressed through the Hub has significantly grown.



Referrals to the Safeguarding Hub (Children's Services) have overall increased by 13.9% compared to 2020/21. Police referrals are the most frequent referral source. The current resource provision of early intervention support with a step up- step down model via the prevention service and children's duty team is the correct practice model in place to address the needs of families in acute stress, responding to need and escalating only those families where thresholds are appropriate. The data suggests that there are effective controls within the safeguarding HUB, that there is compliancy and effective safeguarding arrangements in terms of children's decision making and the statutory responsibilities for timely decision making.

The total number of reports of an adult suspected of being at risk received in 2021/22 was 997. This fell slightly to 957 in 2022/23. It is to be noted that 753 Adults were the "victims" reported via the 957 DTR's, hence some Adults reported more than once. Health professionals and care providers accounted for 54% of the referrals, evidencing strong multiagency working.



Total Adult Duty to Reports received	957
Total No. of Adults at risk	769
From which Adult suspected of being at risk (of the 997 DTR's 783 required enquires to be made)	725
Breakdown of non-criminal investigations	152
Breakdown of criminal investigations	91
Breakdown of ABUHB Adult Safeguarding cases **DTR cases owned by Health DLM	63

3.3 National Referral Mechanism pilot for young people. Newport are piloting devolved decision making around the NRM referral process for children on behalf of The Home Office. Newport is leading on this for the Gwent region. This enables us to dovetail cases of modern slavery/trafficking/exploitation with safeguarding of children and young people at a local level. This is one of twenty UK pilots that will run until March 2024. It is highly likely that this devolved decision making will be a duty for all Local Authorities in the future as local responses to presenting local issues better safeguard children and young people. The national figure for referral breakdown is 78% UK nationals 22% Non-UK nationals. Referrals are mostly young males and the primary reason for referral is criminal exploitation (2nd May 2022)

4 Reviewed Annual Corporate Safeguarding Work Plan 2020/2021

What outcomes do we want to achieve? (objectives to achieve)	How will we make this happen?	When will we achieve this?	How will we know it's making a difference? (performance measures)	RAG status	Reviewed Status
<p>1. Mandatory safeguarding training compliance to be corporately addressed by People and Business Change urgently via new ways of working for both new starters to the authority (via on-boarding process) and for current employees (via I-Trent tracking and employee check ins and if necessary, capability procedures for non completion) in order to avoid fines/ regulatory action for continued non-compliance.</p>	<p>People and Business Change to ensure that Mandatory Safeguarding Training is addressed as part of their priority planning for 2021/2022.</p> <p>New starters- via on-boarding process: Project currently being reviewed by Jane Westwood (PBC April 2021)</p> <p>Current Employees- via I-trent/ employee check-ins. Proposed by Rachael Davies (PBC April 2021)</p>	<p>Proposed for PBC to progress as a matter of urgency</p>	<p>Compliance rates for mandatory safeguarding training will improve across all service areas and the council will not receive fines or regulatory action.</p> <p>The council will be able to easily track compliance with mandatory training and address with service areas where there are issues with low up take and identify if barriers exist and address these swiftly.</p> <p>Completion of mandatory safeguarding training for all employees will result in a work force that is aware of its duties and responsibilities.</p>	<p>RED</p>	<p>AMBER</p> <p>People and Business Change had Mandatory Safeguarding Training as part of their priority planning for 2021/2022. PBC are finalising the mandatory training booklet including safeguarding (to replace the employee version via NHS portal due to challenges of access/IT skills).</p> <p>The onboarding process is in place where the mandatory training is to be completed. Further structures need to be in place to review impact of onboarding process and regular re-training schedule monitoring.</p> <p>Work within I-Trent ongoing.</p>
<p>2. Re- Launch e-learning basic safeguarding training for ALL employees and members- ensure</p>	<p>- E-learning side of module successfully launched; implementation of face to face (F2F) facilitation to be established</p>	<p>- F2F training date tbd in relation to endemic situation</p>	<p>All new employees will have completed basic safeguarding awareness training and know their council duties and responsibilities prior to commencing their position.</p>	<p>AMBER for Face to Face learning and on-</p>	<p>AMBER</p> <p>Face to face learning schedule to launch September 2022.</p>

<p>compliance across all service areas within the first year for course completion is as close to target 90%</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 241</p>	<p>as soon as pandemic relaxation will allow action</p>	<p>- On boarding process tbc by PBC by July 2021</p>	<p>Target completion rate of existing employees and members will be met and be up to date with basic safeguarding awareness and their council duties and responsibilities.</p> <p>This can be scrutinised and tracked through the data within the annual figures within Corporate SG report and where non-compliance is identified the service area can be challenged.</p>	<p>boarding process for new starters</p>	<p>Launch complete but staff cuts have left this less resourced.</p> <p>Onboarding process for new starters in place as for July 2022.</p> <p>Overall completion rate since launch is 46%.</p> <p>Revisions of the package required to reflect All Wales Basic Safeguarding Training pack from Welsh Government</p>
<p>3. Develop a corporate register of volunteers/ chaperones/ mentors (paid/ unpaid) for all Council Service areas</p>	<p>Creation of a register where Volunteers, etc. may be used within service areas and what training/ checks would be required for their role- this requires to be linked to the Volunteers Policy and then publicised; cascaded to staff through varying forums. (to be completed in collaboration with POD & training).</p>	<p>- PBC to collate the details of the current list of volunteers/ chaperones across the organisation (May 2021)</p> <p>- PBC (with support of SG Unit) to update</p>	<p>There will be a centrally located register held by POD of all volunteers used across all council service areas. Should information be required about a volunteer (ie. their training/ safeguarding check status) then this information can be quickly accessed.</p>	<p>AMBER</p>	<p>GREEN</p> <p>The 'central register' has been set up in I-Trent (and we have populated volunteer details where they have been provided by service areas)</p> <p>Combined application form/on-boarding to capture details of any agreed volunteer (which will include sign-off that they've read</p>

		<p>Volunteers Policy to ensure new processes reflect requirements and Corporate SG requirements regarding mandatory training (July 2021)</p> <p>- Campaign/ dissemination/ SG champ forum of revamped Volunteers Policy in August 2022</p>			<p>and understood the mandatory training) in final stage. The volunteer will be issued with a 'contract' setting out principles/expectations of volunteering for NCC</p> <p>Update the final version of the Policy/Guidance for Volunteers to be completed July 2022, with a planned campaign of promotion across Council to ensure managers are signposting their volunteers to complete all our processes</p> <p>An item on the council jobs page to ask any speculative enquiry about volunteering for NCC so PBC can review and send to relevant service area for consideration</p>
4. Develop a tiered safeguarding training framework for all roles across the organisation (including volunteers) to be clear on the level of safeguarding training and safeguarding check	Early stages of the project with Social Services training department, identifying roles within services areas. Collaboration with POD is being arranged to develop this project.	Arrange project meeting with Safeguarding Unit; Training Department and PBC- lead officers Claire Broome (SS Training) and Lynsey	There will be a clear safeguarding training framework which staff/ managers from all council service areas can access to identify what level of safeguarding training is required for their employment role (including volunteers) to ensure compliancy in terms of safeguarding training.	AMBER due to roll over from previous work plan task	AMBER Initial project meetings held with Safeguarding Unit; Training Department and PBC- lead officers. Due staff changes and circumstance this project has been paused.

they must have in order to undertake their role		Thomas (Safeguarding Unit) – July 2021	This tiered training framework could also be developed as a future project to be linked to the clear review and personal development plans of employees.		Within July and August 2022, this wider project will be discussed when creating a face to face training schedule for Safeguarding training.
<p>5. Improve how “safeguarding” information is communicated externally to the citizens of Newport in order to ensure that our citizens know who to contact if they need information, advice or assistance and to promote the Council’s commitment to safeguarding by communicating essential information and highlighting where changes have or will be made (ie. legislation/ policy/ council procedures).</p> <p>“Communicating Information to Citizens about the Children-Abolition of Defence of Reasonable Punishment Law” in 2022 is</p>	Review the current Newport.gov webpages to ensure that the information is up to date/ useful/ engaging	<p>1) Content development of pages and ratification of content by CSMT by August 2021</p> <p>2) Dissemination strategy to be agreed with Comms & Marketing department upon agreement of information content IT web page content development and launch by September 2021)</p>	Citizens of Newport report that they can access information, advice and assistance and feel that the information is communicated to them clearly.	AMBER	<p>AMBER</p> <p>Content development undertaken however due to additional streamlined resources developed by the Welsh Government, how want a cross Wales approach, additional work has begun to reflect this requirement. Proposed pages will be submitted to CSMT by end of September 2022 with proposed launch of November 2022 to coincide with National Safeguarding week.</p> <p>Meetings with Comms and Marketing team to be arranged for August 2022.</p> <p>Work delayed do to staff cuts and reconfiguration and training of staff new to this responsibility.</p>

promoted on Newport.gov website.					
6. Child Protection Conference Process quality assurance review and audit	Audit and evaluation of the process changes and feedback from practitioners/ partners/ service users.	<p>1) Virtual conference change occurring early summer (June/ July 2021), therefore, 1st audit review within 3 months approx. October 2021</p> <p>2) Case file audit of WCCIS form development for Child Protection Conference to assure quality to coincide with virtual conference changes at 1.</p> <p>3) Practitioner/ child/ agency feedback on process changes to inform review</p>	Child Protection Conferences in Newport are a collaborative process which engage all of those participants involved, promoting the voice of the child and central to the process.	Green	<p>1) Blended Case Conferences working well with 90% parents attending the meetings face to face. Blended meeting have also helped with meeting attendance and quoracy.</p> <p>2) This is ongoing. Case Conference forms were simplified. This has led to them being completed more fully. Parents understand the form.</p> <p>3) Positive feedback on the form</p>

		and audit-findings to CSMT December 2021			
7. Campaign Promoting the role of the “Designated Safeguarding Lead/Officer” (ie. person responsible for making child/ adult at risk referrals) and the differences with the “Safeguarding Champion” for the Service Area (ie. person who disseminates information about safeguarding and takes a corporate lead for information sharing)- it is vital employees know who to report their concerns to and that those with DSL/O responsibilities and duties have the adequate training/ resources/support to fulfil these obligations.	A clear need for a new campaign on identifying who the DSL/O is for every team in every service area is needed and ensuring that those people are adequately trained for the role/ supported and that they are known and promoted to their teams/ service areas as the person responsible for making child/adult at risk referrals.	<ul style="list-style-type: none"> - Individual service area feedback from self evaluations commencing June 2021 - SG Champions forum highlighting information (September 2021) - DSL/O Campaign September 2021 	<p>Within the 2022 annual corporate safeguarding self assessments there will be a more informed knowledge base and response across the entire service area that it is the role of the “DSL/O” as the person who makes child/ adult at risk referrals.</p> <p>Improved knowledge across all service areas in safeguarding terminology/ language.</p> <p>Every employee knows who to report their concerns to if they have concerns for a child or adult at risk and the names of designated safeguarding leads/ officers are known/ displayed amongst teams/ departments.</p>	GREEN	<p>GREEN</p> <p>Safeguarding Champions to be addressed by directorates due to staffing changes</p> <p>Refresh completed and meetings now set up</p>
8. Liberty Protection Safeguard training across Newport adult and children services		Regional consortium training calendar tbc	Adequately skilled workforce who have received the specialised regional training who are able to adapt to the	GREEN	GREEN Completed within Adult Services, with new starters

prior to regulation changes in 2022			transition from DoLs to LPS when it is applied in 2022. (No date set for implementation yet due to consultation of the new Code of Practice to be completed across the UK, possibly 2023)		receiving the support for adaption from DoLs to LPS.
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5 Key Data for Safeguarding

5.1 This section comprises the data required. Thus Members will be routinely provided with the performance data regarding referrals to the Local Authority Designated Officer (DOS/LADO); the performance figures provided to Welsh Government relating to the number of children named on Newport’s Child Protection Register as at 31st March each year; the number of children “looked after” as at 31st March and the number of children accommodated during the course of the year. The adults at risk (duty to enquire) statistics and reporting in relation to child assessment through to child protection processes will also be routinely provided.

5.2 Professional concerns

	Total PSM (Cases)	Substantiated	Un-substantiated	Unfounded	Deliberately invented or malicious	Threshold not met / Awaiting outcome
2019	93	33	22	5	0	40
2020	90	22	17	10	0	51
2021	81	31	11	5	1	52
2022	95	33	30	6	0	26

The table and graph at 5.2 provide data on the number of professional strategy meetings convened by the LADO, their outcomes, and over the past 3 years. Members are advised that there has been a change in the outcome category introduced by the Wales Safeguarding Procedures. Thus, malicious, and demonstrably false are no longer used and a new category, “deliberately invented or malicious”, has been introduced from 2020. Referral reduced in 2020 and 21 (particularly in education, alongside an increase in health referrals) during the pandemic. However, trends have now reverted to pre-pandemic levels.

5.3 The number of children named on Newport’s Child Protection Register as at 18.4.23 was 137.

Members are advised this is a low/medium average with other Gwent Local Authorities. There is a continued commitment to collaborative working with families and risk reduction.

5.4 The number of children “looked after” as at 18.4.23 was 379, an increase from 341 previously.

There were 115 episodes of CLA that ceased in the period 01.04.2022 to 31.03.2023 note there were 2 children who BLA and ceased twice so the 115 episodes relates to 113 children. Members are reminded that ceasing “Child Looked After” status can be favourable for a number of reasons including “Turned 18 years old and continuing to live with foster parent/s in a ‘When I Am Ready arrangement’; Adoption; returned home to live with parents, relatives, or other person with parental responsibility (not under a residence order or special guardianship order); Special guardianship order made to former foster carers; Transferred To Care Of Adult Social Services).

As at 31 March 2023 there were 377 CLA compared to 370 on the 31.03.2022. Comparatively to last year’s Child Looked After figures numbers have remained stable and not increased significantly. The per 10,000 rate of children who are looked after continues to be the lowest in Gwent and below the Wales average.

50 % of Unaccompanied Asylum-Seeking Children last year arrived via the mandatory NTS (National Transfer scheme) – the Home Office’s dispersal mechanism for under 18’s. There have been 21 spontaneous arrivals in the last year. We receive funding from the Home Office for these young people. Welsh Government discounted CLA UASC numbers from mainstream CLA numbers when they are analysing CLA numbers nationally as they represent a different cohort of children. The Strategic Migration Partnership link for Wales regards Newport as leading the way in this work.

Very generally speaking this cohort of young people are receptive of help and support and compliant with attending education/training. There was some concern in the press about this cohort going missing. We are aware of one young person who is over 18 and believed to have gone to Cardiff. There is a very low rate of absconding. Nationally the figures are that 75% of UASCs get right to remain via The Home Office. This figure is likely do decrease significantly with the incoming Illegal Migration Bill.

Housing developments:

We continue to use private rented accommodation for many over 16's due to the lack of local foster placements. Young people are supported through Children's Services and co working with the third sector e.g. Gap Centre and Barnardos. The creation of a specialist UASC team in Newport has led to a step change in the amount of support that young people receive. We are developing a specialist residential provision on a Gwent wide basis and looking to integrate this into how we are working. Other developments include investigating the development of supported accommodation that can operate within the cost envelope provided by the Home Office.

The Home office has been slow to process asylum applications over the last few years and this means that young people are unable to claim housing benefit or access services that are funded by the Housing Support Grant in Newport. This has placed most costs for their accommodation in the Childrens services budget.

A Gwent wide plan for UASC is being developed now.

Children Looked After accommodation

Significant work with our early intervention and prevention services to support families to stay together anticipates a further drive in safely reducing the child looked after population and returning "out of authority" placements to in-house provisions. Newport continues to develop our in-house residential services working on at a Gwent level to increase emergency provision. Newport has a short breaks home for children with disabilities, 3 x four bed children's home which also have 1 emergency bed available for up to 6 weeks. There is also a smaller home which accommodates one young person. Newport has developed, in partnership with health, a 4 bed regional children's home which is short term provision to step down or prevention escalation for those children with high level emotional/behavioural needs. Newport is also developing regional emergency accommodation, 4 annexes that can accommodate 1 or 2 children depending on need. Newport is also working in partnership with Action for Children to develop a home for 4 children with disabilities on a regional basis. Newport is also developing its own disabled children's home. Newport has approximately 130 foster carers. Newport's children placed with private/independent foster carers numbers continue to remain stable as the teams work hard to return children to Newport or prevent them from leaving the authority by providing alternative care. The Programme for Government elimination of profit agenda has had a significant impact on external private providers and will mean that Newport will need to continue to build in house provision and plan to return children from private provision.

6 Annual Review of Newport City Council Corporate Safeguarding Self -Assessment Audit

6.1 Review period

We are reviewing the self-assessment tool following the issuing of the Welsh Government guidance on Corporate Safeguarding. We are working Gwent wide with Safeguarding Service Manager counterparts to merge existing forms to reflect the shared issues. This will enable benchmarking and commonality of approach. We are including the audit recommendations into this work. In Newport, we are keen to establish a reporting cycle for corporate Safeguarding to ensure that all colleagues are aware of the timescales for Case file audits, Safeguarding Self Assessments, and the annual report.

6.2 Quality of returns

Service areas have returned self assessment with various approaches. It has been useful to capture positive practices that are already fully embedded across the council. The process has highlighted to managers areas of improvement to refine safeguarding practices for their staff and the citizens who use their services. The method of completion was varied and resulted in different quality returns. Corporate Safeguarding will need to provide tailored support and guidance for the next completion of returns, to ensure there is deep level of scrutiny across all teams, to gain accurate insight and to help improve practices. Individual feedback with specific goals for each service area has been provided to colleagues leading on this. Corporate Safeguarding have plans to work in partnership with the Gwent Safeguarding Board and neighbouring local authorities to create a South East Wales regional self-assessment tool for safeguarding. This will enable common themes and gaps to be identified and tackled across the region as well as sharing good practice.

6.3 Themes per Standard

Standard 1 Policy & Practice (Robust) How robust are your safeguarding practices in your service area?

Strengths

All service areas report they utilise the suite of corporate safeguarding policies, including the Safer Recruitment process and recognise the responsibility for the associated training for all employees to be completed. Services were able to reference specific service area policies that relate to safeguarding, which further evidence a commitment to embedding these within their processes. Service areas were able to clearly respond to questions regarding checks and volunteers, demonstrating an understanding of each topic. 76% of service areas confident in this standard, with 10% amber and 5% red and needing attention/training.

Actions

Training – All areas are aware of the mandatory requirement of the training packages for all employees. Service areas confirmed that the onboarding process for new starters ensured applicable staff completed the courses in the first stages of employment. Tracking training and refresher completion of existing colleagues is an improvement most service areas identify. Managers are keen to address training gaps during team meetings or supervisions, to ensure safeguarding is prioritised and monitored regularly. Suggestions included regular reports for each service area to be issued by the training host or integrating training records and reminders with iTrent.

Actions: Delivery of in person training to be arranged as a priority for employee's who have limited access to e-learning packages. Training tracking to be discussed with HR partners and implemented.

DBS Checks – Service areas reported DBS checks are completed for roles where regulated activity occurs.

Actions – refresher training for managers to ensure all are aware of what constitutes regulated activity and how frequency of activity requires different levels of checks.

Designated Safeguarding Lead/Designated Safeguarding Officer (DSL/DSO) – Although individuals are made aware of their Duty to Report, most service areas were unsure who their DSL/DSOs were. This lack of clarity has been addressed as a priority to ensure the Duty to Report process is clear, to prevent any referrals being missed or delayed.

Actions: A regularly updated list of DSL/DSO's needs to be accessible with each service areas shared spaces including electronic and physical locations.

The DSL/DSO needs to be displayed in spaces where the public attend and have sight.

Safeguarding Champions role – All areas were aware of the Safeguarding Champions, with some commenting on usefulness of cascaded information. Within some areas, the Champions role was confused with the DSL/DSO role. However, other areas were very keen to increase the number of Champions per area to ensure Safeguarding remained a priority within team meetings.

Actions: Relaunch of the Safeguarding Champion role with clear comparison between the DSL/DSO role made and recruit active, motivated participants. Biannual meetings and rolling agenda items in place.

Volunteers – Areas were able to identify if they work with volunteers and in which sectors of their service area. All were unable to confirm if a register is kept and how this is monitored across the service.

Actions: Link in with People and Business Change to promote their work on the new centrally held Volunteers Register and remind all it is part of a commitment to safeguarding by following the associated policy and procedures.

Professional Concern referrals – No area holds data on how many referrals are made from that service area, in relation to concerns about professionals who work with children or adults at risk.

Actions: Corporate Safeguarding to work with WCCIS team to collate that data and share with service areas annually. This will evidence that the policies in place are effective, and employees are following the duty to report process. This work is ongoing and will require the Duty to Report form to be amended.

Audits – Adult Services and Children and Young People Services were the only teams who could identify audits where safeguarding had been a focus.

Actions: Work with Safeguarding Champions to identify areas within audits where safeguarding can be focussed on to ensure practices and procedures are regularly assessed for their robustness in terms of Safeguarding. Consideration to Safeguarding being a standing item on all team meeting agendas.

Standard 2 Environment (Safe)- How safe does your service area feel to citizens that access your services, and to your staff working in your service area?

Strengths

Service areas are confident that citizens and staff feel safe and informed when at sites and accessing services. It was reported that 71% felt that this was working well and that there was confidence in this. 21% of the returns raised this as Amber in their scoring and 8% considered this to be a red risk, Security measures are complied with in terms of those on premises as well as risk assessments. Staff who work directly with the public have additional and specific safeguarding training suitable to their role. Services areas were able to provide examples of how they have managed any concerns received by other citizens or professionals. Service areas were reflective of procedures in relation to contractors attending properties and identified areas of improvement.

Actions

Citizen's awareness of safeguarding – Although areas can example that safeguarding concerns are raised by staff and citizens, there was still a lack of clarity about this.

Actions: DSL/DSO's identified and widely communicated, with timely reviews as a priority. The quality of public displays of across sites and online sources needs scrutiny to ensure best practice is established.

Other premises risk assessments – Service areas where staff visit other premises utilise logging and communication processes. However, the pandemic changed some practices with physical logbooks to digital or phone calls made post visit, ensuring new agreed practice is in place.

Actions: Champions to highlight the need for these new practices to be reviewed in a timely manner as the working practices continue to evolve due to blended working.

Standard 3 Culture (Effective) - How Effective is your service area approach to safeguarding?

Strengths

All areas stated that their strategic planning considers the need to safeguard citizens and to promote their welfare. Some were able to reflect on what has gone well and areas for improvement. 79% of responses said that they were competent in this, 19% rated themselves as amber and 2% as red. Most areas were able to demonstrate that new learning is embedded into practice and planning in relation to consent to share and safeguarding children and adults at risk. Gaps in service area approach to safeguarding were mainly identified, showing willingness to accept change will be required to improve and uphold safeguarding standards.

Actions

Training – All areas again commented on the need for better monitoring of training and will undertake snap audits to test the effectiveness.

Actions: Utilise Champions to provide prompts for regular training and testing of safeguarding understanding.

Commissioned services – Work in progress to ensure that safeguarding requirements are clearly stated in service specifications for commissioned services and that there is some assurance that Safeguarding training is undertaken routinely. Examples of work programmes in relation to this include the School Transport contracts. There has been considerable cross directorate work to ensure that services taking our most vulnerable learners to and from education are appropriately trained, wear ID always and are aware the specific need of some of the children. This is also work being looked at with the Home Adaptations team to ensure that all contracted maintenance staff are aware of safeguarding when entering homes of Adults deemed to be at risk. Service areas are aware of the LADO role and the Professional Concerns process/

Actions: Further discussion and quality checks required with Service Areas to ascertain if a comparison tool for those assessing a commissioned service safeguarding practices is in line with Newport City Council's.

7 Future Work, Areas of stress/ risk, and Recommendations

- 7.1** The impact of Covid-19 pandemic is still impacting on developments and has resulted in further delays in actions from the previous year's work plan targets either being met or commenced for some work streams. The outstanding work has therefore been rolled over into this year's work plan (2022- 2023) and new target dates have been set. Members are respectfully asked to remember that given the ever-changing climate that we remain in that the service will always need to remain adaptable and reflexive, and the proposals stated will need to have a degree of flexibility to their completion.
- 7.2** The Safeguarding Unit, collaboratively with the Social Services Training Department and People and Business Change Department, will continue to progress on the secondary phase of "skill-scanning" of all job descriptions within the council (including volunteers) to ensure that every post is reviewed to ensure that the correct level of safeguarding training and checks required for that role is "assigned" and then can be reviewed by the responsible line manager at the correct intervals. This work is identified on the Work Plan (2022/ 2023).
- 7.3** As highlighted to Members, there is an area of risk to the Council in relation to poor performance for mandatory training where fines/ regulatory action may be taken regarding safeguarding training. Although there have been mitigating factors affecting performance (including the pandemic; access issues for specific service areas) which have been acknowledged by both the Senior Children/ Adult Management Team and Welsh Government to prevent action being taken currently, this on-going low performance and non-compliance requires to be formally addressed. It is therefore a strong recommendation to Members that Cabinet continues to endorse the work plan action at 1. for People and Business Change to adopt new ways of working into their priority planning for current employees in completing mandatory Safeguarding training in order to improve compliance rates; meet the objectives of the Council's commitment to ensuring "Safeguarding Involves Us All"; and in ensuring fines or regulatory action are not taken by governing bodies against Newport City Council.
- 7.4** Safeguarding Champions. This role has been refreshed and biannual meetings are in place. Consideration to be given to the creation of a LA Corporate Safeguarding Steering Group. The purpose of this group would be to allow senior members of the council to have an overview of their roles and responsibilities around safeguarding and to ratify plans at directorate level before being represented in reports such as this.
- 7.5** Audit cycle for children services. We are going to implement a case audit cycle in Children's Services from 1st September and have devised a process for all managers, Team Manager and above to audit a case bimonthly. This will be managed by the Quality Assurance team. From this we will gain oversight into case themes and subsequent strengths as well as improvements.

- 7.6** Greater connectivity with Children’s Services, Adults services and Prevention and Inclusion Services. Biannual meetings with Heads of Services to look at pressing safeguarding issues and arising issues and to approach issues consistently and share knowledge across the social care directorate.
- 7.7** Developing and Improving work that is cross directorate with Education Safeguarding. This includes a quality assurance process in all Newport schools, training data, referral (DTR) monitoring and hearing the Child/Learner’s voice.
- 7.8** The Head of Corporate Safeguarding is now the Deputy Chair of the Channel Panel. This is a Prevent led process and looks at cases of radicalisation and extremism within Newport. This has strengthened awareness of vulnerability and safeguarding within Community Safety and Communities.
- 7.9** We have been actively involved in the consultation work regarding changes to the Practice Review process and the incoming Single Unified Safeguarding Review (SUSR) This is a Welsh Government process but one that was initiated by Newport. This is simplifying the Practice Review/Domestic Homicide/Mental Health/Offensive Weapons review process. A multi-agency workshop was facilitated by The Head of Corporate Safeguarding in April 2023.

8 Corporate Safeguarding Work Plan (2022/ 2023)

What outcomes do we want to achieve? (objectives to achieve)	How will we make this happen?	When will we achieve this?	How will we know it’s making a difference? (performance measures)	RAG status
1. Mandatory safeguarding training compliance to be corporately addressed by People and Business Change urgently via new ways of working for current employees (via I-Trent tracking and employee check ins and if necessary, capability procedures for non	People and Business Change to ensure that Mandatory Safeguarding Training is addressed as part of their priority planning for 2022/2023. Current Employees- via I-Trent/ employee check-ins.	Proposed for PBC to progress as a matter of urgency	Compliance rates for mandatory safeguarding training will improve across all service areas and the council will not receive fines or regulatory action. The council will be able to easily track compliance with mandatory training and address with service areas where there are issues with low up take and	Green - Complete AMBER Processes in place for new starters and volunteers.

<p>completion) in order to avoid fines/ regulatory action for continued non-compliance.</p>			<p>identify if barriers exist and address these swiftly.</p> <p>Completion of mandatory safeguarding training for all employees will result in a work force that is aware of its duties and responsibilities.</p>	<p>Current employees have access to all the training and Safeguarding Champions and campaigns promote these.</p> <p>F2F sessions are being schedule to capture those without IT access.</p>
<p>Develop a tiered safeguarding training framework for all roles across the organisation (including volunteers) to be clear on the level of safeguarding training and safeguarding check they must have in order to undertake their role</p>	<p>Early stages of the project with Social Services training department, identifying roles within services areas. Collaboration with POD is being arranged to develop this project.</p>	<p>Arrange further project meeting with Safeguarding Unit; Training Department and PBC- lead officers</p>	<p>There will be a clear safeguarding training framework which staff/ managers from all council service areas can access to identify what level of safeguarding training is required for their employment role (including volunteers) to ensure compliancy in terms of safeguarding training.</p> <p>This tiered training framework could also be developed as a future project to be linked to the clear review and personal development plans of employees.</p>	<p>AMBER due to roll over from previous work plan task (20/21) Awaiting final version of National Safeguarding training framework and guidance to shape this training</p>

<p>5. Improve how “safeguarding” information is communicated externally to the citizens of Newport in order to ensure that our citizens know who to contact if they need information, advice or assistance and to promote the Council’s commitment to safeguarding by communicating essential information and highlighting where changes have or will be made (ie. legislation/ policy/ council procedures).</p> <p>Page 256</p>	<p>Review the current Newport.gov webpages to ensure that the information is up to date/ useful/ engaging</p>	<p>1) Content ratification of content by CSMT by August 2022</p> <p>2) Dissemination strategy to be agreed with Comms & Marketing department upon agreement of information content IT web page content development and launch by November 2022)</p>	<p>Citizens of Newport report that they can access information, advice and assistance and feel that the information is communicated to them clearly.</p>	<p>AMBER due to roll over from previous work plan task (20/21)</p> <p>Proposed development pages being finalised</p> <p>Communicating Information to Citizens about the Children-Abolition of Defence of Reasonable Punishment Law was prompted by the council social media channels Delayed due to staff changes</p>
<p>6. Self assessment tool – regional work</p>	<p>Ongoing meetings with Gwent counterparts. Managed by Safeguarding Service Managers with help from the Safeguarding Board Business Unit</p>	<p>Spring 2023 for the new reporting cycle</p>	<p>More robust self assessment will mitigate N/A answers as well as allow for benchmarking against WAO recommendations and regionally agreed performance indicators.</p>	<p>Amber – some agreed data collection to be implemented</p>

7. Audit Cycles	Process is devised and ready to implement	Sept 2022	Case themes, strengths and improvements	Amber – process has begun.
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9 Resource implications (employment and financial)

There are no resource implications currently other than corporate Safeguarding being a part of everyone’s role. This is being managed without a budget.

Appendix 1 – Glossary of terms

Acronym	Term
ABUHB	Aneurin Bevan University Health Board
CSMT	Children Services Management Team
DoL	Deprivation of Liberty
DSL/O	Designated Safeguarding Lead / Officer
DTR	Duty to refer
F2F	Face to face
FGM	Female Genital Mutilation
FM	Forced Marriage
GDPR	General Data Protection Regulations
HBA	Honour Based Abuse
LAC / CLA	Looked After Child / Child Looked After
LADO	Local Authority Designated Officer
LPS	Liberty Protection Safeguards
MARAC	Multi-Agency Risk Assessment Conferences
NCC	Newport City Council

PBC	People and Business Change
PPN	Police Protection Notification
PSM	Professional Strategy Meeting
SG	Safeguarding
SPOC	Single points of contact
VAWDASV	Violence against Women, Domestic Abuse and Sexual Violence
WCCIS	Welsh Community Care Information System
UASC	Unaccompanied Asylum-Seeking Children

Appendix 2 – Welsh Government Corporate Safeguarding Good Practice Guidance



WG Corp
Safeguarding Policy

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Report

Council

Part 1

Date: 18 July 2023

Subject **Members Schedule of Remuneration 2023/24**

Purpose To approve the Members Schedule of Remuneration for 2023/24.

Author Head of Law and Standards.

Ward All

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

The IRP has published its Annual Report for 23/24. The IRP has determined that the basic annual salaries for elected members should be re-based at £17,600 to consolidate last year's Determinations that took account of inflationary increases over the past few years and to ensure that remuneration is linked to average salary levels. This represents a 4.76% increase in the basic salary. Senior salaries are also increased and re-set in line with relevant comparators.

The increases in basic salaries will take effect from 1st April 2023 and backdated payments will be made to members. Any changes to additional remuneration for senior salaries will be payable as from the date of appointment of the post-holders at the Council AGM on 16th May 2023. The names of the relevant senior-salary holders will be added to the Schedule before it is published.

Council is now required to formally approve and adopt the Members Schedule of Remuneration for 23/24 as set out in Appendix 1.

Proposal **That Council approves and adopts the Members Schedule of Remuneration 23/24 as set out in Appendix 1.**

Action by Head of Law and Standards

Timetable To publish and submit the schedule of remuneration for 2023-24 by 31 July 2023.

This report was prepared after consultation with:

- Democratic Services Committee
- Head of Finance
- Head of People Policy & Transformation.

Signed

Background

The Independent Remuneration Panel for Wales (IRP) is the body tasked with setting the remuneration levels for councils in Wales. The Panel makes determinations in relation to basic and senior salaries, and also the rates and conditions for expenses paid by public authorities. The IRP's determinations for payments to be made to elected members as from 1st April 2023 are set out in the latest Annual Report, which was published in February 2023.

Summary of Proposed Changes

In summary, the IRP has determined that the basic annual salaries for elected members should be re-based at £17,600 in order to retain a link between the basic salary of councillors and the average salaries of their constituents, and to consolidate the determinations made by the Panel in 2022. The basic salary will be aligned with 3 fifths of the all Wales 2021 Annual Survey of Hours and Earnings published by the Office of National Statistics, which was the latest figure available at drafting. Senior salaries are also increased and re-set in line with relevant comparators.

The Panel does not propose any increase in the daily allowances payable to co-opted members. Independent chairs of Standards and Governance & Audit Committee will continue to receive £268 per day or £134 for up to 4 hours. Ordinary co-opted members of Committees will continue to receive £210 per day or £105 for up to 4 hours. The allowances and rates for travelling and subsistence and care costs also remain the same.

The increases in basic salaries will take effect as from 1st April 2023. Any changes to additional remuneration for senior salaries will be payable as from the date of appointment of the post-holders at the Council AGM on 16th May 2023

Revised Schedule of Remuneration

The attached Schedule of Remuneration at Appendix 1 has been updated with the IRP's changes. The Council is required to publish the revised schedule and submit this to IRP by 31st July 2023. Council is asked to approve the revised schedule, which will be updated with post holder names following the meeting of Full Council on 18th July 2023, before being published and submitted to IRP in line with the deadline.

Consultation

The IRP's draft report was shared with the Democratic Services Committee as part of the consultation process.

Financial Summary (Capital and Revenue)

The determination to increase basic and senior salaries incurs an increased cost and the relevant budget for 2023/24 for this was increased to take account of this. This is an increase that the Council must deliver to meet the IRP's determinations.

Links to Council Policies and Priorities

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

Proposed Action

That Council approves and adopts the Members Schedule of Remuneration 23/24, as set out in Appendix 1.

Comments of Chief Financial Officer

Provision was made within the 23/24 budget for the anticipated basic and special responsibility allowance increase based on an advance copy of the review board findings. As always, there is a degree of uncertainty in the actual costs which is affected by a number of things; for example, how many roles attracting senior salaries will be in place, how many members join the LG pension Scheme, which members claim travel and other expenses and make use of the other allowances available to support

them in their duties. These expenses/allowances have been very minimal in the past and the Council is required to report these annually on the Council's website for each member.

Comments of Monitoring Officer

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

The basic salary for all Members is increased to £17,600, which is an increase of approximately £800 compared with 2022/23. The IRP has re-based the level of allowances to take account of inflationary increases and increases in average salaries and relevant comparators. Senior salaries have also been increased on the same basis by an equivalent amount. Allowances for co-opted members and rates for travel and subsistence remain the same.

The only remaining discretionary element of the Members Allowances Scheme is in relation to the whether the Council decides to pay civic salaries to the Presiding Member, Mayor and Deputy Mayor and senior salaries to Chairs of Committees. The Council has previously determined to pay these discretionary allowances and the amounts are, therefore, fixed at £26,400 and £21,340 for the Deputy Mayor.

The IRP has determined that the costs of care should be paid as a separate reimbursement rather than as part of a member's salary, to encourage more eligible members to apply for reimbursement. They have relaxed the rules on publication to enable councils to anonymise these payments and not identify the individual members concerned and the Council agreed to this last year. Therefore, it is recommended that only the total amount of care costs reimbursed by the authority during the year should be published and not the names of the individual members claiming reimbursement. The IRP has reminded councillors of their entitlement to claim reimbursement of care costs.

Council, is therefore, required to formally approve and adopt the proposed Scheme of Remuneration for the financial year 2023/24. There is no requirement for any member to declare a personal interest, as there is a general dispensation for the approval of Members allowances.

Comments of Head of People Policy and Transformation

The basic allowance for members recommended in the report has been determined by the Independent Remuneration Panel for Wales. There are no specific HR or equalities issues arising from the report, as the appointment to posts attracting senior salaries is a political decision by the Council. There are no specific issues in the response in relation to the Wellbeing of Future Generations Act, although those appointed to Cabinet posts in particular will need to consider the principles of the Act as part of the decision making process.

Fairness and Equality Impact Assessment:

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

Background Papers

IRP Annual Report 2023/24



independent-remuneration-panel-wales

[Independent Remuneration Panel for Wales: annual report 2023 to 2024 \[HTML\] | GOV.WALES](#)

Dated: 12 July 2023

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Constitution



Part 6: Schedule of Members Remuneration

Approved by Council on 18th July 2023

Newport City Council

MEMBERS' SCHEDULE OF REMUNERATION

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

1. Basic Salary

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

2. Senior Salaries & Civic Salaries

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

2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Salary will be pro-rata.

3. Election to Forgo Entitlement to Allowance

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

4. Suspension of a Member

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

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

5. Repayment of salaries, allowances or fees

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

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

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

6. Payments

6.1 Payments of all allowances will be made by the Council by direct bank credit in monthly instalments of one-twelfth of the Member's annual entitlement from 9th May 2022.

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

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

7. Reimbursement of Costs of Care

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

- 7.2 Reimbursement of costs of care applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 7.3 Eligible Members may claim reimbursement of costs of care for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel for Wales as set out in **Schedule 1**. All claims for reimbursement of costs of care should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Family Absence

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

9. Co-optees' payments

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

9.8 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances

10.1 General Principles

10.2 Members and Co-opted Members are entitled to claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have their claim abated by an appropriate amount.

10.3 Where possible Members should share transport.

10.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.

10.5 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.

10.6 Where a Member is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to them in respect of that period for which they are suspended or partially suspended must be withheld by the Authority.

11. Travel by Private Vehicle

11.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.

11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.

11.3 Where a Member makes use of their private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

12. Travel by Public Transport

12.1 Rail/Coach Travel

Unless otherwise authorised rail tickets will be second-class.

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

12.2 Taxi Fares

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

12.3 **Travel Abroad**

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

12.4 **Other Travel Expenses**

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

13. **Overnight Accommodation**

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

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

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

14 **Subsistence Allowance**

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

14.2 No provision is made for subsistence claims within the City of Newport.

15. **Claims and Payments**

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

15.2 Allowances will be paid by the Council by direct bank credit.

16. **Pensions**

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

17. Supporting the work of Authority Members

- 17.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.
- 17.2 All elected Members & Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.
- 17.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

18 Compliance

- 18.1 In accordance with the Regulations, the Authority must comply with the requirements of Independent Remuneration Panel for Wales in respect of the monitoring and publication of payments made to Members and Co-opted Members as set out in **Schedule 4**.

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

SCHEDULE 1

SCHEDULE OF REMUNERATION 2021-22

MEMBERS ENTITLED TO BASIC SALARY		ANNUAL AMOUNT OF BASIC SALARY
The following named elected members of the authority		
Councillors		
S Adan	J Jones	
M Al-Nuaimi	J Jordan	
C Baker-Westhead	M Kellaway	
C Batrouni	L Lacey	
P Bright	M Linton	
J Clarke	S Marshall	
J Cleverley	D Mayer	
P Cockeram	R Mogford	
S Cocks	A Morris	
B Davies	J Mudd	
D Davies	B Perkins	
P Drewett	J Peterson	
M Evans	A Pimm	
Y Forsey	M Pimm	
D Fouweather	C Reeks	
J Harris	J Reynolds	
D Harvey	W Routley	
T Harvey	A Screen	
G Horton	M Spencer	
P Hourahine	A Sterry	
M Howells	E J Stowell-Corton	
R Howells	K Thomas	
J Hughes	C Townsend	
F Hussain	T Watkins	
L James	K Whitehead	
D Jenkins		
		£17,600

	SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Leader	J Mudd	£59,400
2.	Deputy Leader and Cabinet Member for Education and Early Years	D Davies	£41,580
3.	Cabinet Member for Community Well-being	D Harvey	£35,640
4.	Cabinet Member for Strategic Planning, Regulation and Housing	J Clarke	£35,640

	SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
5.	Cabinet Member for Social Services	J Hughes	£35,640
6.	Cabinet Member for Social Services	S Marshall	£35,640
7.	Cabinet Member for Organisational Transformation	D Batrouni	£35,640
8.	Cabinet Member for Climate Change and Bio-diversity	Y Forsey	£35,640
9.	Cabinet Member for Infrastructure and Assets	L Lacey	£35,640
10.	Presiding Member/Chair of Council	P Cockeram	£26,400
11.	Chairperson of Overview and Scrutiny Management Committee	P Hourahine	£26,400
12.	Chairperson of Performance Scrutiny Committee - Partnerships	E Stowell-Corten	£26,400
13.	Chairperson of Performance Scrutiny Committee - People	W Routley	£26,400
14.	Chairperson of Performance Scrutiny Committee – Place and Corporate	M Howells	£26,400
15.	Chairperson of Planning Committee	M Spencer	£26,400
16.	Chairperson of Democratic Services Committee	R Mogford	£26,400
17.	Chairperson of Licensing Committee	K Thomas	£26,400
18.	Leader Of The Largest Opposition Group	M Evans	£26,400
A maximum of 18 senior salaries for Newport City Council may be paid and this has not been exceeded.			

ENTITLEMENT TO CIVIC SALARIES			ANNUAL AMOUNT OF CIVIC SALARY
	ROLE	MEMBER	
	Civic Head (Mayor)	T Watkins	£26,400
	Deputy Civic Head (Deputy Mayor)	P Drewett	£21,340

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chairperson Of Standards Committee	A Mitchell	£268 Daily Fee £134 ½ Day Fee

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chairperson of Governance & Audit Committee	G Chapman	£268 Daily Fee £134 ½ Day Fee
Statutory Co-optees - Standards Committee, Audit Committee, Scrutiny Committees	K Watkins, J Davies, P Worthington, R Morgan, G Nurton, N Barry, D Reed	£210 Daily Fee £105 ½ Day Fee

Contribution towards the costs of care and personal assistance	
All Members	<p>Formal (registered with Care Inspectorate Wales) care costs to be reimbursed in full.</p> <p>Informal (unregistered) care costs to be reimbursed up to a maximum rate equivalent to the Real Living Wage at the time the costs are incurred.</p>

Members Support – what is provided in terms of telephone, internet or email (see Determination 6)	
Telephone Support for Executive Members	Smartphone provided
Telephone Support for Chairs of Committees	Smartphone provided
Telephone Support for all other Members	Phone call function through MS Teams on laptops provided
Access to Email for Executive Members	Laptop and smartphone provided
Access to Email for Chairs of Committees	Laptop and smartphone provided
Access to Email for all other Members	Laptop provided
Internet Support for Executive Members	
Internet Support for Chairs of Committees	
Internet Support for all other Members	

SCHEDULE 2

Approved duties: -

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

SCHEDULE 3

Mileage Rates

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

Subsistence Allowance

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

Re-imbusement of alcoholic drinks is not permitted.

Overnight Stay

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

SCHEDULE 4

Compliance

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

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Report

Council



Part 1

Date: 18 July 2023

Subject Council Standing Orders

Purpose For Council to formally approve and adopt amended Standing Orders in place under Part 4: Rules of Procedure of the Constitution regarding Questions at Council to the Leader of the Council.

Author Head of Law & Standards

Ward City wide

Summary At the Council meeting on 24th January 2023 it was resolved that Democratic Services Committee consider Standing Orders in place under Part 4: Rules of Procedure of the Constitution regarding Questions at Council to the Leader of the Council.

The Democratic Services Committee considered the Standing Orders on 27th April 2023 and proposed changes as per the recommendations included in this report. It was resolved by the Committee that the recommendations be referred to full Council to vote on proposals as per Part 3 of the Council's Constitution relating to Terms of Reference, in particular 1.1(a) of paragraph 1.

Council is requested to approve and adopt the amended Standing Orders under Part 4: Rules of Procedure of the Constitution.

Proposal To approve and adopt amended Standing Orders under Part 4: Rules of Procedure of the Constitution

Action by Head of Law & Standards and Democratic and Electoral Services Manager

Timetable To be applied to the Constitution following Council.

This report was prepared after consultation with:

Democratic Services Committee
Head of Finance
Head of People Policy & Transformation

Background

1. As part of the democratic framework that supports transparency and accountability, the Council's Standing Orders already have a number of provisions through which elected members can ask questions of, and receive answers from, the Leader, Cabinet Members and Committee Chairs. This provision allows for questions to be submitted and answered at any time, not just during meetings of full Council.
2. A notice of motion was tabled and moved at Council on 24th January 2023 to consider Council Standing Orders under Part 4: Rules of Procedure. This was proposed to clarify the proceedings of the Council meeting when the Deputy Leader is called on to deputise for the Leader in her absence. The current Standing Orders do not specify proceedings for occasions when it is necessary for the Deputy Leader to deputise for the Leader at Council, specifically concerning Standing Order 4.2 regarding Questions at Council to the Leader of the Council, and Standing Order 4.2(f) concerning Leader's announcements.
3. In addition, at their meeting on 27th January 2023, members of the Democratic Services Committee wished to debate the time limit for Leader's questions under the same Standing Order 4.2, as they felt that the time allotted did not afford a sufficient opportunity for Opposition members to ask questions of the Leader in Council.

Standing Orders: Deputisation for the Leader at Council

4. The current Standing Orders under Part 4: Rules of Procedure do not reference any specific provision regarding the role of the Deputy Leader in Leader's questions, including Leader's announcements, on such occasions when the Deputy Leader is deputising in the Leader's absence at Full Council meetings.
5. Clarification of the requirements of the Deputy Leader when deputising for the Leader in full Council would require a new Standing Order to confirm the correct rules of procedure concerning Leader's announcements and Leader's questions.
6. The Democratic Services Committee debated potential options and proposed that the Standing Orders make provision for the Deputy Leader to make Leader announcements as part of their deputisation duties at Council. The Committee also recommended that the deputisation role for the Deputy Leader at Council does not require answering Leader's questions at Council, citing the existing provision in the Standing Orders for submitting questions to be answered by the Leader outside of the Council meeting; for example through Standing Order 4.8 Formal Questions at any other time. Further details regarding the Formal Questions at any other time process, known as Questions At Any Time, are set out in paragraph 10 of this report.

Standing Orders: Questions to the Leader

7. Newport City Council currently takes a unique approach to Leader's questions at Council meetings whereby questions do not have to be submitted in advance. Other Local Authorities in Wales require questions to be submitted in writing in advance of the Council meeting.
8. Under the current standing orders, each opposition group is allocated one question each, to be asked in order of group membership, with the largest opposition group going first, followed by the second largest opposition group and so on. Each of the Group Leaders

or their appointed deputies are invited to put their questions to the Leader in turn and they are allowed one supplemental question to clarify anything arising from the response. After all the allocated opposition group questions are completed, questions are opened up to all members and are allocated according to a ballot. Councillors wishing to ask a question of the Leader must notify the Governance Team in writing by midday on the day of the Council meeting. The content of the question does not need to be submitted in advance. Question notifications are grouped according to opposition/majority party members and the order for questions is then selected by a ballot, with the questions alternating between opposition and majority party members. The Leader's question time ends when the allotted 15 minutes is over, or when the list of balloted questions is complete, whichever is the earliest.

9. The current Standing Orders make provision for elected members to submit questions in a number of different ways. Standing Order 4.3; Questions to Cabinet Members and Committee Chairs supports elected members to ask a question of Cabinet Members or Committee Chairs. Councillors wishing to ask a question of a Cabinet Member or Chair of Committee are required to provide questions in writing to the Governance team no later than 4pm three working days before the Council meeting. The question is then asked orally at the Council meeting and an oral answer is given at the Council meeting. The question and the answer are appended to the Council minutes and published to the Council's website. A time limit of 10 minutes for Questions to each Cabinet Member is set out in the Standing Orders. This means that there is provision for up to 80 minutes of time dedicated to Questions to Cabinet Members at each Council. Questions to Committee Chairs are submitted less frequently, but could potentially represent another hour and 40 minutes of Questions in Council.
10. Elected Members can also submit questions to the Leader and Cabinet Member at any time, under Standing Order 4.8 Formal Questions at any other time, known as Questions At Any Time, or QAAT. This process means that elected members can submit a question at any time, without the need to wait up to 6 weeks for the next Council meeting to take place. Written questions can be forwarded to any Cabinet Member (including the Leader) at any time, although any submitted at weekends or later than 4pm on any working day will not be deemed to have been received for the purposes of response times until the next working day. Answers to questions submitted under this process will be provided within 10 working days of the receipt of the question by the Cabinet Member. The question and answer is copied to all Members of the Council via email and is published on the Council's website for the purposes of transparency and engagement. The question must be forwarded in writing to Democratic Services, and the question must be identified as a formal question or QAAT to the Leader or Cabinet Member to be dealt with in accordance with this standing order.
11. Democratic Services Committee considered the current Standing Orders and their observations and experience of the Standing Orders relating to questions asked at Council. The Committee recommended that some elements of Questions to the Leader remain the same; questions can still be asked of the Leader at Council without submitting the full question in writing beforehand, and the total time for Leader's questions will remain at 15 minutes. The Committee recommended that the Standing Orders be amended to state that supplementary questions to the Leader should be submitted in writing following Council, instead of being asked verbally at the meeting as a follow-up. The Committee considered that this would provide a fairer opportunity for more Councillors to submit questions that would be addressed by the Leader in Council.

Summary

12. The Committee is asked to consider the recommendations from the Democratic Services Committee concerning Standing Orders.

Financial Summary

13. There are no financial implications in relation to the updated Standing Orders.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Failure to consider the referral from Council and Democratic Services Committee will have a reputational impact on the openness and transparency of the governance processes and will not meet the legislative requirements of the Constitution.	Medium	High	Following democratic process concerning the referrals received will ensure that they are given due consideration and meet the governance and legislative requirements of the Constitution.	Head of Law & Standards.

*Taking account of proposed mitigation measures.

Links to Council Policies and Priorities

The principles of open and transparent governance support the Council's Corporate Plan 2022-27. They are also enshrined in the well-being plan and objectives under the Well-being of Future Generations (Wales) Act.

Options Available and considered

The options available to Council:

1. To approve and endorse the amended Standing Orders as recommended by Democratic Services Committee
2. To not approve and endorse the amended Standing Orders as recommended by Democratic Services Committee

Preferred Option and Why

Option 1 is preferred, as this will enable the Council to comply with the legislative requirements.

Comments of Chief Financial Officer

There are no financial implications to consider.

Comments of Monitoring Officer

As set out in report.

Comments of Head of People Policy and Transformation

As part of the Council's democratic framework which supports transparency and accountability, Standing Orders make provisions through which elected members can ask questions and receive answers from, the Leader, Cabinet Members and Committee Chairs. This provision allows for questions to be submitted and answered at any time.

The current Standing Orders do not specify proceedings for occasions when it is necessary for the Deputy Leader to deputise for the Leader at Council, specifically concerning Questions at Council to the Leader of the Council, and Leader's announcements. In addition the Democratic Services Committee wished to debate the time limit for Leader's questions under the same Standing Order as they felt that the time allotted did not afford a sufficient opportunity for Opposition members to ask questions of the Leader in Council. With regards to these matters, Democratic Services Committee recommended amending the relevant standing orders and this report requests that Council approves and adopts the amendments.

There are no human resources implications arising from this report.

Local Issues

Not applicable.

Equalities Impact Assessment and the Equalities Act 2010

Not applicable.

Wellbeing of Future Generations (Wales) Act 2015

Considering referrals from Council as per the Constitution support transparent and open governance arrangements which underpin the Equality Plan 2020-2024 objective;

1. Leadership, Governance and Involvement.

Supporting all members of the Council to participate in decision making through clear Standing Orders supports the principle of Involvement as one of the Five Ways of Working.

Taking action to address items requiring clarity under the Standing Orders supports the principle of Prevention under the Five Ways of Working.

Background Papers

Local Government & Elections (Wales) Act 2021 and associated guidance
Constitution

Dated 11 July 2023

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