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27 September 2021

Dear Sir/Madam

I write to inform you that a Meeting of Cabinet will be held remotely by video-conference on Tuesday, 5 October 2021 at 10.00 am for the transaction of the following business:

1. **Apologies**
2. **Personal matters**
3. **Disclosure of Personal/ Prejudicial Interests.**
4. **A verbal update by the Leader of the Council in relation to COVID-19**
5. **To confirm as a true record the Minutes of the previous Meeting of the Cabinet and any matters arising from those Minutes.
FOR DECISION (Pages 5 - 10)**
6. **Any petitions received**
7. **Reports of any decisions (if any) having been called in from Overview and Scrutiny Committee**
8. **Any feedback from Overview and Scrutiny Committee not otherwise on the agenda**
9. **To consider the report of the Chief Executive upon: the Draft Portfolio Business Case for the Mid Wales Growth Deal
FOR DECISION (Pages 11 - 26)**
10. **To consider the report of the Corporate Director upon: the Through Age & Wellbeing Strategy 2021 - 2027 and Action Plan with feedback from the Healthier Communities and Learning Communities Overview and Scrutiny Committees
FOR DECISION (Pages 27 - 90)**
11. **To consider the report of the Corporate Lead Officer for Policy, Performance and Public Protection upon: the Wellbeing and Improvement Objectives Annual Report with feedback from the Overview and Scrutiny Coordinating Committee
FOR DECISION (Pages 91 - 140)**

12. **To consider the report of the Corporate Lead Officer for Policy, Performance and Public Protection upon: the Strategic Equality Plan Monitoring Report with feedback from the Overview and Scrutiny Coordinating Committee
FOR DECISION (Pages 141 - 206)**
13. **To consider the report of the Corporate Lead Officer for Economy and Regeneration upon: the Phosphates position paper for the Local Development Plan
FOR DECISION (Pages 207 - 288)**
14. **To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: the prohibition of parking and speed limit on the B4548 Gwbert Road
FOR DECISION (Pages 289 - 292)**
15. **To consider the report of the Corporate Lead Officer for Schools and Culture upon: representatives on School Governing Bodies
FOR DECISION (Pages 293 - 294)**
16. **To note the report of the Corporate Lead Officer for People and Organisation upon: the Gender Pay Report and the Workforce Equality Report
FOR INFORMATION (Pages 295 - 322)**
17. **To note the report of the Corporate Lead Officer for Porth Cynnal upon: the Care Inspectorate Wales Assurance Check Letter
FOR INFORMATION (Pages 323 - 332)**
18. **To note the report of the Corporate Lead Officer for Democratic Services upon the actions and decision log of the Cross Party Transformation and Efficiency Consultative Group
FOR INFORMATION (Pages 333 - 340)**
19. **Any other matter the Chairman decides is for the urgent attention of the Cabinet**

A Translation Service will be provided at this meeting and those present are welcome to speak in Welsh or English at the meeting.

Yours faithfully

A handwritten signature in black ink, appearing to read 'L Edwards', written in a cursive style.

Miss Lowri Edwards
Corporate Lead Officer: Democratic Services

To: The Leader of the Council and Members of the Cabinet
The remaining Members of the Council for information

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Notice of the Decisions of the **Meeting of the CABINET**
held via video conference on **Tuesday, 7 September 2021**

This Notice is published at 5.00pm on Thursday, 9 September 2021. Requests to call-in any decision to be delivered to the Head of Democratic Services by 5.00 pm on Thursday, 16 September 2021. The decisions will come into force (if no valid call-in application is received) on Friday, 17 September 2021

PRESENT; Councillor Ellen ap Gwynn (Chair), Councillors Dafydd Edwards, Rhodri Evans, Catherine Hughes, Gareth Lloyd, Catrin Miles, Ray Quant MBE and Alun Williams

Also in attendance: Councillors Ceredig Davies, Hag Harris, John Roberts, Lynford Thomas and Ivor Williams

(10.00 - 11.30 am)

63 Apologies

Councillors Keith Evans apologised for his inability to attend the meeting

64 Personal matters

- i. Condolences were extended to Councillor Catherine Hughes whose father passed away over the Summer
- ii. Condolences were also extended to Councillor Ifan Davies whose mother passed away recently
- iii. Condolences were also extended to the family of Eleri Ebenezer, Chair of the former Ceredigion and Mid Wales NHS Trust
- iv. Condolences were also extended to the family of John Davies of 'T.J.Davies a'i fab', who passed away recently.
- v. Condolences were extended to the family of Richard Jones, of 'Ail Symudiad' who passed away recently.
A minute's silence was observed in their memory.
- vi. Tributes was paid to the member of the public who raised the alarm in response to the recent fire in Borth and to the excellent work of the Fire Service, Police Service and to Ceredigion County Council Staff in arranging road closures, diversions and alternative facilities for affected members of the public.
- vii. Congratulations were extended to Dion and Cara on organising a successful fund raising event raising funds for the Cancer Ward in Glangwili
- viii. Congratulations were extended to Lleucu Roberts on winning the Daniel Owen Memorial Prize and the Prose Medal at the National Eisteddfod.
- ix. Congratulations were extended to Gwenallt Llwyd Ifan on winning the Chair at the National Eisteddfod.
- x. Congratulations were extended to junior cyclist Joshua Tarling on winning gold in the Team Pursuit and Individual Omnium at the recent European Junior and Under 23 Track Championships held in Apeldoorn in the Netherlands at the end of August.
- xi. Best wishes were extended to the competitors and event organisers of the 'Tour de Britain' who would be visiting Ceredigion on Wednesday of this week.

- xii. Cabinet were notified during the meeting of the passing of William Edwards a former Councillor and extended their condolences to his family.

65 Disclosure of Personal/ Prejudicial Interests.

None

66 A verbal update by the Leader of the Council in relation to COVID-19

The Leader of the Council, Councillor Ellen ap Gwynn, provided a verbal update in relation to COVID-19. She noted that positive cases are increasing in the County and across Wales.

There were 123 additional cases in Ceredigion yesterday (reporting 2 days of cases) with a further 63 cases this morning, which gives a total of 3,138 cases in the County from the beginning of the pandemic. The rate of cases is currently at 364.5 per 100,000 of the population. The increase in the number of cases are now resulting in hospitalisations across the Hywel Dda University Health Board area. Work is ongoing with the rollout of the vaccine at the vaccination centres at Yr Hen Ysgol Trewen in the south, and Llanbadarn in the North of the County. The rollout now includes 16 – 18 year olds.

The Leader provided an update on Council services noting that eight care homes were in the red category due to infections among staff, however two care homes had moved to the green category yesterday. She noted that the effect of the pandemic is being seen upon staff in all service areas. All schools have re-opened however a number of cases were reported over the weekend. The importance of the work undertaken by the 'Track Trace and Prevent' Team continues to be essential to reducing the community transmission of the virus. Library vans continue to operate on a 'click and collect' basis and town libraries continue to offer an appointment system.

With regards to care for those with Learning Disabilities, Canolfan Steffan is now open and significant work is required to improve the provision at Canolfan Padarn. In the meantime, Canolfan Meugan is being utilised by staff at Yr Hafod Residential Care Home and activities also carried out at locations such as Theatr Mwldan.

Waste Services has been impacted by annual leave, the need to self-isolate as well as the effect of the national shortage of HGV drivers. The Leader apologised for the disruption noting that this should now stabilise, Air-handling units have been ordered for both Lampeter and Aberystwyth swimming pools which will re-open once the installation work is complete. She thanked Aberystwyth University and the University of Wales Trinity Saint David, Lampeter campus for providing the use of their facilities to the community in the meantime. Cardigan Leisure Centre has been returned to the Council and work is ongoing to bring it back into use. The floor at Plascrug Leisure Centre will require further work, and Lampeter Leisure Centre will be adapted to include a wellbeing centre combining Leisure and other support. It was noted that there are also leisure facilities at Ysgol Penglais and Ysgol Bro Pedr.

The Leader noted that the road closures for the Safe Zones have now been lifted with the exception Quay Parade in Aberaeron, which has been maintained in response to a request by the local Member and the Town Council. Changes to one-way systems would remain until the end of the month, and that temporary wider pavements have yet to be removed whilst the number of visitors remains high.

The Leader reminded everyone of the Wales Government rules that masks are still required indoors and on public transport, the importance of keeping a safe distance, ensuring good ventilation and the legal obligations for businesses to prepare a risk assessments ensuring public health and safety, urging everyone to remain vigilant and to keep safe.

67 To confirm as a true record the Minutes of the previous Meeting of the Cabinet and any matters arising from those Minutes.

To confirm as a true record the Minutes of the Meeting of the Cabinet held on 13 July, 2021, subject to amending the Welsh version of minute 58b) to reflect the correct title for the Cabinet Member for Porth Gofal, Intervention, Wellbeing Hubs and Culture’.

68 Any petitions received

None

69 Reports of any decisions (if any) having been called in from Overview and Scrutiny Committee

None

70 Any feedback from Overview and Scrutiny Committee not otherwise on the agenda

None

71 To consider the report of the Corporate Lead Officer for Policy, Performance and Public Protection upon: the Afghan Locally Employed Staff (LES) Relocation Scheme

DECISION

To relocate at least two families under the Afghan LES Scheme

Reason for decision:

To respond to a humanitarian crisis in Afghanistan as the Taliban have swiftly gained control of the country.

72 To consider the report of the Corporate Lead Officer for Schools and Culture upon: Perthyn: An exploration of how collections can create community in Ceredigion

DECISION

To approve the commitment of £250,000 from the Capital Fund as match funding towards the Perthyn project.

Reason for decision:

To protect the Museum collection for the future and to provide further opportunities for community engagement

73 To consider the report of the Corporate Leader for Finance and Procurement upon: The Controllable Revenue Budget - 2021/22

DECISION

- i. To approve the budget virements required to achieve the corporate savings as outlined in Section 2 of the report totalling £2.137m.
- ii. To note the report including the Budget Transfers outlined in Section 2 totalling £1.395m.

Reason for decision:-

To achieve the corporate savings target set as part of the 2021/22 Budget Setting process

74 To consider the report of the Corporate Lead Officer for People and Organisation upon: The Employee Health and Wellbeing Strategy 2021 - 2026, to include feedback from Overview and Scrutiny

DECISION

To approve the Employee Health and Wellbeing Strategy

Reason for decision:-

To support and improve the long-term health and wellbeing of employees

75 To consider the report of the Corporate Lead Officer for Porth Cynnal upon: Securing premises for delivery of Substance Misuse Services in Ceredigion

DECISION

To approve the acceptance of the role of Local Banker by the Local Authority in respect of the handling of Capital Funding relating to the premises at 25 North Parade, Aberystwyth and acceptance of the grant, if given.

Reason for decision:-

To support the delivery of Substance Misuse Services in Aberystwyth

76 To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: a Code of Practice for Highway Safety Inspection and Response on County Roads, to include feedback from Overview and Scrutiny

DECISION

To approve the Code of Practice for Highway Safety Inspection and Response on County Roads 2021

Reason for decision:-

To refocus our resources, enhance our maintenance and improve our ability to comply with our statutory legal duties as outlined in Section 41 of the Highways Act 198 and provide a defence by virtue of Section 58 of the Highways Act 1980 through a unified all-Wales approach, and to comply with national guidance, namely the 'Well Managed Highway Infrastructure Code of Practice 2016'

- 77 **To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: the Proposed Prohibition of Parking at any time on the A482 Princes Avenue Aberaeron, by the former hospital site**

DECISION

To approve advertising the proposal to the public, and should no objection be received, the making of the necessary Traffic Regulation Order and the publication of a subsequent Notice of Making in the press to this effect

Reason for decision:-

To secure appropriate visibility at a new access to be constructed at the site and so fulfil a Planning Condition

- 78 **To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: the adoption of Highway at Cambrian Way, Aberporth**

DECISION

To approve the proposed Adoption of Cambrian Way through the S38 Highway Act 1980 process and maintain at public expense thereafter

Reason for decision:-

To enable the road to be maintained at public expense

- 79 **To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: the adoption of Highway at Dolphin Court, New Quay**

DECISION

To approve the proposed Adoption of Phase 1 and 2 Dolphin Court, New Quay through the s.38 Highway Act 1980 process and maintain at public expense thereafter

Reason for decision:-

To enable the road to be maintained at public expense

- 80 **To consider the report of the Corporate Lead Officer for Highways and Environmental Services upon: the adoption of Highway at Horeb Business Park Access Road, Llandysul**

DECISION

To approve the proposed Adoption of Horeb Business Park Access Road, Llandysul through the s.38 Highway Act 1980 process and maintain at public expense thereafter

Reason for decision:-

To enable the road to be maintained at public expense

- 81 **To consider the report of the Corporate Lead Officer for Finance and Procurement upon: Quarter 1 Capital Programme Monitoring Report**

To note the report and the successful financial performance

82 Any other matter the Chairman decides is for the urgent attention of the Cabinet
None

Confirmed at the Meeting of the Cabinet held on 5 October 2021

Chairman:_____

Date:_____

CEREDIGION COUNTY COUNCIL

Report to: Cabinet or Council (delete as appropriate)
Date of meeting: 5th October 2021
Title: Approval of the Draft Portfolio Business Case for the Mid Wales Growth Deal
Purpose of the report: For Cabinet to consider and approve the draft Portfolio Business Case for the Mid Wales Growth Deal to submit to UK and Welsh Governments
For: Decision
Cabinet Portfolio: Leader & Cabinet Member for Economy & Regeneration

1. Summary

1.1. For Cabinet to consider and approve the draft Portfolio Business Case for the Mid Wales Growth Deal for submission to UK and Welsh Governments, as set out in the following appendices:

- Appendix 1: Portfolio Business Case (v1)
- Appendix 2: Programme Outline Summary - Digital (v 1 draft)
- Appendix 3: Programme Outline Summary – Land and Property (v1 draft)
- Appendix 4: Applied R&I Study (v1 final)

1.2. In the event that the draft Portfolio Business Case is approved, Cabinet is also asked for authority to submit the draft Portfolio Business Case to the UK and Welsh Governments:

- To be formally reviewed through the Accounting Officer Review (AOR), on behalf of the Welsh Cities and Growth Deals Implementation Board (WCGIB) – the Joint Board between UK and Welsh Governments that govern Welsh City and Growth Deals.
- To be utilised as a basis for drafting the Final Deal Agreement – that will be negotiated with both Governments and brought back to the GMW Board and to the Cabinets of both Authorities for review and final approval.

1.3. To authorise the Chief Executive, in consultation with the Leader, the Monitoring Officer and Section 151 Officer (in conjunction with the equivalent officers in Ceredigion County Council) to make minor amendments to the Portfolio Business Case that may be required prior to submission to the UK and Welsh Governments.

1.4. Note: the Portfolio Business Case and documentation were supported by GMW Board on 21/09/21 – and will be submitted to both Governments on 01/10/21. This report therefore is seeking approval and authority retrospectively to 21/9/21.

2. Background

- 2.1. On 19th March 2019, the Cabinet approved the establishment of a Joint Committee with Ceredigion to develop a Mid Wales Growth Deal and agreed the terms of an Inter- Authority Agreement (“IAA1”) to provide for the early governance arrangements. On 13th July 2021, the Cabinet approved an amended Authority Agreement (“IAA2”) to extend the governance arrangements up to Final Deal Arrangement (“FDA”) and to include revisions to include Regional Skills Partnership.
- 2.2. The IAA2 provides for the Growing Mid Wales Board (“GMW Board”) to approve bids for Funding and to refer the bids for Funding to the Authorities for approval.
- 2.3. On 21st September 2021, the GMW Board considered the report set out in Appendix 5 and recommended to the Cabinets of Authorities that they should approve the draft Portfolio Business Case for the Mid Wales Growth Deal as set out in Appendices 1-4 of this report for to submit to UK and Welsh Governments.

3. Proposal

- 3.1. The Portfolio Business Case has been developed by the Portfolio Management Office (PoMO) with support from Hatch Ltd and officers from both Powys and Ceredigion County Councils.
- 3.2. The purpose of the Portfolio Business Case is to provide an overview of the scope, function and arrangements for the Mid Wales Growth Deal Portfolio – on the basis of an initial set of Programme and Project proposals. The detail of which will need to be developed and considered further at key decision points.
- 3.3. The Portfolio Business Case as currently drafted is the latest iteration – with known elements of detail still to be developed. This is because the programme and project level detail have not been fully developed yet. The Portfolio at this stage is therefore establishing the principles and broad objectives for the Deal – with an estimated range of benefits and costs.
- 3.4. The status of the shortlisted Programmes and Projects are initial options being considered, in advance of a formal review and decision by the GMW Board. **Agreeing the Portfolio Business Case today does not guarantee funding for these initial set of programmes/projects. It signifies that these options are to be developed further at the cost/risk of the proposers – and that the GMW Board will review the detail of the proposals as part of their business case development. Other projects can be added to the Portfolio at a later date.**
- 3.5. The GMW Board will be expected to review the Portfolio at regular intervals. If proposals on the shortlist do not develop to the satisfaction of the Board (e.g. for reasons such as no capacity/capability to develop, timescale issues, deviation from the stated aims, failure in match funding etc) – then the Board will be able to reconsider and recommend actions to address and re-prioritise the Portfolio. This process will be led by the Portfolio Management Office (PoMO) through regular progress reporting to the GMW Board and its established sub-groups to consult for strategic advice (e.g. ESG/RSP).

3.6. The Portfolio Business Case is a live, and iterative document – that will need regular review. It is anticipated the Portfolio Business Case will need to be updated further after the Accounting Officer Review, to implement or plan for the realisation of its recommendations – to coincide with the FDA.

3.7. It is anticipated that post Final Deal Agreement, the Portfolio Business Case is updated on an annual basis – to coincide with the annual reporting and funding arrangements set out by the Joint UK and Welsh Government WCGIB. It may be updated more frequently initially by the PoMO, as detail is developed.

3.8. The Portfolio Business Case follows the structure of the Better Case Model (Five Case Model) and HM Treasury Green Book principles. The PoMO have consulted with UK and Welsh Government throughout the development of the business case – and has been advised throughout the process by Joe Flanagan, the author of the Green Book and guidance to HM Treasury on business case development. As a result, the development of the Mid Wales Growth Deal is consistent with the emerging HM Treasury Guide to developing the Strategic Portfolio Business Case.

3.9. The Portfolio Business Case consists of five cases:

- Strategic Case: the rationale for the Growth Deal investments, their objectives and fit with wider policy
- Economic Case: the value for money provided by the Growth Deal
- Commercial Case: the contractual and procurement approach to be taken
- Financial Case: the costs and funding profile for the Growth Deal
- Management Case: the approach to managing the Growth Deal

3.10. The Portfolio Business Case is available in **Appendix 1**.

3.11. The Portfolio Business Case is supported by a set of documentation which provide further detail on the two early programme proposals, and the draft assurance and approvals process for the Portfolio:

Supporting Document	Description	Status	Appendix
Programme Outline Summary - Digital	Outline of the draft proposals being developed for the digital programme. To be considered formally at a next iteration of the GMW Board.	V1 Draft	2
Programme Outline Summary – Sites and Premises	Outline of the draft proposals being developed for the land and property programme. To be considered formally at a next iteration of the GMW Board.	V1 Draft	3

Applied R&I Study (strategic context)	Summary of the applied R&I study – providing strategic context for the theme.	V1 final	4
Integrated Assurance and Approvals Plan (IAAP)	Is defined as the planning, coordination and provision of assurance activities and approval points throughout the ‘policy to delivery’ lifecycle, proportionate to levels of project cost and risk.	Work in progress	Not appended

NOTE: These appendices are not provided here, but can be viewed as part of the GMW Board papers 21st September 2021, [here](#).

4. MWGD – Programmes Under Consideration

4.1. There are two formal programmes being included for initial consideration within the Portfolio:

Digital

- Strategic Aim: To capitalise on the economic opportunities that can be unlocked by investing in digital infrastructure and skills, in order to address deficits in digital connectivity, drive the uptake of new technologies amongst the regions businesses and to improve the services that already exist.
- Types of Intervention: A diverse range of fixed and wireless infrastructure deployments, complimented with innovative platforms, business support and policy reforms that directly provide or facilitate greater investment, stimulate demand, and accelerate digital build and exploitation across the Mid Wales region.

Land and Property

- Strategic Aims: Fostering the environment for a strong, resilient and diverse Mid Wales economy that enables enterprises to start, grow and prosper with the right support and infrastructure.
- Types of Intervention: Enabling business growth through targeted investment/initiative development for sites and premises.

4.2. Both areas have evolved into early programme proposals following work ongoing in the region that have been identified as strategic priorities, and further to detailed work being undertaken on behalf of GMW board by officers and regional stakeholders.

4.3. Whilst the GMW Board has not formally received the programme proposals to date – the programme-level scoping work has been underway prior to the development of the Portfolio – and were initiated early in the development work. The GMW Board will be able to consider the Programme Briefs and further detailed information at a future meeting to determine the scope and objectives of both Programmes, to consider and mandate their further development

5. MWGD – Projects Under Consideration

- 5.1. No detail for project proposals are provided at this stage of the process in support of the Portfolio. Early outline proposals have been considered and fed into the process led by Joe Flanagan (advisor on behalf of Government on Business Cases) with support from the PoMO, Hatch Ltd and officers from Powys and Ceredigion Councils. This forms the technical assessment as part of the workshop structure that is required as part of the Better Business Case guidance.
- 5.2. The detail of the assessment process, the projects considered – and the outcome is set out in the Economic Case of the Portfolio Business Case (section 2.2 of the Economic Case).
- 5.3. The relationship between Strategy, Portfolio, Programmes and Projects has been set out consistently to the GMW Board and its governance. The following image has been adapted from Government guidance¹:



¹ [Guide to developing the programme business case | GOV.WALES](#)

- 5.4. A portfolio is a collection. The strategic portfolio is the collection of programmes, projects and other activities that the organisation requires to deliver its mission, vision, goals and strategic objectives over the short, medium and long terms.
- 5.5. The programmes within these strategic portfolios, in turn, initiate, align and monitor the projects and activities required to deliver the necessary outputs.
- 5.6. Projects can exist within a Programme, or directly within the Portfolio.
- 5.7. Programmes are only developed for a larger series of planned measures, related events and co-ordinated activities in pursuit of an organisation's long-term goals. A series of loose thematically-related projects – does not constitute a programme.
- 5.8. A continual process of alignment is required to ensure that the programmes and projects within the strategic portfolio remains linked to strategic objectives, because even as strategies are delivering changes and improvements to business operations, they may need to respond to internal and external changes and to accommodate new initiatives and policies.
- 5.9. This underlines the Portfolio approach – and why the Growth Deal is implemented via this approach. The GMW Board will have challenging choices to make about the combination and delivery of their enabling programmes and projects, which must be properly scoped and planned, and cost justified from the outset.
- 5.10. That is why Programmes and Projects at this stage are therefore early proposals – assessed against the Critical Success Factors and Aims/Objectives of the Portfolio as part of the Discovery phase². It provides a framework for the PoMO and the GMW Board for “structured thinking” and assurance that the programmes and projects within the strategic portfolio:
- Provide strategic fit and are supported by a compelling case for change.
 - Will maximise public value to society through the selection of the optimal combination of programme and projects and related activities.
 - Is commercially viable and attractive to the supply side.
 - Is affordable and is fundable over time.
 - Can be delivered successfully by the organisation and its partners.
- 5.11. The Growth Deal Portfolio, and its constituent Programmes and Projects will be delivered over a lifespan of 10-15 years. The Portfolio Business Case is therefore a tool for making structured progress on the basis of regular review and decision-making.

6. MWGD – Portfolio Shortlist (Programmes and Projects currently being considered)

- 6.1. With Section 7 in mind, the current shortlist for the Portfolio consists of the following Programme and Project options:

² Defined in the Strategic Portfolio Business Case, agreed by the GMW Board at their meeting on 11th March 2021 – advice from the ESG at their meeting on the 3rd March 2021.

Strategic Growth Priority	Project / Programme	Summary	Business Case Maturity Index
Applied Research & Innovation	Innovation Park	Lead by Aberystwyth University, the Innovation Park will enable industry and academia to build on the work of AberInnovation, with the aim of identifying, developing and demonstrating the enabling processes and technologies necessary to secure, broaden and maximise the value gained for the region. The £30 million project is seeking to deliver circa 10,000m ² of fully serviced office space, shared facilities and R&D space.	SOC
	National Spectrum Centre	Lead by Aberystwyth University, the National Spectrum Centre seeks to establish a key asset operated through a hub and spoke model that will benefit from the region's varied environments (coastal, uplands, rural etc) and bring high quality jobs and increased growth to the region. The SOC seeks approval to invest an estimated £17 million in Phase 2 of the National Spectrum Centre development.	SOC
	Mid Wales Advanced Manufacturing Campus	Identified through a recent SQW Applied Research and Innovation Report, this project was a recommended intervention to deliver an Innovation/Advanced Manufacturing Campus for Mid Wales, with the aim of improving the supply of skills into industry and provide a hub for collaboration/R&I activity. A project lead is yet to be identified. Total capital costs are unknown.	Concept
Agriculture, Food & Drink	Food Manufacturing Innovation Centre	Lead by Food Centre Wales (part of Ceredigion County Council), the Food Manufacturing Innovation Centre is a £4.4 million project to deliver a state of the art food manufacturing innovation centre at Horeb, Llandysul, Ceredigion. The project would provide a facility to enable companies to take the next steps from small scale, research-based product testing and analysis to scaling-up of the production to enable full market and commercial viability testing.	SOC
	Canolfan Tir Glas / University of Gastronomy	Trinity St David's University is seeking to establish a Centre for Rural Enterprise (Canolfan Tir Glas), an entity that will promote the local food industry, sustainability, resilience and rural entrepreneurship. The Centre will aim to play its part in strengthening the economic infrastructure of the wider agri-food economy in Mid Wales from the centre and its outreach work, particularly by focusing on skills and career development in the hospitality sector and other rural	SOC

		diversification sectors. Total capital costs are estimated to be £8 million.	
Strengthened Tourism Offer	Cynefin – The Green Heart of Wales	Lead by the Centre for Alternative Technology, seeks to create a powerful and immersive learning experience, bringing huge practical benefits to the delivery of Skills for the future in renewable energy, sustainable construction and retrofit, food, land use and sustainable tourism. The tourism element of the project comprises of: An Arrival and Welcome Hub, Green Street, Elemental and Site Accommodation. Total capital costs are estimated to be £24.2 million.	SOC
	Dwr Cymru Elan Valley	Lead by Dwr Cymru, the Elan Valley Lakes Project seeks to achieve economic growth and sustainability through adding appropriate high experience level adventure, sport and nature activities and improve provision of overnight accommodation. It is hoped this will increase visitor spend and enhance income streams. Total capital costs are estimated to be £12.7 million.	SOC
	Montgomery Canal Wales - Restoration to Navigation	Lead by the Canal and River Trust / Glandwr Cymru, the restoration of the Montgomery Canal in Wales seeks to facilitate linkage to the wider 2000-mile Canal network, and boater access through Powys to beyond Welshpool. So enhancing opportunities for a range of non-boater visitor activities, all with associated spend and opportunities for tourism and leisure businesses. Total capital costs are estimated to be £24.4 million.	SOC
	Ceredigion Harbours	Lead Ceredigion County Council, Ceredigion Harbours is an outline proposal for two major marina/harbour developments (Aberystwyth and Aberaeron). In both instances, the assets are to remain publicly-owned and will combine currently planned investment in sea defences/costal flooding, adding further economic value through the reconfiguration and development of the assets to generate new economic opportunities in retail, leisure and tourism. In Aberystwyth, the proposals also incorporate strengthened faculties to support the fisheries sector. Total capital costs are estimated to be between £20 and £30 million.	Concept
Digital	Strategic Employment Site Connectivity.	Lead jointly by Ceredigion County Council and Powys County Council, this project seeks to accelerate the provision of connectivity services to strategic employment sites within the Mid Wales region, and in doing so provide better services to businesses to facilitate greater	Programme Business Case

		economic growth. Total capital costs are estimated to be £3.6 million.	
Supporting Enterprise	Mid Wales Sites and Premises.	Lead jointly by Ceredigion County Council and Powys County Council, this intervention will deliver a strategic programme of prioritised, direct public sector investment in employment sites and premises and related infrastructure across Mid Wales to help meet current need and stimulate future economic growth in the region. This would be delivered through a Mid Wales Property Infrastructure Investment Fund. The proposal would be complemented by the development of broader financial incentives to help stimulate private sector investment in employment sites and premises, and targeted investments in strategic employment sites.	Programme Business Case

6.2. When it comes to the shortlist – and what it means in practice, it is important to be clear on a number of key principles:

- The shortlisted options constitute the best available options at this point in time. The Portfolio Business Case sets out that we have a number of options on the long-list for the Portfolio – not all options are ready/have not come forward yet. Skills is one key example where there are no projects at present – however, is very likely that following the work of the Regional Skills Partnership, capital proposals may begin to appear.
- The shortlist is never set in stone. The next steps are for the GMW Board to consider the early detail of the Programmes proposed, and then the Projects in turn against the strategic aims and objectives of the Growth Deal – as defined in the Portfolio Business Case.
- Today’s decision therefore does not bind the GMW Board/Cabinets to the shortlist permanently. The current shortlist has been drawn together to illustrate the current strongest options for delivering the Deal – which now need further detailed development.
- Funding is not agreed or guaranteed to any of the projects at this point. Funding is being secured for the Portfolio as a whole. Decision on funding for programmes/projects will only come after the GMW Board has considered their business cases, and subsequently submitted to Government for approval.
- Once the GMW Board has approved the Programme/Project Business Cases, it is solely the responsibility and risk of the proposing organisations to develop the detail of their schemes to follow through with their initial proposals. The role of the PoMO is clearly set out in the documentation – as co-ordinating and managing the Deal only. It is the responsibility of the lead/sponsor organisation to resource the project development/delivery.
- Proposals that were considered recently, but did not make the shortlist have been put on the longlist. This means that they are still in contention for a future opportunity through future reviews. The onus is on those

proposing organisations to take account of the detailed technical feedback and consider further developing their proposals as a potential pipeline proposal that could be considered in future.

7. Options Considered / Available

- 7.1. Option 1 - To approve the draft Portfolio Business Case for the Mid Wales Growth Deal for approval to submit to UK and Welsh Governments.
- 7.2. Option 2 – To reject the draft Portfolio Business Case for the Mid Wales Growth Deal and to require officers to undertake further work with a view to revising the draft Portfolio Business Case.

8. Preferred Choice and Reasons

- 8.1. Option 1 is the preferred option as this is the only option that could result in a Final Deal Agreement being achieved within the 2021 calendar year - a timescale stipulated by the GMW Board and its regional partners – and now expected by UK/Welsh Governments.

Has an Integrated Impact Assessment been completed? If not, please state why

Not for the Portfolio. Integrated Impact Assessments will be presented along with any reports specific to the Growing Mid Wales projects etc.

Summary: The Portfolio Business Case sets out the Wellbeing of Future Generations principles – and expects all the forthcoming programmes and projects to adhere/contribute towards.

Long term: The Portfolio Business Case sets out the goals and objectives for the Mid Wales Growth Deal for the next 10-15 years.

Integration: The Portfolio Business Case sets the principles and expectations for the Growth Deal – embedding WBoFG principles throughout – there will be significant opportunity to integrate and positively influence a range of activity across the region.

Collaboration: With Powys County Council, UK and Welsh Government and partners within the region.

Involvement: The Portfolio business case has been developed collaboratively and in close consultation with regional stakeholders over many years. The development of programme and project proposals will need to involve and consult relevant stakeholders and the public as they are brought forward.

Wellbeing of Future Generations:

Prevention: To establish a vehicle for medium-long term capital funding to bring forward economic regeneration activity in the region, that aims to create jobs and opportunities.

- Recommendation(s):**
1. For Cabinet to consider and approve the draft Portfolio Business Case for the Mid Wales Growth Deal for approval to submit to UK and Welsh Governments, as set out in the following appendices:
 - Appendix 1: Portfolio Business Case (v1)
 - Appendix 2: Programme Outline Summary - Digital (v 1 draft)
 - Appendix 3: Programme Outline Summary – Land and Property (v1 draft)
 - Appendix 4: Applied R&I Study (v1 final)
 2. In the event that the draft Portfolio Business Case is approved, Cabinet is also asked for authority to submit the draft Portfolio Business Case to the UK and Welsh Governments:
 - To be formally reviewed through the Accounting Officer Review (AOR), on behalf of the Welsh Cities and Growth Deals Implementation Board (WCGIB) – the Joint Board between UK and Welsh Governments that govern Welsh City and Growth Deals.
 - To be utilised as a basis for drafting the Final Deal Agreement – that will be negotiated with both Governments and brought back to the GMW Board and to the Cabinets of both Authorities for review and final approval.
 - To authorise the Chief Executive, in consultation with the Leader, the Monitoring Officer and Section 151 Officer to make minor amendments to the Portfolio Business Case that may be required prior to submission to the UK and Welsh Governments.

Reasons for decision: To ensure that the submission of the Portfolio Business Case is undertaken in a timely manner to achieve FDA within the 2021 calendar year.

Overview and Scrutiny: A Joint Scrutiny Committee has been established as per the provisions set out in the amended Inter-Authority Agreement (IAA2) – with meetings scheduled throughout October/November 2021.

Policy Framework:	Corporate Strategy 2017 - 2022
Corporate Priorities:	<ul style="list-style-type: none"> • Boosting the Economy • Investing in People's Futures
Financial implications:	<ol style="list-style-type: none"> 1. The Portfolio Business Case sets out the headline figures for capital expenditure that both Local Authorities are seeking from both the UK and Welsh Government via the Mid Wales Growth Deal, amounting to a total capital grant of £110m. 2. The expenditure profile and full financial detail of the constituent programmes and projects within the Portfolio is currently unknown. 3. The Portfolio Business Case therefore has made a range of assumptions and estimates at this stage – that will require significant further work from finance to better profile planned expenditure vs the grant profile, which is expected to be flat over 10-15 years. 4. Officials from the UK Government has confirmed that its contribution to the Deal will be £55m over a period of 10 years – further to the announcement at the 2020 Spending Review. The Welsh Government has not confirmed/communicated its intentions – therefore we are considering two scenarios of capital grant. One for £55m over 10 years to match the UKG contribution, the other being £55m over the original 15 year period. 5. Revenue – resourcing for the PoMO is in place until July 2023 through ESF funding. These are provided via separate grant agreements and an SLA between the relevant parties. The revenue budget for the Board and annual partner contributions have not yet been set – but will be considered separately.
Statutory Powers:	Not applicable
Background Papers:	<p>Cabinet report 13th July 21 Cabinet report 19th March 2019 Cabinet report – 6th November 2018; Cabinet report – 31st July 2018; Cabinet report – 27th March 2018; Cabinet report – 28th November 2017; Cabinet report – 23rd July 2015. Growing Mid Wales Board Report and Draft Minutes 11 June 2021.</p>
Appendices:	Appendix 1 – Portfolio Business Case (v1)

Lead Officer: Eifion Evans, Chief Executive

Reporting Officer: Russell Hughes-Pickering, CLO Economy & Regeneration

Date: 5th October 2021

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CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 5th October 2021

Title: Through Age & Wellbeing Strategy 2021 – 2027 and Action Plan

Purpose of the report: For Cabinet to consider the Through Age and Wellbeing Strategy 2021-2027 for recommendation for approval to Council

For: Decision

Cabinet Portfolio and Cabinet Member: Cllr Alun Williams and Cllr Catherine Hughes,

It was agreed in 2017 that a systematic review of all structures and service areas should be undertaken to ensure that services across the Council have the capacity and capability to meet the priorities of the Corporate Plans and Objectives.

The transformation of services has progressed well with the final major change being the integration of social care and lifelong learning into the three services Porth Cymorth Cynnar, Porth Gofal and Porth Cynnal who along with Customer Contact make up the 4 main areas that fall within the Through Age & Wellbeing Programme of change.

Formal restructuring of these services started in late 2019 with the implementation of the Corporate Manager structure across the services. The pandemic then delayed progress during 2020 but this was then further progressed from September 2020 onwards. It was recognised that a clear strategy was required to drive and communicate the need for change and how this would be achieved.

Updates and workshops with members have taken place throughout the period of change. Staff and Trade Unions have been engaged and consulted during each part of the process.

STRATEGY AND ACTION PLAN

At the outset of the programme a vision was created that reflected the ambitious programme of change:

‘To ensure every child, young person and adult in Ceredigion will be able to reach their full potential. To ensure fair access for all to excellent universal and targeted services that supports the health and wellbeing of all citizens.

To develop skills and resilience that will last a lifetime and enable individuals to cope well with the challenges and pressures that they may face.’

The Through-age & Wellbeing Strategy clarifies the vision and plans for the implementation. The Through Age and Wellbeing strategy sets out the vision and associated approaches that will be taken to transform how the wellbeing and safety of the people of Ceredigion is supported. Giving a timeline of 2021-2027 to achieve the changes.

The strategy describes the journey the Council will take, alongside its partners, to transform its way of working. It provides the strategic context to drive future commissioning, operational service delivery, care management and the Council's role in the integration of services. The strategy sets out how we will:

- Put in place a new Through Age and Wellbeing Model of delivery
- Reduce demand on managed care and support and focus resources on those who most need them
- Support our workforce to develop a new approach to supporting individuals within Ceredigion
- Focus on preventative services which help people to remain independent or regain the independence they want and value
- Provide services within budget
- Work with partners to provide a more joined up health, wellbeing and social care system

The Strategy highlights 5 key objectives, these are underpinned by 12 focused areas of need that look at the root causes of why families and individuals may need information, advice, support and/or care.

The purpose of the Action Plan is to clearly outline what is required over the next three years (and to signal what is likely in the years beyond that) to address the root causes in order to meet the 5 key objectives of the Strategy and, alongside our partners, rebalance the care and support to provide sustainable services within Ceredigion.

Has an Integrated Impact Assessment been completed? Yes and is ongoing

If, not, please state why -

Summary:

Long term:

Collaboration:

Involvement:

Prevention:

Integration:

Recommendation(s): **To approve the Through Age and Wellbeing Strategy 2021-2027 and Action Plan for approval by Council.**

Reasons for decision: **To recommend that the Through Age and Wellbeing Strategy 2021-2017 is approved by Council**

Overview and Scrutiny: The strategy and action plan were considered by Healthier Communities & Learning Communities

Overview and Scrutiny Committee on 17th September 2021 and recommended for approval.

Policy Framework:	Social Services & Wellbeing (Wales) Act 2014 Wellbeing of Future Generations (Wales) Act 2015 RISCA
Corporate Priorities:	Enabling individual and family resilience
Finance and Procurement implications:	On completion of the Action Plan, the aim is that the services will be financially more resilient.
Legal Implications:	The Strategy meets the requirements of the Social Services and Wellbeing (Wales) Act 2014
Staffing implications:	Continued restructure of services and teams to meet the strategy.
Property / asset implications:	None.
Risk(s):	Failure to implement the Strategy and the Action Plan.
Statutory Powers:	Social Services and Wellbeing (Wales) Act 2014 Wellbeing of Future Generations (Wales) Act 2015
Background Papers:	None.
Appendices:	Through Age & Wellbeing Strategy and Action Plan
Reporting Officer:	Caroline Lewis
Date:	19/9/21

Ceredigion County Council – Through Age and Wellbeing Strategy – Action Plan

The Through-age & Wellbeing Strategy clarifies the vision and plans for the implementation of the Through-age and Wellbeing programme. The Strategy highlights 5 key objectives and in turn these are underpinned by 12 focused areas of need that look at the root causes of why families and individuals may need information, advice, support and/or care. These are:

Substance Misuse

- Substance misuse is the use of alcohol, illegal drugs, or over-the-counter or prescription medications in a way that they are not meant to be used that can negatively impact the health and day to day life of the person, their relationships and their family. The TAW will provide information and advice to educate the residents of Ceredigion, provide healthy diversionary activities that promote positive choices and provide direct support where necessary to individuals and families affected by substance misuse.

Mental Health

- Mental health problems affect around one in four people in any given year. Such issues range from common problems such as mild depression and low level anxiety to more severe conditions such as schizophrenia and bi-polar disorder. They cost the UK economy around £34 billion a year. The ability to sign post, provide advice/information and or timely interventions at an early stage could prevent them reaching a crisis and empower them to manage their own wellbeing.

Financial concerns

- Families that have financial concerns or worries may fall into crisis, the ability to signpost to advice and information regarding a range of financial issues including benefits and debt managements will support families and individuals to manage their own circumstances and prevent financial hardship and housing difficulties

Isolation

- The feeling of being isolated from family and friends may cause individuals, such as children and young people, single-parent families, carers and the elderly to become worried and anxious. By identifying these issues early, support can be put in place to mitigate against potential escalation. Advice and assistance can be provided and people can be signposted to community groups, clubs or organisations where relevant.

Frailty

- Frailty refers to a person's mental and physical resilience, regardless of age and whether able bodied or otherwise, or, their ability to bounce back and recover from events like illness and injury. It doesn't mean a person lacks capacity or is incapable of living a full and independent life. For people at risk of frailty there are potentially preventable or modifiable risk factors or conditions. These include alcohol excess; cognitive impairment, falls, functional impairment, hearing problems, mood problems, nutritional compromise, physical inactivity, polypharmacy, smoking, vision problems, social isolation and loneliness. It is important that people living with or at risk of frailty have access to well planned, joined-up and local, preventative and early help services to avoid problems arising in the first place and rapidly deployed response services should anything go wrong.

Domestic Abuse

- Domestic abuse is an incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence, by a partner or ex-partner or by a family member or carer. Children/Young People are adversely affected by living with the effects of Domestic Abuse in their lives and along with mental health and substance misuse issues, domestic abuse is the most prevalent causes of children being the subject of child protection procedures and in some cases, becoming children who are looked after. By developing a strategy to tackle domestic abuse at an early intervention/prevention level and also where necessary, providing intensive support to families when their situation is at a critical point in their lives, we aim to reduce, in time, the number of children who become looked after by the Local Authority and enable and support children to live happy and fulfilled lives, thriving within their own family and community,

Independence

- A valued, independent life is one where a person is given respect, dignity and privacy and is supported to make their own choices in all aspects of their lives. A better awareness of the role that positive risk-taking can play in helping people retain or regain their independence is central to any support and intervention strategy, as are deeper skills around strengths based assessment, advocacy support and individually tailored goals; all centred on voice, choice and control.

Education Employment Training

- Current projections suggest that the economy will fall into recession with unemployment increasing significantly, in particular in areas such as Ceredigion, due to the structure of its economy, i.e. small enterprises which are more vulnerable in times of financial crisis. Some individuals who may be at a greater risk of financial hardship and reliance on financial support, may require advice and assistance, employability support and an opportunity to access skills training in order to help them back into work.

Poor Quality Housing / Homelessness

- Housing conditions can influence our physical health and have a negative influence on our mental health and wellbeing. Children living in crowded homes are more likely to be stressed, anxious and depressed, underachieve (educationally & socially) and have poorer physical health. A safe, settled home is the cornerstone on which individuals and families build a better quality of life, access services they need and gain greater independence. Being homeless has a negative impact on people's health and makes it difficult to access support services and increases the risk of crisis.

Dementia

- The predominance of old-age specific incidences of dementia is falling and a growing body of evidence supports the premise of potentially modifiable risk factors for dementia across all age groups. These include education levels, hypertension, hearing impairment, smoking, obesity, depression, physical inactivity, diabetes, low social contact, alcohol consumption, traumatic brain injury and air pollution. The potential for prevention/delay is high, especially when there is a focus on keeping cognitively, physically, and socially active in mid and later life and opportunities to signpost for early intervention following diagnosis (for people and their carers) are improving each year.

Poor Physical Health

- Individuals who have been identified as being in poor physical health typically exhibit health conditions such as diabetes, asthma, arthritis and heart disease, which may have been caused by behavioural factors such as smoking, drinking, drug use, lack of exercise and a poor diet. Poor physical health can lead to an increased risk of developing mental health problems. By working with partners, e.g. Health, to identify these cases early, and by providing individuals with advice and information regarding a range of services available to them both through the Wellbeing Centres and out in the community, it will enable them to better manage their own health, which will prevent physical health problems from developing.

Neglect of Children

- Child neglect is a form of abuse, the results of which deprives a child of their basic needs and can include the failure to provide adequate supervision, health care, clothing, or housing, as well as other physical, emotional, social, educational, and safety needs. By safeguarding & offering support to parents and families through preventative services such as parenting support, budgeting, and positive behaviour management it can enable them to better meet the needs of their own children.

The purpose of the following Action Plan is to clearly outline what is required over the next three years (and to signal what is likely in the years beyond that) to address the root causes in order to meet the 5 key objectives of the Strategy and, alongside our partners, rebalance the care and support that is provided within Ceredigion.

Priority 1: PROMOTE POSITIVE HEALTH AND WELLBEING AND SUPPORT PEOPLE TO SELF SUPPORT					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
1.1 A new model for the delivery of information, advice and assistance.					
1.1.1 To improve the information and advice available regarding Direct Payments and promote the recruitment of Personal Assistants	1 2 3 4	Isolation Independence Education, training and employment, Mental health, Substance Misuse, Dementia	To develop a direct payments support service that provides a range of information, in accessible formats that will enable service users to consider creative and empowering approaches to support their wellbeing with reduced reliance on specialist services and provide opportunities for recruitment of personal assistants.	Porth Gofal	Year 1
1.1.2 Establish an In-House financial advice and support service	1 2 3 5	Financial concerns Poor Quality Housing, Independence	To provide information and advice to service families and individuals that will allow them to manage their finances and prevent financial hardship including housing difficulties. Connect this to Wellbeing Centre strategy, service development & planning	Finance to work with the Porth to agree approach	Year 2
1.1.3 Coordinated approach to Information Advice & Assistance (IAA) via our website information regards all services; promotion of existing services	1 2 3 4	All	Clear, easily accessible and up to date information on the range of services and support within Ceredigion that will support people to help themselves and know how to access support	ICT led group with staff from the Porth.	Year 1
1.1.4 Establish marketing/comms strategy to promote preventative offers and information on services being offered by our partners	1 2 3 5	All	Signal to Corporate the support needed to lift awareness of new ways of working and new services on offer and how to access them	To be determined - Needs to link to 1.1.3	Year 2
1.1.5 Develop Clic as the first point of contact and an information service	1 2 3	All	Will promote the single and easy access to information and referral service and reduce burden on Social Workers to provide this information	Customer Contact (Clic)	Year 1

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
1.1.6 Develop focused and universal services that will be available at Lampeter wellbeing centre	1 2 3	All (The service focus of the centre would need to be determined)	<ul style="list-style-type: none"> • To improve the mental, emotional, physical and social wellbeing of the residents in the Lampeter area/Mid County • To improve the guidance and support available to vulnerable individuals and families who encounter challenges • Further develop strengths-based, outcome focused services for citizens • Safeguard and nurture the most vulnerable • Reduce burden on statutory services 	Porth Cymorth Cynnar	Year 1/2
1.1.7 Develop focused and universal services that will be available at Plascrug wellbeing centre	1 2 3	All	<ul style="list-style-type: none"> • To improve the mental, emotional, physical and social wellbeing of the residents in the Aberystwyth area/North of the County • To improve the guidance and support available to vulnerable individuals and families who encounter challenges • Further develop strengths-based, outcome focused services for citizens • Safeguard and nurture the most vulnerable • Reduce burden on statutory services 	Porth Cymorth Cynnar	Year 2/3
1.1.8 Develop focused and universal services that will be available at Cardigan wellbeing centre	1 2 3	All	<ul style="list-style-type: none"> • To improve the mental, emotional, physical and social wellbeing of the residents in the Cardigan area/South of the County • To improve the guidance and support available to vulnerable individuals and families who encounter challenges • Further develop strengths-based, outcome focused services for citizens • Safeguard and nurture the most vulnerable • Reduce burden on statutory services 	Porth Cymorth Cynnar	Year 3/4

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
1.1.9 Develop focused and universal services that will be available in other towns via pop-up provision and through the mobile outreach provision	1 2 3	All	<ul style="list-style-type: none"> • To improve the mental, emotional, physical and social wellbeing of the residents in the 'hard-to-reach / rural areas in Ceredigion • To improve the guidance and support available to vulnerable individuals and families who encounter challenges • Further develop strengths-based, outcome focused services for citizens • Safeguard and nurture the most vulnerable • Reduce burden on statutory services 	Porth Cymorth Cynnar	Year 4+
1.1.11 Improve IAA on assistive technology, aids and appliances available (Promote the "Connect" programme)	1 2 3 4 5	Isolation Frailty Independence Housing Dementia Poor physical health	To provide self-help opportunities for early assistance within the persons home and local communities in order to empower individuals to maintain independence and individual resilience	Porth Gofal	Year 2
1.2 A tiered approach to prevention.					
1.2.1 Develop a Wellbeing & Prevention Plan	1 2 3 4 5	All	To develop a Wellbeing and Prevention Plan to align with the Through-Age and Wellbeing Strategy, Future Gens Act and SSWBA. The plan will outline the key priorities required to achieve the vision. The plan will be based on evidence, data and on feedback received through community engagement. The plan will provide us with detailed actions to inform change and improvement and support the development of the Porth Cymorth Cynnar service.	Porth Cymorth Cynnar	Year 1
1.2.2 Agree Wellbeing Plan	1 2 3 4 5	All	Establish how what the timescales will be for the Wellbeing and Prevention Plan to be agreed through our internal democratic processes.	Porth Cymorth Cynnar	Year 2

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
1.2.3 Develop a Through Age Sensory Service that will support the needs across the continuum for a range of service users including Prevention health checks for care home residents and community.	1 3 4	Isolation Frailty Independence Dementia Poor physical health	To support individuals with sensory impairments to live independently and lead fulfilled lives.	Porth Gofal -	Year 2
1.3 A robust range of support for Carers.					
No specific actions required as the Carers service currently provides effective and robust support. Need to ensure that focus is maintained on how the strategy impacts on this service					
1.4 Maximising the potential of community assets.					
1.4.1 Review the Community Connectors roles – do determine roles and responsibilities. Possible focus on outreach to combat Isolation, independence, promotion to Community Councils, clubs and organisations within each local community. Coordinate with CAVO and volunteers	1 2 3	Isolation, Independence, Education Employment Training	To undertake an independent review of the Community (Outreach) Connectors roles in order to identify gaps in community infrastructure and to identify the growing complexity of people’s needs (Two key challenges facing our services). The review will provide comprehensive recommendations to inform change and improvement and will support the development of the Early Intervention Service	Porth Cymorth Cynnar	Year 1
1.4.2 Enhance community safety prevention of offending and risky behaviours via outreach projects, working closely with statutory / partner organisations/3 rd sector	1 2 3 5	All	Work with partners (statutory & 3 rd sector) to gain a comprehensive understanding of the key characteristics of ‘what works’ in terms of early interventions. Develop targeted outreach projects in order to prevent or reduce youth crime, offending or anti-social behaviour	Porth Cymorth Cynnar	Year 1

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
1.4.3 Needs Assessment – Developing a public engagement programme that will determine needs. Enhancing the Population Needs Assessment	1 2 3 4 5	All	Refocus investment and service development	Engagement team to work with the Porth to agree approach	Year 2
1.4.4 Review how we work with third sector to address issues within strategy (isolation, frailty, independence etc. and promote community involvement	1 3	Independence Isolation Frailty Dementia	Undertake a review / analysis of third party contracts to ensure that they remain 'fit for purpose' and offer best value and meet growing concerns in the county e.g. isolation, frailty etc	Porth Cymorth Cynnar	Year 2/3

Priority 2: STRENGTHEN FAMILIES SO THAT CHILDREN AND YOUNG PEOPLE REMAIN WITH THEIR FAMILY					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
2.1 Rolling out a whole family approach with a wide range of different statutory and voluntary agencies to work with a family. This coordinated partnership approach helps build on family strengths and bring about sustainable change in identified areas of concern for the whole family.					
2.1.1 Review the existing approach to TAF and our “whole family” approach to determine a new Through Age approach to the provision of Early Intervention and Prevention	1 2 4 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	Clearly define the meaning of the ‘Whole Family Approach’. Review current TAF model and make recommendations for change. The ‘Whole Family’ approach should be a family-led strategy that provides adults and children with the tools they need to set their own goals, make their own decisions and create plans in order to achieve long-term change and stability.	Porth Cymorth Cynnar	Year 1
2.1.2 Further adoption of Family Group Conferencing across the programme (early stages/prevention)	1 2 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	To facilitate early help and advice to families who may require support in addressing emerging concerns around their ability to cope with challenges and maintaining the safety and wellbeing of specific family members. Promoting family and individual resilience with less reliance on statutory services	Porth Gofal	Year 1
2.1.3 Enhance the Integrated Family Support and Edge of Care service to provide intensive, preventative support for children who are on the edge of coming into care	2 4 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	To reduce the risk of children coming into local authority care whenever it is safe to do so	Porth Cynnal	Year 1
2.1.4 Development of the Safe Reduction of Looked after Children Strategy	2 4 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	To ensure collective discussions across the TAW and with other relevant services in agreeing key strategic priorities and actions in addressing safe reduction of looked after children	Porth Cynnal	Year 1
2.1.5 Approve and implement the Safe Reduction of Looked after Children Strategy	2 4 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	Ensure corporate and Council agreement and support of key strategic actions and priorities in safe reduction of looked after children	Porth Cynnal	Year 2

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
2.1.6 Review support available for Special guardians and kinship carers as part of the development of the LAC safe Reduction Strategy	2 4 5	Neglect of Children Mental Health Domestic Abuse Substance Misuse	Support children to be cared for by their extended families and friends wherever it is safe and appropriate to do so	Porth Cynnal	Year 2
2.2 Working with our partners to address the causes of family difficulties and vulnerabilities (e.g. ACEs).					
2.2.1 Provide enhanced parenting support across the continuum and as a result of referrals from all sources - Support and Mentoring, Targeted Support	2 3	Neglect of Children Mental Health Domestic Abuse Substance Misuse Financial Concerns Homeless Poor quality housing	To review parenting support available and inform the development of universal and targeted parenting support	Porth Cynnal	Year 1
2.2.2 Establish an inclusive core provision for holiday and play activities (including provision of food) including After School and Weekends.	2 5	Neglect of Children	To deliver a targeted programme of structured activities / play opportunities for vulnerable children, young people and families during holidays, weekends and after school to support their social, emotional, physical and mental wellbeing (grant funded this year - but will need to identify future funding)	Porth Cymorth Cynnar	Year 2
2.2.4 Strengthen support for re-unification of children and families following placements in care whenever it is safe and appropriate to do so as part of the LAC Reduction Strategy	2 5	Neglect of Children	Provide support for children to return to the care of their families whenever it is safe and appropriate to do so	Porth Cynnal	Year 2

Priority 3: ENABLE INDIVIDUALS TO LIVE INDEPENDENTLY IN THEIR OWN COMMUNITY					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
3.1 A Multi-Disciplinary Team and key coordinator model of working that brings together a range of health, social care and other community services that focus on intervening early to keep people well and independent by delivering the right care at home or in the community.					
3.1.1 Further development of the Porth Gofal Triage team to a Through Age model (including establishing a Porth Gofal hub at CILC Felinfach)	3 4	All	To provide an integrated triage of referrals with opportunities to provide signposting and onward referral to community early help and prevention services as well as targeted, short term services to meet identified support needs and therefore reducing the need for specialist long term care and support	Porth Gofal	Year 1
3.1.2 Explore and develop the key coordinator approach as a Through Age model	3 4	All	To explore whether a 'Key Co-ordinator' role within the TAW Model would be appropriate. The key coordinator would be the person who works in a support role with individuals / families. They could act as a single point of contact for the individual / family supporting them to coordinate their care across health, education, social care, housing, financial concerns etc. The Key Coordinator could over time empower individuals / families by providing them with support, resources and information to meet their individual needs	Porth Cymorth Cynnal	Year 1
3.2 The range of equipment provision and the use of assistive technology.					
3.2.1 Review the existing active technology in-house service: scoping possibilities of a hub/shop for Through Age delivery models	3	Independence Frailty Dementia	To develop an assistive technology and equipment strategy to inform the future work programme to increase accessibility and provision to the public as well as those referred via statutory services.	Porth Gofal	Year 1
3.2.2 Develop future delivery models for assistive tech and equipment for Through Age model	3	Independence Frailty Dementia	It will provide an accessible opportunity for individuals to source appropriate aids and equipment to maintain independence and wellbeing and increased individual resilience and reliance on statutory services	Porth Gofal	Year 2

3.3 A range of service options that include rehabilitation, re-ablement, direct payments, day services and an enhanced domiciliary care provision.					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
3.3.1 Develop new model/s for provision of Direct Payments	3 4	Independence	To empower individuals to manage their own support needs creatively and independently with reduced reliance on statutory services to meet needs	Porth Gofal	Year 1
3.3.2 Develop new through age model for re-ablement & domiciliary care / maximise the use of current provision and facilities	3	Independence Dementia	To provide a responsive service that is able to meet the growing demand for community care services whilst focusing on enablement and recovery and promoting independence and individual resilience	Porth Gofal	Year 1
3.3.3 Review provision of meals at home service including scoping community provision	3	Independence Frailty	To promote effective and efficient services in supporting people's independence	Porth Cynnal	Year 2
3.3.4 Develop Programme of Wellbeing for Chronic conditions and activities	3	Independence Frailty	Proactive services for people living with chronic conditions; choices that support what they can do not what they can't	Porth Cymorth Cynnar	Year 2
3.4 An holistic approach to supporting young people as they transition into adulthood.					
3.4.1 Review and develop required life skills support/training in areas such as housing, finance & employment	3	Independence Financial Concerns Isolation	Understand the requirements for life skills with a range of groups/service users and opportunities to meet those needs	Porth Cymorth Cynnar	Year 2
3.4.2 Focussed support for Care Leavers and young people with learning disabilities with work experience/apprenticeship	3	Independence Education Employment Training	To support employment opportunities for vulnerable persons	Porth Cynnal	Year 2
3.4.3 Develop opportunities for Co-operative/Social Prescribing/Social Enterprises	3	Independence Education Employment Training	Undertake a review to develop a better understanding of <ul style="list-style-type: none"> what is meant by Co-operative/Social Prescribing/Social Enterprises the reasons and need to develop social prescribing schemes how this could work within Ceredigion 	Porth Cymorth Cynnar	Year 4+

			<ul style="list-style-type: none"> how this will impact and be of benefit to the residents of Ceredigion 		
3.5 A whole system approach to supporting people to live with long term conditions (with a specific focus on dementia support).					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
3.5.1 Establish the model for Dementia Coordination (remit / role / service mapping & gapping plus desired outcomes)	3	Dementia Isolation	Determine model in order to apply direction of national / regional strategies in a local setting.	Porth Cynnal (Strategy/ Target Outcomes /Action plan)	Year 1/2
3.5.2 Develop Ceredigion Dementia Strategy and Action Plan	3	Dementia	To apply the national and regional strategies at a local level considering the range of support for dementia support and care	Porth Cynnal (Strategy/ Target Outcomes /Action plan)	Year 3
3.5.3 Establish relationships with providers to develop facilities, particularly in high-end dementia care / nursing care.	3	Dementia	To provide local solutions and provision for dementia across the continuum of need	To be determined with support from Corporate Services	Year 2
3.5.4 Identifying long term condition management programme, delivered via Wellbeing Centres in collaboration with the Health Board.	3	Poor Physical Health Frailty Independence	Deploying local services and support access points for citizens with long term conditions that do not require a care & support plan	Porth Gofal	Year 3

Priority 4: PROVIDE PROPORTIONATE APPROACHES TO MANAGED CARE AND SUPPORT					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
4.1 An extensive coordinated intermediate care offer.					
4.1.1 Establish what short term intervention (eg Dom Care and Enablement) will be offered by Porth Gofal across Through Age model (8 to 10 weeks)	4	Frailty Independence Dementia Poor Physical Health	To provide a holistic approach to community support with the initial focus on targeted short term support, enablement and recovery reducing the need for long term care packages	Porth Gofal	Year 1
4.2 Timely and recovery focused approach to care and support.					
4.2.1 Evaluate Programme 3 - Health and Social Care workers integrate with Dom Care and Enablement	4	Frailty Independence Dementia Poor Physical Health	To enable the development of a holistic approach to community support with the initial focus on targeted short term support, enablement and recovery reducing the need for long term care packages	Porth Gofal	Year 1
4.2.2 Review of provision of through age outreach support for people who have mental health difficulties in order to aid recovery	3 4	Mental Health	To inform development of through age early intervention and preventative support for people experiencing mental health difficulties.	Porth Cynnal	Year 1
4.2.3 Review of provision of through age outreach support for people who experience substance misuse	4 3	Substance misuse Mental Health	To inform development of through age early intervention and preventative support for people experiencing substance misuse difficulties	Porth Cynnal	Year 1
4.2.4 Strengthen provision of support for children and young people who need support with mental health difficulties	4 3	Mental Health	To promote children and young people's emotional and mental well-being	Porth Cynnal	Year 2

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
4.2.5 To review the range of respite provision for Through Age , day / part day / Residential/ 3rd Sector in order to develop a strategic plan for future provision	4 3 2	Frailty Independence Dementia Poor Physical Health Mental Health	To ensure that there is a range of appropriate respite support available to maintain independence and support for carers, reducing the need for longer term care and support services	Porth Gofal	Year 2
4.3 A range of accommodation options that can meet short, medium and long terms needs for care and support.					
4.3.1 Agreement with Registered Social Landlord's for the provision of a range of accommodation including opportunities for crisis accommodation	4 2	Homeless Poor quality housing Neglect of Children Mental Health Domestic Abuse Substance Misuse	Availability of a range of accommodation and housing options to support individuals and families to live well and maintain wellbeing with less reliance on specialist services	Porth Gofal	Year 1 to 3
4.3.2 Review housing and accommodation and care provision for people with Acquired Brain Injury to inform future support	4	Mental Health Substance Misuse	To review provision to inform strengthening support for people with acquired brain injuries.	Porth Cynnal	Year 1 to 3
4.3.3 Enhance accommodation provision for supported housing for vulnerable groups notably people experiencing Mental Health difficulties Substance Misuse difficulties, Learning	4 2	Mental Health Domestic Abuse Substance Misuse Homeless Poor quality housing Neglect of Children	Promote opportunities for housing/accommodation for vulnerable groups	Porth Cynnal	Year 2

Priority 5: PROTECT INDIVIDUALS AND KEEP THEM SAFE FROM ABUSE, HARM AND NEGLECT					
Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
5.1 Developing joined up and proportionate safeguarding arrangements for adults and children – within the Council and with partner agencies.					
5.1.1 Increase opportunities for more local & regional placements for children & families by developing the Parent & Baby facility and participation in the development of the Safe Accommodation Scheme for Children with Complex Needs	5 4	Neglect of Children	Increasing more local and regional placement choice for children and families and ensuring better quality outcomes.	Porth Cynnal	Year 2 -3
5.1.2 Develop a through age safeguarding team within Ceredigion CC that will align as far as possible the arrangements for adults and children whilst ensuring compliance with relevant legislation & guidance.	5	All	To develop effective through age safeguarding arrangements across the model that also take account of age specific requirements	Porth Cynnal	Year 1
5.1.3 Developing safeguarding threshold and pathway protocols across the model	5	All	To establish necessary protocols and thresholds to support safe and effective working across the model	Porth Cynnal	Year 1
5.2 Focusing specifically on the causes and effects of domestic abuse (e.g. substance misuse/ mental health/ financial pressures).					
5.2.1 Review local and regional support available for victims of domestic abuse to promote effective access of services.	5	Domestic Abuse	To ensure effective access to through services for people and families experiencing domestic abuse	Porth Cynnal	Year 2

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
5.2.2 Strengthen support with safeguarding awareness and information on keep safe strategies for people at risk of harm	5	Domestic Abuse Neglect of Children	To provide support to reduce the risk of repeat safeguarding referrals and improve people's awareness of how they can keep safe from harm	Porth Cynnal	Year 2
5.2.3 Develop early intervention and preventative responses to low level reports that do not meet the threshold for safeguarding interventions for children and adults	5	Domestic Abuse Neglect of Children	To ensure early intervention and prevention for people and families at risk of experiencing safeguarding concerns	Porth Cynnal	Year 1
5.2.4 Promote access to the regional Perpetrator programme and support for victims of domestic abuse	5	Domestic Abuse	To increase opportunities for people to address violent and abusive behaviour and reduce the prevalence of domestic abuse	Porth Cynnal	Year 2
5.2.5 Continue roll out of VAWDASV training framework	5	Domestic Abuse	To increase awareness and capacity for effective responses to domestic abuse.	Porth Cynnal	Year 2

5.3 Leading on a dedicated programme to ensure safeguarding is adopted as everybody's responsibility.

Action	X Ref	Area(s) of need	What will it achieve/impact on rebalancing care and support	Lead Porth	Year
5.3.1 Deliver safeguarding policy and procedure training to all staff within an agreed framework	5	Domestic Abuse Neglect of Children	To increase awareness and capacity for effective responses to safeguarding concerns	Porth Cynnal	Year 1



Cyngor Sir
CEREDIGION
County Council

Through Age and Wellbeing Model

Strategy | 2021 - 2027



Introduction

Welcome to Ceredigion County Council's Through Age and Wellbeing Strategy.

This strategy is a key part of the Ceredigion County Council Corporate Strategy that illustrates the main priorities for the Council. The priorities aim to enable the delivery of services that will enhance the social, economic, environmental and cultural well-being for the people of Ceredigion.

Providing support for all ages and needs is a significant challenge for the Council with limited resources. The profile of society and demographics have changed considerably over the last decade with a significant increase in the prevalence and impact of substance misuse, poor mental health and domestic abuse and older age groups living in Ceredigion. As a consequence, demand for certain services has increased placing a greater financial pressure on those service areas. In addition, the unemployment levels coupled with the low income levels has placed increased difficulties on the ability of people to access safe, affordable housing.

One of the key priorities within the corporate strategy is to **enable individual and family resilience**. Within this priority the Council seeks to achieve the following outcomes:



Citizens of all ages will have an improved quality of life



Improved support networks for families and those in need across the County



Improved well-being and health by adopting effective interventions



There will be well established networks of community and voluntary groups throughout the County providing strategic preventative support thus increasing community resilience and sustainable social care.



Improved choice and quality of local housing.

The priority that is focused on improving people's futures seeks to achieve the following outcomes:

Ceredigion and its citizens will...

have a sustainable population age profile

Page 50

be equipped to realise their potential in the economic and social life of the County

have more opportunities, and be inspired to develop the physical, intellectual and social skills that lead to active and healthy lives

continue to be a vibrant home for the Welsh language and culture

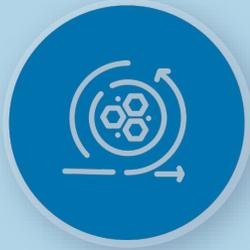
All citizens

will have access to a range of health related programmes and interventions for all sectors of our communities, targeting those at greatest risk.

The **Through Age and Wellbeing strategy** sets out the **vision** and associated **approaches** that will be taken to transform how the wellbeing and safety of the people of Ceredigion is supported

The **strategy describes the journey** the Council will take, alongside its partners, to transform its way of working. It provides the strategic context to drive future commissioning, operational service delivery, care management and our role in the integration of services.

The strategy sets out how we will:



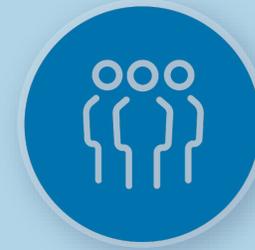
Put in place

a new Through Age and Wellbeing Model of delivery



Reduce demand

on managed care and support and focus resources on those who most need them



Support our workforce

to develop a new approach to supporting individuals within Ceredigion



Focus on

preventative services which help people to remain independent or regain the independence they want and value



Provide services

within budget



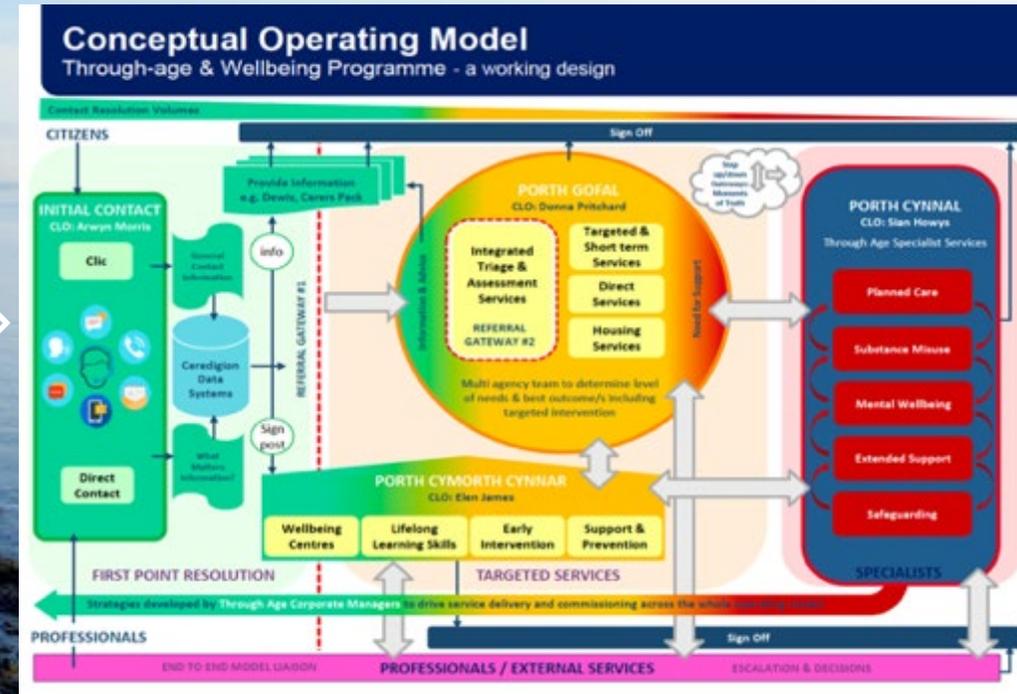
Work with partners

to provide a more joined up health, wellbeing and social care system

The Vision

Ceredigion County Council delivers value for money sustainable bilingual public services that support a strong economy and healthy environment while promoting well-being in our people and our communities,

To ensure every child, young person and adult in Ceredigion will be able to reach their full potential. To ensure fair access to excellent universal and targeted services that safeguard and support the health and wellbeing of all citizens. To develop skills and resilience that will last a lifetime and enable individuals to cope well with the challenges and pressures they face.



SSWBA - provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales. It places responsibilities on local authorities (with their partners) to develop a range of preventative support, to focus on what matters to people when providing service, to ensure individuals are protected from abuse, harm and neglect and to develop care and support markets.

WFGA - requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change.

RISCA - provides the statutory framework for the regulation and inspection of social care in Wales. It places the quality of services and improvement at the heart of regulation. It strengthens protection for those who need it and creates a regulatory system that is centred around people who need care and support, and the social care workforce.



Through Age and Wellbeing Model

Ceredigion Corporate Strategy - aims to re-invigorate the local economy and provide a prosperous, healthy, safe and affordable environment in which the citizens of Ceredigion can live and work and which will aim to try and retain young people in well paid jobs

West Wales Population Needs Assessment - provides a high level strategic analysis of the care and support needs of citizens and support needs of carers across West Wales. It assesses the extent to which those needs are currently being met and identifies where further improvement and development is required to ensure that individuals get the right support and are able to live fulfilled lives

Ceredigion Wellbeing Assessment - outlines what well-being looks like in the County and what Ceredigion's residents and communities want well-being to look like in the future. The assessment explores key issues which positively and/or negatively impact well-being and provides a basic overview and understanding of the nature and levels of well-being in Ceredigion

Rebalancing Care and Support White Paper - intends to develop a national framework for commissioning social care that will rebalance care and support. It will reduce complexity and ensure that quality is the key determinant of success in the social care market. It will have a strong focus on strengthening and supporting the workforce.

CEREDIGION NOW AND IN THE FUTURE

In 2020 the total population in Ceredigion was **72,695** including **11,318** students.

Current population projections suggest that the total population of West Wales will rise to **425,400** by 2033, with a rise in those aged over 65 years from 88,200 in 2013 to 127,700 by 2033.

Over half (58.5%) of Ceredigion's population speak Welsh, a 6% increase from the year ending September 2009.

The population of people aged over 65 living in Ceredigion will increase by **27%** by 2039.

There are **3,444** active third sector organisations (above the national average of 3,330)

The percentage of children receiving care and support with substance misuse problems in Ceredigion is 5% (below the Wales average of 7.5%).

Child poverty in Ceredigion has increased by more than **3%** since 2014.

By 2033 the proportion of the population between 0-14 years in Ceredigion will reduce to 15% and 15 –24-year-olds will also reduce to 11%.

There is an expected significant rise in the numbers of people aged 65 and over with a learning disability from 395 in 2021 to 463 in 2035.

Ceredigion has a lower number of looked After Children (LAC) than the national average. Care and support needs span a wide range from universal, through early intervention, multiple needs and remedial intervention.

The region attracts high levels of inward migration of people over 65. The level for Ceredigion is 29% migration rate with 85% of these being over 65.

The predicted number of people aged 0 - 17 that will have a disability according to Disability Discrimination Act definitions in Ceredigion in 2035 will be 1006.

1381 people known to be diagnosed with Dementia in 2021, this figure is predicted to rise to 2021 by 2035.

Life expectancy in Ceredigion is good at 80.5 years for males and 84.1 years for females, both of which are above the national averages for males and females respectively.

The Ceredigion context – case for change

- Increasing demand, reducing supply (high life expectancy)
- Reducing number of children and young people (aged 1-15)
- Increasing costs in the system
- Complex system to navigate
- The need for integrated solutions across sectors
- Under-utilisation of community assets
- High levels of alcohol consumption
- Lowest average earnings
- High number of children home educated in West Wales
- Increase in drug and alcohol misuse in rural and urban communities
- Rising cost of accommodation
- Poor standard of housing conditions (impacting on older people's wellbeing)
- Limited sheltered housing provision
- Retirement population invested in self development
- Many people receive care and support from families
- Workforce availability (numbers commuting in and out)
- Above average number of third sector organisations
- Overdependence on the public sector for employment



To address the root causes of challenges and vulnerabilities for people and the reasons they come into contact with the service (e.g. adverse childhood experiences)
“we will resolve problems not contain them”

Move away from focusing on the individual and their challenges in isolation

To a more holistic approach that supports the person and their network (e.g. family and community support networks) as well as the individual

To supporting people of all ages and their carers to manage their wellbeing

Whole population approaches

Reduced dependency on managed care and support

A whole Council approach

THIS IS WHAT WE ARE GOING TO AIM TO ACHIEVE

Strong partnership working

A transformational change in culture and practice

Increased resilience of individuals in their community

Strong early intervention and prevention infrastructure

An approach to service delivery

Reduced duplication of resources/ capacity and maximise what is already available

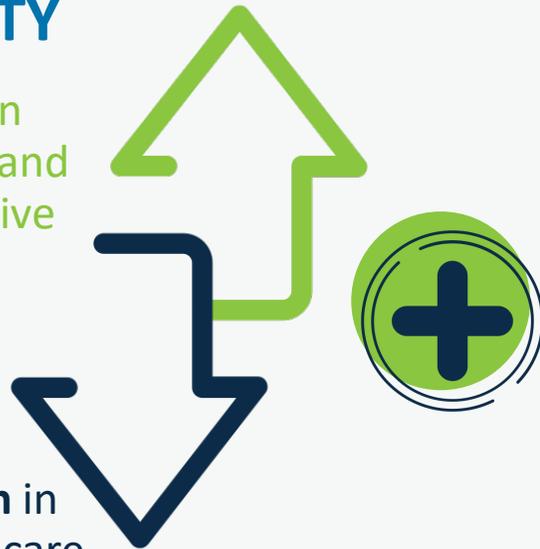
To support people to develop their knowledge, skills and confidence to live well

That sees all elements of the Through Age Model providing the right support at the right time using a Team Around the Family/ Adult approach

The **journey** to reprofile care and support in Ceredigion

ACTIVITY

Increase in universal and preventative support



Reduction in managed care and support

BUDGET

Increase in the budget allocated to Porth Cymorth Cynnar

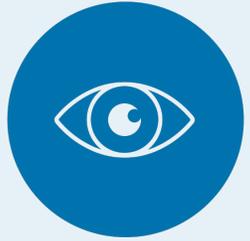


Reduction in the budget allocated to Porth Cynnal

- We are meeting people's needs in the most timely way while helping them achieve what matters to them
- Decreased dependency on Council services
- Reallocation of resources and evidence to show that prevention is working as we are reducing the need for managed care and support
- We are maximizing the role of technology for individuals, staff and service delivery
- We have a highly skilled, effective and committed workforce
- We have a strong market with close relationships with providers that helps us to plan and commission effectively

WHAT SUCCESS WILL LOOK LIKE





How we will **achieve** our vision

To ensure every child, young person and adult in Ceredigion will be able to reach their full potential. To ensure fair access to excellent universal and targeted services that safeguard and support the health and wellbeing of all citizens. To develop skills and resilience that will last a lifetime and enable individuals to cope well with the challenges and pressures they face.

To achieve our vision we have developed a Through Age and Wellbeing operating model that is designed to ensure people get the right level and type of support, at the right time, to prevent, reduce or delay the need for ongoing support, and to maximise people's independence and to be able to remain in their own home in their own community wherever possible.

In order to do this we will:

- support those at a disadvantage and those who encounter challenges,
- further develop strengths-based, outcome focussed services for citizens,
- safeguard and nurture the most vulnerable,
- aim to be the benchmark standard for excellence and innovation in Wales and beyond,
- upskill our workforce to work collaboratively to improve the guidance and support available to individuals and families in Ceredigion.

We will always consider the view of the individuals, professionals and partners, as well as the wider Ceredigion workforce in the development and evolution of the model and we will always seek to be:

- Accessible
- Friendly
- Innovative
- Approachable
- Non-judgemental
- Efficient
- Supportive
- Timely
- Effective

The Through Age & Wellbeing model is foremost an operating model focusing on the delivery of integrated through-age services and Client journey rather than a *systems* or *process* strategy



WHAT WE WILL DO...

PEOPLE: We will work collaboratively across the teams, and with all Health, Third Sector and external partners, to ensure better outcomes for all our Clients and their families; providing the right help at the right time.

PROCESS: We will seek continuous improvement, meeting legislative and statutory requirements and using collaborative principles and methodologies in everything we do, sharing best practice across Teams and ensuring robust management and supervision.

TECHNOLOGY: We will use technology to be efficient in the allocation of work, to streamline repeat activity and provide assistance. We will drive a systems strategy that gives data oversight to ensure automated sharing of data between systems and ensure efficient use of data and recording processes.



THE PRINCIPLES THAT UNDERPIN OUR MODEL

CONTROLS: We will protect the Local Authority from Operational Risk exposure and we will aim to improve the overall profile for all our partners.

QUALITY ASSURANCE: We will increase our quality assurance activity to ensure we are continually reviewing the best interest of service users and ensure high standards of support are delivered.

SUSTAINABILITY: We will provide a service to the public that is not only fit for purpose, to meet the need of the citizens of Ceredigion, but also be efficient and sustainable for future demands placed on the Authority.

THE PRINCIPLES THAT UNDERPIN OUR MODEL



Experiences should feel client focused and the Through Age and Wellbeing Model sets out to provide continuity and security with regard to:

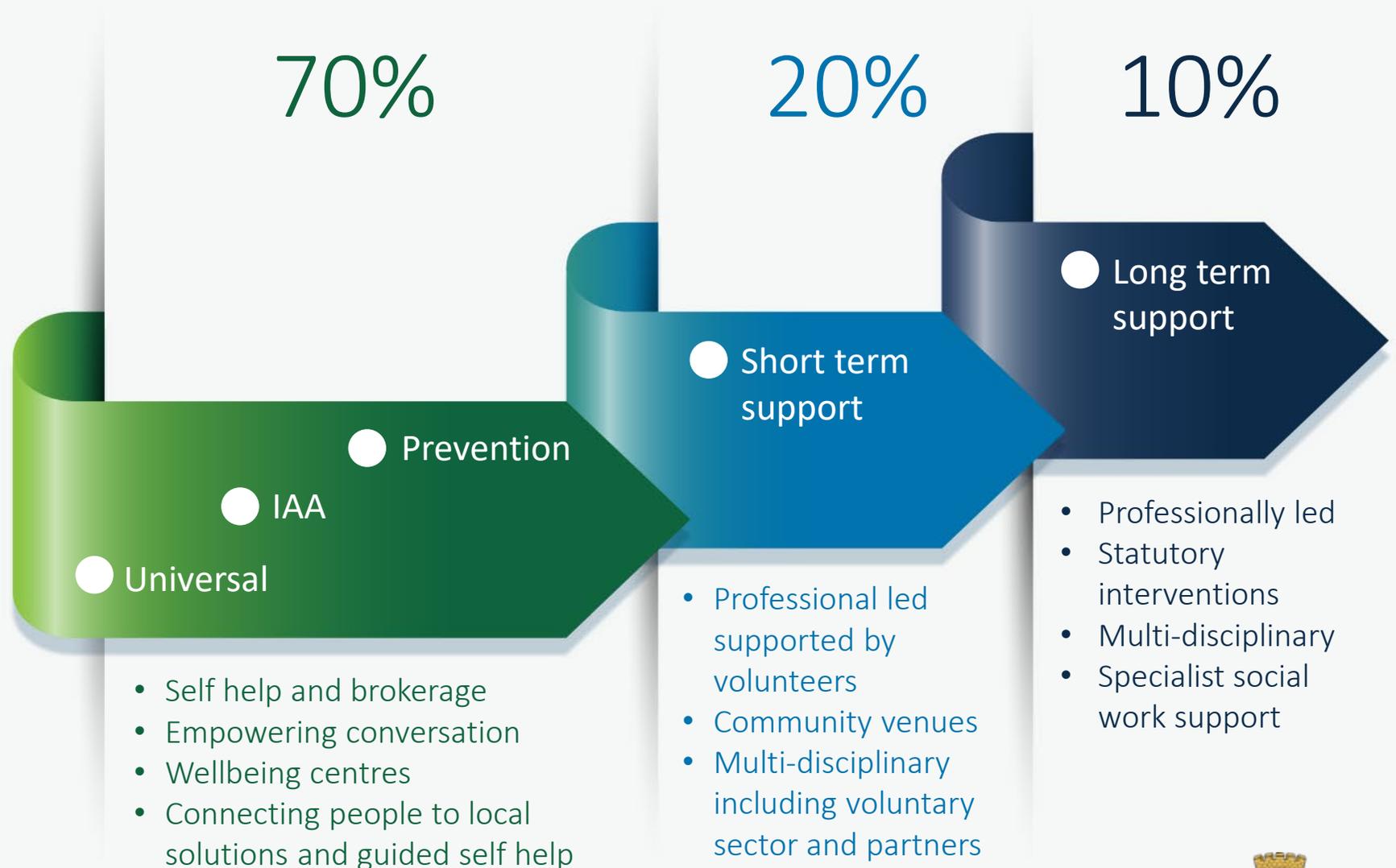
- Access to flexible support resources
- Avoidance of barriers to collaboration, e.g. passing referrals back and forth would be wasteful and not Client centric
- Preventing duplication
- Preventing the model developing a sense of ‘processing’ and instead keeping the focus on the individual, their wellbeing and care and support needs

The individual's journey through the TAWM...by 2027

We aim to provide first point resolution with regard to provision of information, advice and assistance when appropriate.

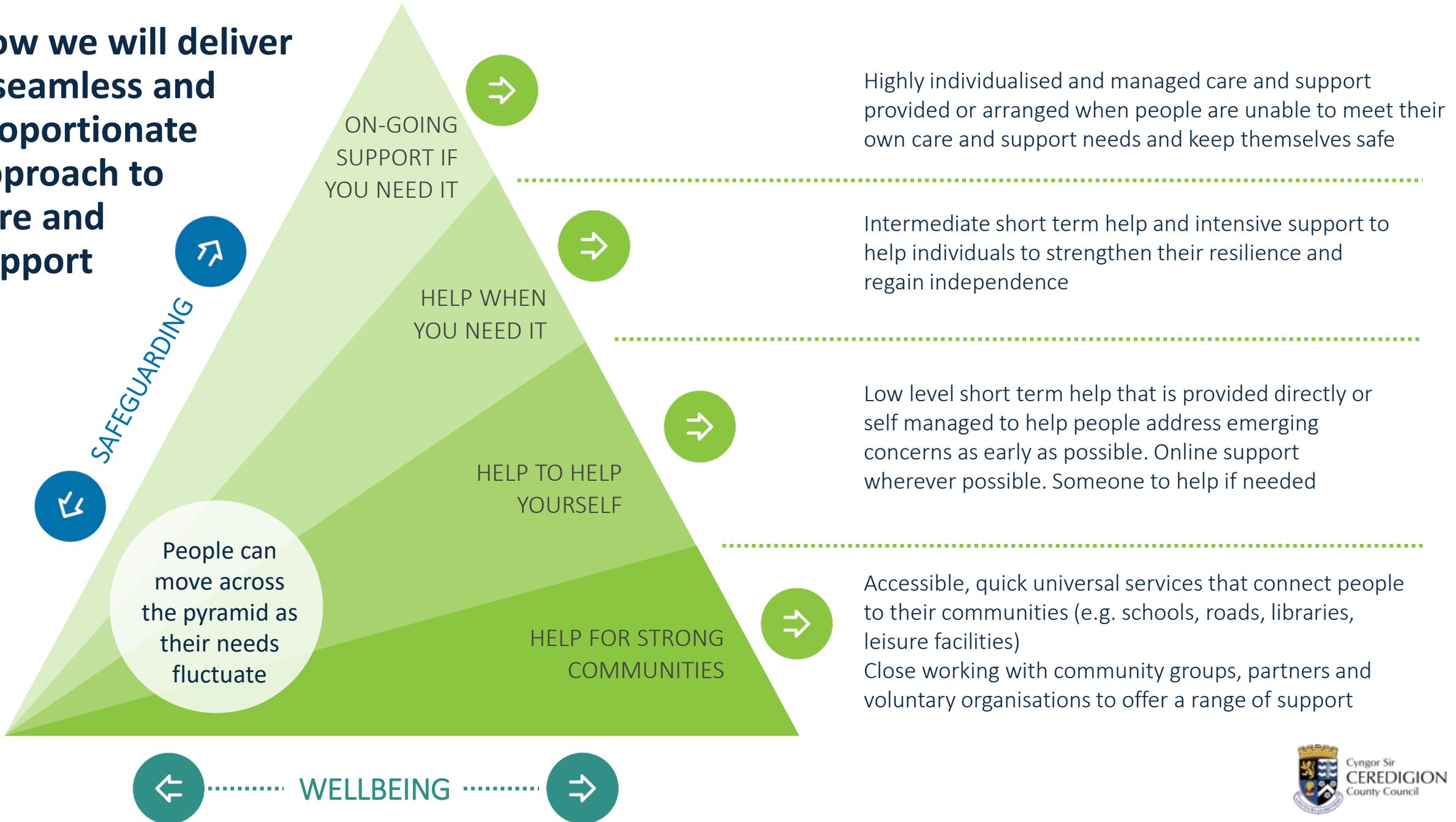
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Proportionate Assessments and signposting, which will release capacity and time for more complex, planned care and through-age specialist services when eligible care and support needs are identified.



How we will deliver a seamless and proportionate approach to care and support

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How practice will change in Ceredigion

MOVING FROM A PRACTICE APPROACH THAT...

Does things to/ for people and creating dependence

Sees the individual in isolation

Responds to what people can't do

Is led by the traditional service responses

Is based on a one-size fits all

Is risk averse and escalates cases to high end managed care and support

We will align services so that we have 'one person/point of contact' working/liasing with the family, rather than multiple people from various services across the model in order to avoid duplication of services and support.

TO A PRACTICE APPROACH THAT...

Focuses on enabling people to do things for themselves, promoting independence

Support the family and social network

Enables people to build on what they can do and the support they have around them

Is led by a good 'what matters conversation' that identifies what is important to the person

Is creative and innovative and tailored for the person and his/her network

Promotes positive risk taking and enables people to exercise choice in how their needs are met

Is prepared to try different ways of working

Traditional

Transitional

Transformational

The way we will work

This is the practice model that we will adopt across our leadership, processes and systems, practice, commissioning and the relationships we have with all people we work with and support.



Voice,
choice and
control



Strength
based



Positive
risk taking



Co-production



Outcome
focused
(what
matters)



Proportionate



Signs of Safety



The way we will work – how it will look



Voice, choice and control

PEOPLE

- will be able to make choices and decisions that are meaningful to them.
- will be able to express who they are and what they want to be different in their life.

STAFF

- will take into account the views and experiences of the people they support on an ongoing basis to have 'choice' and 'control' in decisions that affect them.
- the person and their network will plan, implement and evaluate the choices the individual has made.

LEADERS

- will ensure practitioners develop interpersonal relationships between people, their families, carers and networks and the staff working with them.
- will actively listen and respond to the experiences of staff in working in this way.



Strength based

PEOPLE

- will feel supported with their independence, resilience, ability to make choices and wellbeing.
- will be able to draw on their personal resources, abilities, skills, knowledge, potential, etc.

STAFF

- will value the capacity, skills, knowledge, connections and potential in the people they support, their networks and communities.
- will work in collaboration with the people they support to help them do things for themselves

LEADERS

- will acknowledge and celebrate success and the impact of the work undertaken by staff.
- will prioritise the development of the skills and confidence of practitioners

The way we will work – how it will look



PEOPLE

- will feel empowered and enabled to have the freedom of choice and the right to make their own decisions, on everything from how they want to be cared for, to how they want to spend their free time.

STAFF

- will work with the person and their network and other agencies to:
- weigh up the potential benefits of exercising one choice of action over another
- identify the potential risks involved
- look beyond the potential physical effects of risk to consider the mental aspects of risk, such as the effects on wellbeing or self-identity
- develop plans and actions that reflect the outcomes of the individual

LEADERS

- will support reasonable risks and give permission to practitioners to work in this way
- will enable practitioners to use available resources and support to help individuals to achieve their outcomes and minimise potentially harmful outcomes.



PEOPLE

will feel that they are active in:

- managing their wellbeing and working towards their personal goals;
- making decisions about the care and support they receive, in relation to what's important for their lives;
- engaging with and shaping services and support.

STAFF

- will work to an equal relationship with the person and their network so that they are part of the whole process

LEADERS

- will work collaboratively with partner agencies to design and deliver services and in an integrated way wherever possible.
- will hold partners to account to ensure they take responsibility for supporting individuals' wellbeing

The way we will work – how it will look



PEOPLE

- are able to do the things that are important to them in their lives

STAFF

- will acknowledge the person and their network's strengths and develop an understanding of what is important to them and work towards establishing a shared sense of purpose to which everyone can contribute.
- will move away from only identifying needs and problems and matching those to service solutions

LEADERS

- will trust practitioners to make decisions, including those that involve resource decisions and taking risks in order to support the achievement of outcomes for individuals.



PEOPLE

- will not feel that the process and approach to support them is unnecessarily intrusive
- will receive support in a timely manner and only with aspects of their life where this is needed

STAFF

- will provide the least intrusive response appropriate to the risk presented.
- will consider and address all risks so that no further harm is done.

LEADERS

- will take a far less adversarial approach, with proportionate involvement and respectful relationships being at the heart of their practice

THE VISION AND OBJECTIVES

To ensure every child, young person and adult in Ceredigion will be able to reach their full potential. To ensure fair access to excellent universal and targeted services that safeguard and support the health and wellbeing of all citizens. To develop skills and resilience that will last a lifetime and enable individuals to cope well with the challenges and pressures they face.

- Promote positive health and wellbeing and support people to self support
- Strengthen families so that children can remain in their care
- Enable individuals to live independently in their own communities
- Provide proportionate approaches to managed care and support
- Protect individuals and keep them safe from abuse, harm and neglect

01

OBJECTIVE
**PROMOTE
POSITIVE
HEALTH AND
WELLBEING
AND SUPPORT
PEOPLE TO SELF
SUPPORT**

THIS WILL BE ACHIEVED BY DEVELOPING:

- a new model for the delivery of information, advice and assistance
- a tiered approach to prevention
- a robust range of support for carers
- maximising the potential of community assets

WHAT THIS WILL MEAN FOR THE FUTURE:

- There will be an easily accessible digital information and online self assessment process so that people can find solutions for themselves
- There will be a coordinated approach to information, advice and guidance that is easily accessible, for example through our Wellbeing Centres
- There will be an integrated and community based approach to supporting people to live independent and healthy lives
- Individuals will be supported to maintain their own health and wellbeing using resources they have themselves and around them

An IAA model for Ceredigion

External agency referrals for care and support and safeguarding reports



Porth Cymorth Cynnar
Porth Gofal
Porth Cynnal



CLIC
Libraries



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Online self help and self service

- Information
- Advice
- Transactional services and assessments

Supported access

- Information
- Advice
- Start of a what matters conversation
- Signposting to other services

Wellbeing Centres/ Location based services

- Information, advice and assistance
- What matters conversation
- Supported self management
- Signposting and/or referrals to other services

Intensive and specialist support

- Professional led
- Information, advice and assistance through a structured assessment
- Referrals to other services



Early intervention and prevention

Wellbeing

Safeguarding



02

OBJECTIVE
STRENGTHEN FAMILIES SO THAT CHILDREN AND YOUNG PEOPLE REMAIN WITH THEIR FAMILY

THIS WILL BE ACHIEVED BY:

- rolling out a whole family approach with a wide range of different statutory and voluntary agencies to work with a family. This coordinated partnership approach helps build on family strengths and bring about sustainable change in identified areas of concern for the whole family
- working with our partners to address the causes of family difficulties and vulnerabilities such as domestic abuse, poor mental health and substance misuse and wider ACE's

WHAT THIS WILL MEAN FOR THE FUTURE:

- Family units (all generations) are supported to stay together and support each other
- When families reach or are close to a point of crisis they will be able to access support to respond to challenges and build their resilience after the crisis has passed

03

OBJECTIVE

**ENABLE
INDIVIDUALS
TO LIVE
INDEPENDENTLY
IN THEIR OWN
COMMUNITY**

THIS WILL BE ACHIEVED BY DEVELOPING:

- a Multi Disciplinary Team and key co-ordinator model of working that brings together a range of health, social care and other community services that focus on intervening early to keep people well and independent by delivering the right care at home or in the community
- the range of equipment provision and the use of assistive technology
- a range of service options that include rehabilitation, reablement, direct payments, day services and an enhanced domiciliary care provision
- a holistic approach to supporting young people as they transition into adulthood
- a whole system approach to supporting people to live with long term conditions (with a specific focus on dementia support)

WHAT THIS WILL MEAN FOR THE FUTURE:

- Individuals will have access to timely support to help them to maintain or regain their independence
- Assistive technology will be key in supporting individuals to be maintain their independence
- Individuals will be able to remain in their local communities with the support of their networks wherever possible
- Individuals needs will be met through integrated services but with the most appropriate person co-ordinating their care

04

OBJECTIVE

PROVIDE PROPORTIONATE APPROACHES TO MANAGED CARE AND SUPPORT

THIS WILL BE ACHIEVED BY DEVELOPING:

- an extensive co-ordinated intermediate care offer
- a timely and recovery focused approach to care and support
- a range of accommodation options that can meet short, medium and long terms needs for care and support
- co-ordinated support to address the impact of substance misuse, poor mental health and financial difficulties

WHAT THIS WILL MEAN FOR THE FUTURE:

- Individuals with greatest vulnerabilities will be able to access the right support to help them live their life in the way they want whilst making sure their needs are met, their outcomes achieved and any risks managed
- Individuals needs will be met through joined-up services but with the most appropriate person co-ordinating their care
- Individuals will have access to timely support that is right for them as their needs fluctuate

05

OBJECTIVE
PROTECT INDIVIDUALS AND KEEP THEM SAFE FROM ABUSE, HARM AND NEGLECT

THIS WILL BE ACHIEVED BY:

- leading on a dedicated programme to ensure safeguarding is adopted as everybody's responsibility
- developing joined up and proportionate safeguarding arrangements for adults and children – within the Council and with partner agencies
- focusing specifically on the the causes and effects of domestic abuse (e.g. substance misuse/ mental health/ financial pressures)

WHAT THIS WILL MEAN FOR THE FUTURE:

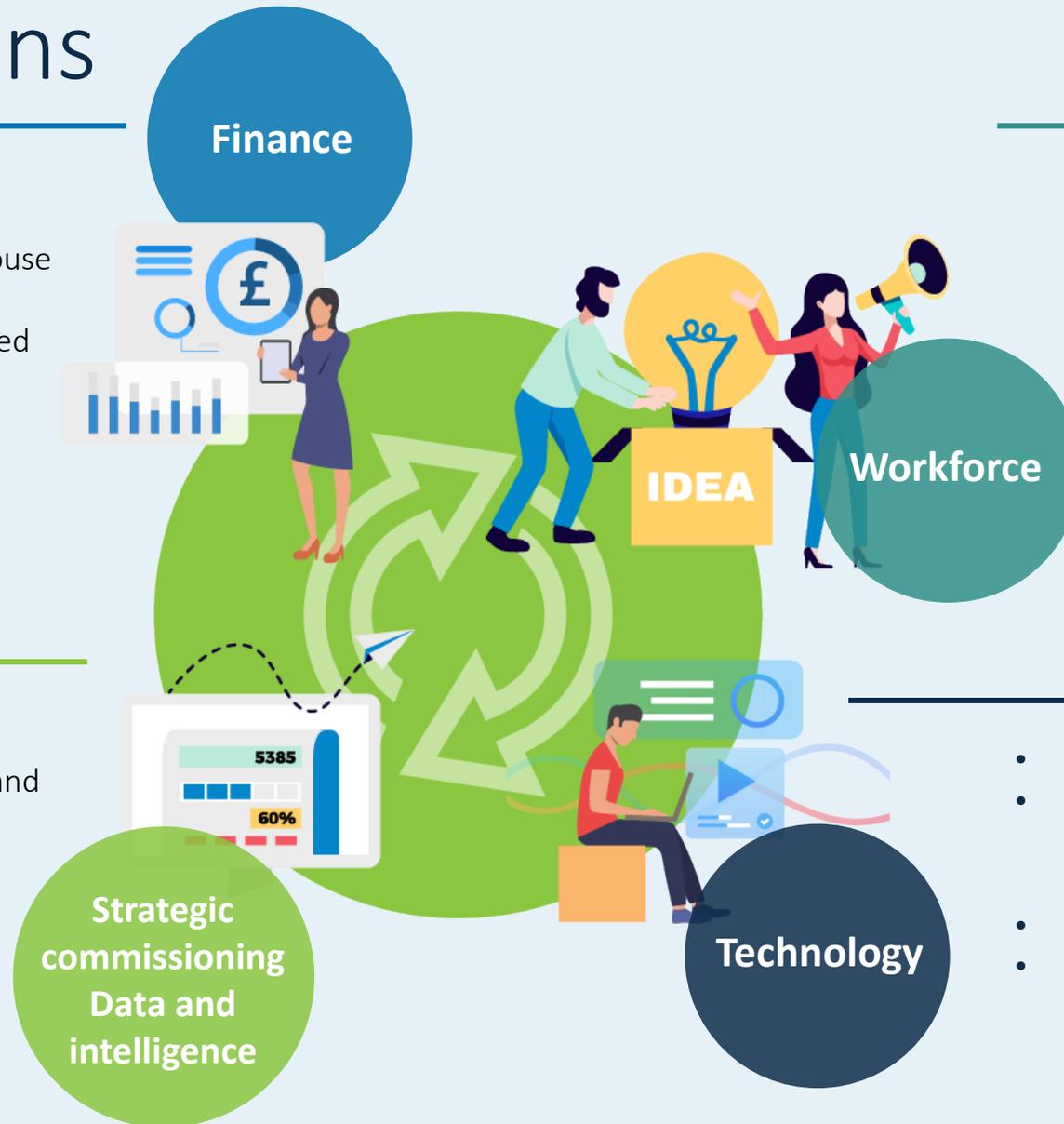
- Individuals will be supported at the earliest point to prevent them experiencing abuse, harm or neglect
- Families receive consistent and joined-up support when there are safeguarding concerns impacting on more than one person in the family
- Individuals' wider wellbeing will be actively promoted not just the areas of concern

The Foundations

- Proportionate allocation of resources
- Quality assurance and monitoring of spend to ensure value for money (in-house and external)
- Exploring options for charging as enabled in Part 5 of the SSWBA
- Maximising all funding streams to support whole family units and not targeted just at eligible individuals
- Understanding and recognising return on investment

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- Detailed profile of the needs and outcomes of the population
- Understanding of patterns of demand and supply
- Up to date information about what the market is supplying and what works
- Strong relationships with providers to be able to shape the market
- Increased investment in early intervention and prevention



- Strong transformational leadership
- Develop staff to have the right skills, knowledge, experience and confidence
- Supportive management approach and working environment
- Support staff to work collaboratively with partners

- Assistive technology for individuals
- Intelligent and integrated data systems
Use of social media to engage with individuals
- Online access to Council services
- Mobile digital technology for staff

The delivery infrastructure

Page 79



The delivery infrastructure... **in practice**

Page 80



- Commissioning Strategies
- Quality Assurance Framework
- Workforce Strategy
- Prevention Strategy
- Dementia Strategy

The delivery infrastructure

- Quality monitoring of finances
- Outcome based commissioning and procurement practice
- Aggregation and maximisation of funding available (e.g. grants)



- Maximising opportunities through Economic Ambition Strategies
- States Services supporting adaptations of buildings (e.g. wellbeing hubs)

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- Whole family approaches to supporting children
- Using school sites and community buildings as community resources
- Schools supporting community resilience



- Strategic partnerships interdependencies
- Ensuring links with corporate strategy



- Accessible and available car parking to access community resources
- Accessible and available transport infrastructure



The transitional approach to achieving the vision

YEAR 1



- Information, Advice and Assistance
- Prevention
- Developing the workforce

YEAR 2



- Rehabilitation and Reunification
- Commissioning services

YEAR 3



- Rebalancing long term care and support

Cyngor Sir CEREDIGION County Council

REPORT TO: Cabinet

DATE: 05 10 2021

LOCATION: Virtual Meeting

TITLE: Through Age & Wellbeing Strategy 2021-2027 and Action Plan

PURPOSE OF REPORT: To provide feedback from the Healthier Communities Overview and Scrutiny Committee held on 17 September 2021 – Members of the Learning Communities Overview and Scrutiny Committee also present at the meeting

BACKGROUND:

At its 17 September 2021 meeting, Members considered the Through Age & Wellbeing Strategy 2021-2027 and Action Plan.

The Chair welcomed Caroline Lewis, Corporate Director, to present the report.

Members of the Learning Communities Overview and Scrutiny Committee were invited to attend the meeting and contribute to discussions.

In 2017 it was agreed that a systematic review of all structures and service areas should be undertaken to ensure that services across the Authority have the capacity and capability to meet the priorities of the Corporate Plans and Objectives. This has progressed well although the pandemic did delay progress during 2020 but work has further progressed from September 2020 onwards. The Strategy is a key part of the Corporate Strategy.

Following discussion, Committee Members were asked to consider the following recommendation:

RECOMMENDATION:

- To recommend the approval of the Through Age and Wellbeing Strategy 2021-2027 and Action Plan for Cabinet approval.

Members agreed to recommend that Cabinet approve the Through Age and Wellbeing Strategy 2021-2027 together with the Action Plan, subject to consideration of the following recommendation:

- That there is improved communication between Local Authority Services and the CLIC service in future. Please note that there is an agenda item scheduled to be presented to the Corporate Resources Overview and Scrutiny Committee meeting on the 14th October 2021 - to provide an update on CLIC Customer Services. Members agreed that all CLIC staff should be praised for their commitment and hard work.

The Chairman thanked the Officer for attending and presenting in a clear, concise manner.

Councillor Bryan Davies
Chairman of the Healthier Communities Overview and Scrutiny Committee

CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 5 October 2021

Title: Draft Well-being & Improvement Objectives Annual Report 2020-21

Purpose of the report: To present the Draft Well-being & Improvement Objectives Annual Report 2020-21

For: Approval

Cabinet Portfolio and Cabinet Member: Councillor Ellen ap Gwynn (Leader of the Council) - Policy and Performance, Partnerships and Democratic Services

Introduction

The Local Government (Wales) Measure 2009 places an obligation on Ceredigion County Council to publish an Improvement Plan to demonstrate its objectives and performance over the last year (2020-21). All local authorities are required to have arrangements in place to secure improvement across their services.

Furthermore, the Well-being of Future Generations (Wales) Act 2015 places a duty on Councils to set and publish Well-being Objectives which are designed to improve the social, economic, environmental and cultural well-being of Wales, creating the Wales that we want now and in the future. All reasonable steps must be taken towards achieving these objectives, and an annual report is required to outline the Council's progress in meeting them. The guidance on producing this document directs that a review of the Well-being Objectives should also be included.

The Council combines these requirements into a single report – the “Well-being and Improvement Objectives Annual Report” which has to be published by 31st October 2021. Despite the Covid-19 pandemic, the requirement to publish this report remains in place. However, this will be the last Annual Report in this format as the Local Government Measure is being replaced with Part 6 of the Local Government and Elections Act that introduces the new Self-Assessment performance regime from 2021 onwards.

Current Situation

An annual review of the Well-being Objectives was undertaken in June 2020, taking into account the ongoing impact of the COVID-19 pandemic on service delivery. The review concluded that the existing set of Objectives remain fit for purpose and provide a more focused response to COVID-19 to protect and enhance the well-being of everyone now and for the longer term.

This approach was approved by Leadership Group on 16th June and will continue in 2022/23. (The list of Well-being Objectives can be found in Appendix A).

The draft Annual Report is attached as Appendix B. The format of the report has been amended following feedback from last year and its appearance updated. The document reviews performance during the 2020-21 year and as a result has a strong Covid-19 theme running throughout and when assessing performance for the year.

It is important to note that although Audit Wales will be checking this for compliance and issuing a Compliance Certificate, they will not be auditing it in detail this year due to the end of the statutory requirement to produce the report.

Timetable

The report is scheduled to be presented to Council on the 21 October 2021. Once agreed, the plan will be published and made available on the Council’s Web site.

Has an Integrated Impact Assessment been completed? If, not, please state why There is no change to policy

Wellbeing of Future Generations: *Summary:*
Long term: The Well-being Objectives were developed in accordance with the Sustainable Development Principle.
Collaboration:
Involvement:
Prevention:
Integration:

Recommendation(s): That Cabinet consider and agree the draft Well-being and Improvement Objectives Annual Report 2020-21.

Reasons for decision: To progress with publishing the Well-being and Improvement Objectives Annual Report 2020-21.

Overview and Scrutiny: Overview and Scrutiny Coordinating Committee 15 September 2021

Policy Framework:
Corporate Priorities:
Finance and Procurement implications:
Legal Implications: Local Government (Wales) Measure 2009
 Well-being of Future Generations (Wales) Act 2015

Staffing implications: None
Property / asset implications: None

Risk(s): None
Statutory Powers: None

Background Papers: Corporate Strategy 2017-2022

Appendices: Appendix A: Review of the Wellbeing Objectives

Appendix B: Draft Well-being and Improvement
Objectives Annual Report 2020-21.

**Corporate Lead
Officer:**

Alun Williams

Reporting Officer:

Rob Starr (Performance and Research Team)

Date:

11 September 2021

Appendix A: Review of Well-being Objectives

The Well-being Objectives focus on short-term more focused response and recovery to the COVID-19 pandemic in order to protect and enhance the well-being of everyone now and in the future. They were identified, and are still aligned to, each of our Corporate Priorities, and take into account the Public Services Board's Assessment of Local Well-being and the Well-being Plan.

The existing Well-being Objectives have been reviewed and it was concluded that they should remain in place to support the ongoing recovery work of the Council and its partners.

Therefore for the 2022/23 year the focus of our attention will be to support the needs of citizens in recovering from the pandemic and at the same time delivering against the priorities of the Council.

Wellbeing Goal	Corporate Priority	2020/21 Wellbeing Objectives	Proposed Well-being Objectives for 2021/22 and 2022/23
A Prosperous Wales A More Equal Wales A Globally responsible Wales	1. Boosting the Economy	1.1 Support businesses to respond to the impacts of Covid-19	1.1 Support businesses to respond to the impacts of Covid-19
A Prosperous Wales A Healthier Wales A more Equal Wales A Wales of Vibrant culture and thriving Welsh Language A Globally responsible Wales	2. Investing in People's Future	2.1 Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment 2.2 Protecting people from poverty 2.3 Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion	2.1 Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment 2.2 Protecting people from poverty 2.3 Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion
A Healthier Wales A more Equal Wales A Wales of Cohesive Communities A Globally responsible Wales	3. Enabling Individual and Family Resilience through	3.1 Support citizens who have been disproportionately impacted by Covid-19 to improve their physical and emotional wellbeing 3.2 Promote the well-being of individuals and communities within safe and accessible homes	3.1 Support citizens who have been disproportionately impacted by Covid-19 to improve their physical and emotional wellbeing 3.2 Promote the well-being of individuals and communities within safe and accessible homes
A Prosperous Wales A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Wales of Vibrant culture and thriving Welsh Language A Globally responsible Wales	4. Promoting Environmental and Community Resilience	4.1 Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition 4.2 Support our communities to be strong and well connected so that they are able to thrive despite COVID-19	4.1 Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition 4.2 Support our communities to be strong and well connected so that they are able to thrive despite COVID-19

ANNUAL REPORT

2020-21

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



Cyngor Sir
CEREDIGION
County Council

**Annual Review of Performance
and Well-being Objectives**



Contact us

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A **Plain Text Version** or **Easy Read Version** of this document is available from Ceredigion County Council

Status: Draft
Approved by Cabinet:
Approved by Council:
Publication date:

ANNUAL REPORT

Ceredigion County Council Annual Report 2020-21



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Foreword

Welcome to Ceredigion County Council's Annual Report

Welcome to the Ceredigion County Council Annual Report for 2020/21. This document illustrates our successes during the past year and sets our commitments to local residents for the next twelve months. We use it to monitor our performance and keep residents informed of our progress.

As we go to press Ceredigion, like the rest of Wales, is still recovering from the COVID-19 health pandemic. Inevitably it has impacted most of the services we provide, and brought some of them to the fore. This last year has connected the Council more closely with the community we serve than ever before - Councillors, staff, community groups and our partners have all pulled together to support our communities and the most vulnerable in our society.

We are proud and grateful for the response from our frontline services, Council staff and the many volunteers who have been working in partnership with the Council to ensure Ceredigion's residents receive the support they need.

In view of these challenges, we have remained focussed on delivering strong and resilient services that are truly responsive to the needs of our residents and local businesses. As we move forward, our focus will be on the recovery from the COVID-19 pandemic and we will continue to engage with, and support, both residents and business across the County. We are working hard to bring economic recovery and success to Ceredigion, supporting the most vulnerable, whilst ensuring that climate change initiatives underpin all that we do as we seek to protect our beautiful environment.

Despite the significant impact of COVID-19, it is important that we reflect on and evaluate our performance on behalf of our residents. Ceredigion County Council continues to be amongst the top performing authorities in Wales. For example, during 2020/21:

- Our vision for the Mid Wales economy and progressing the Mid Wales Growth Deal was shared with the Welsh and UK Governments to support much needed investment in the communities of the region
- 18,835 Business Grant payments were administered with a value of £49m to support local businesses through the pandemic
- Over 15,000 food parcels were delivered to medically vulnerable residents ensuring they received essential supplies
- Ceredigion's schools successfully supported to reopen through site visits, operational guidance, risk assessments and Personal protective Equipment (PPE) deliveries
- A new Economic Strategy and Tackling Hardship Strategy were published during the year

In 2021/22 our Corporate Priorities remain Boosting the Economy, Investing in People's Future, Enabling Individual and Family Resilience and Promoting Environmental and Community Resilience. It is into these areas that we will direct our resources to re-invigorate the local economy and provide a prosperous, healthy, safe and affordable environment in which the citizens of Ceredigion can live and work and which will aim to retain our young people in well paid jobs. In doing so we will continue to apply and embed the principles of the Well-being of Future Generations Act and contribute to the seven National Well-being Goals.

I hope you enjoy reading about these and other activities in this report.

Councillor Ellen ap Gwynn
Leader, Ceredigion County Council



Executive Summary

Executive Summary

1. The Well-being of Future Generations (Wales) Act 2015 directs that public bodies must produce a report on the progress it has made against its Well-being Objectives.
2. The Future Generations Commissioner for Wales and the Auditor General for Wales in their reports have indicated that there is an expectation that public bodies will implement changes in seven core areas of change in order to effect change throughout the organisation. The section, "Embedding the Seeds of Change" demonstrates how we are implementing these changes.
3. We are now in the final year of our Corporate Strategy which outlines our Corporate Priorities for the period 2017-2022, which are Boosting the Economy, Investing in People's Future, Enabling Individual and Family Resilience, and Promoting Environmental and Community Resilience. Progress against all four of the priorities are assessed as being "Green". (Green = started and on target, Amber = started but behind target, Red = Not started). Full details on progress against the Council's priorities can be found on pages 10-25.
4. We also assess progress using the Future Generation Commissioner's Journey Checker which identifies the stage of progress being made - Boosting the Economy and Investing People's Future are assessed as "Owning our Ambition", and Enabling Individual and Family Resilience and Promoting Environmental and Community Resilience are assessed as "Leading the Way".
5. Progress against the Council's Well-being Objectives shows that seven of the eight Objectives were assessed as being "Green", i.e. started and on target. (Green = started and on target, Amber = started but behind target, Red = Not started).
6. A review of the Well-being Objectives in 2020 resulted in a revised set that focused on the short-term response and recovery from the COVID-19 pandemic in order to protect and enhance the well-being of everyone now and in the future, particularly Ceredigion's most vulnerable citizens.
7. The latest review of the Well-being Objectives in June 2021 concluded that these Objectives will continue into 2022/23 as Ceredigion, along with the rest of Wales, continues to recover from the pandemic. The full review of our Wellbeing Objectives can be found on pages 32-33.



Our County in Numbers



OUR POPULATION

72,895
People

25.6%
Aged 65+

4%
BAME population*

10%
With a disability

7,700
University students

46.8 Years
Average Age

47%
Welsh Speakers

31,246
Households

**Black, Asian and Minority Ethnic*



33,434
Dwellings



2,835
Active enterprises



8,800
People self-employed



42
Councillors and 40 wards



43
Schools and 9,590 pupils



6
Leisure centres
6 libraries and
1 general hospital



2,265km
Of roads and
2,500km of
bridleways and
footpaths



74
Equipped
outdoor play
areas

TOURISM IN CEREDIGION



96km
of coastline



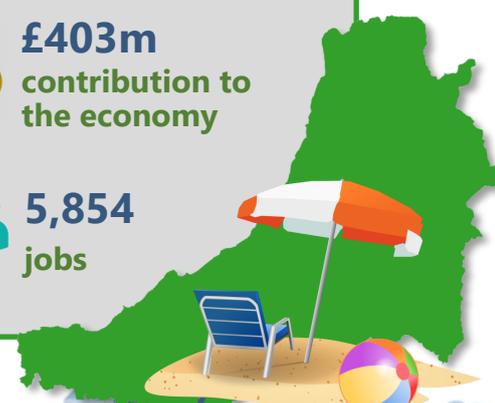
£403m
contribution to
the economy



2.94m
visitors each year



5,854
jobs

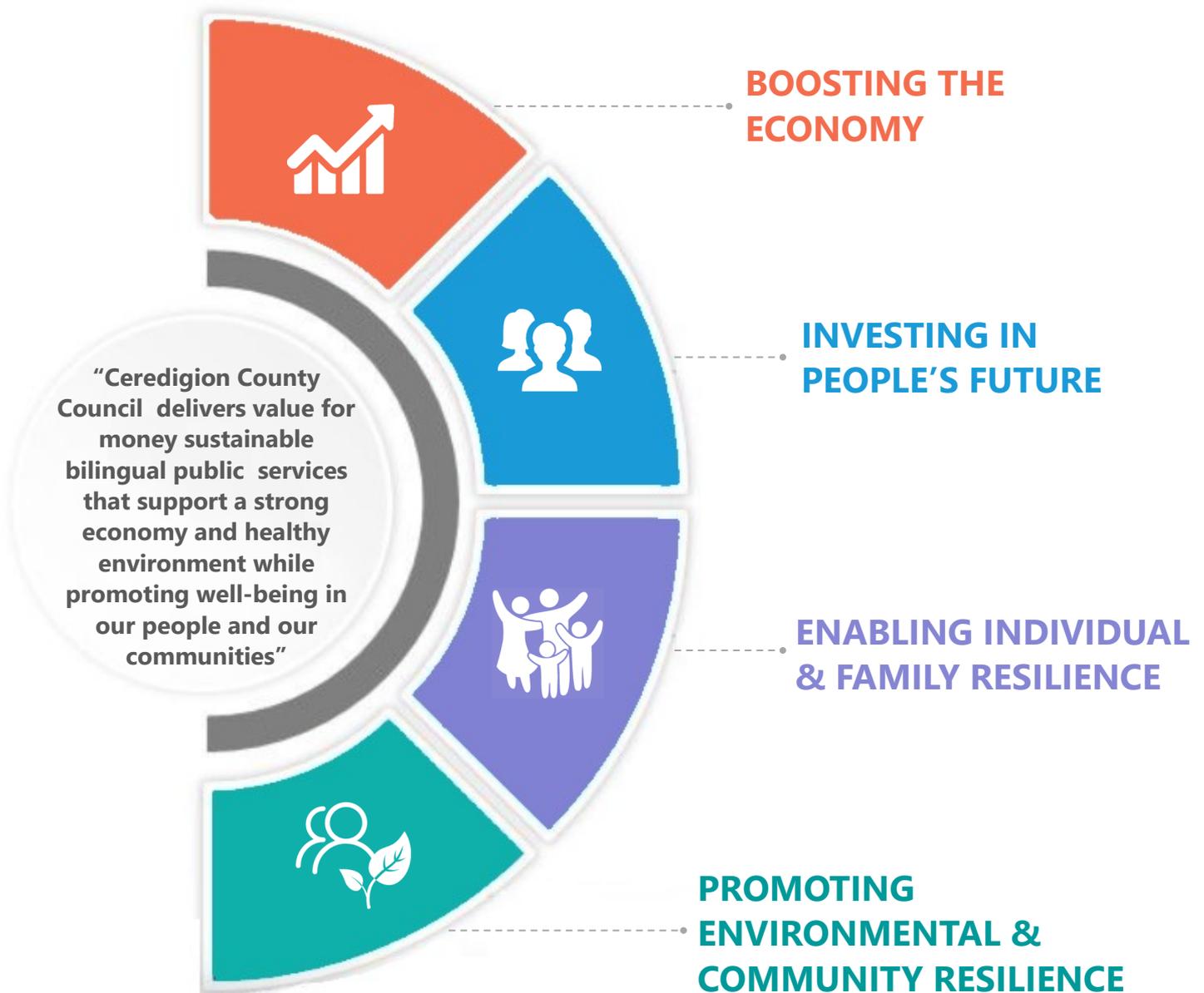


Our Priorities

The Council has established the priority areas for improvement by continuing self-evaluation processes, stakeholder engagement and a diverse range of consultation events both on a formal and informal basis. Its understanding is also informed by national policies and priorities.

The Local Well-being Assessment has also influenced the development of the Corporate Priorities that the Council will focus on up to 2022.

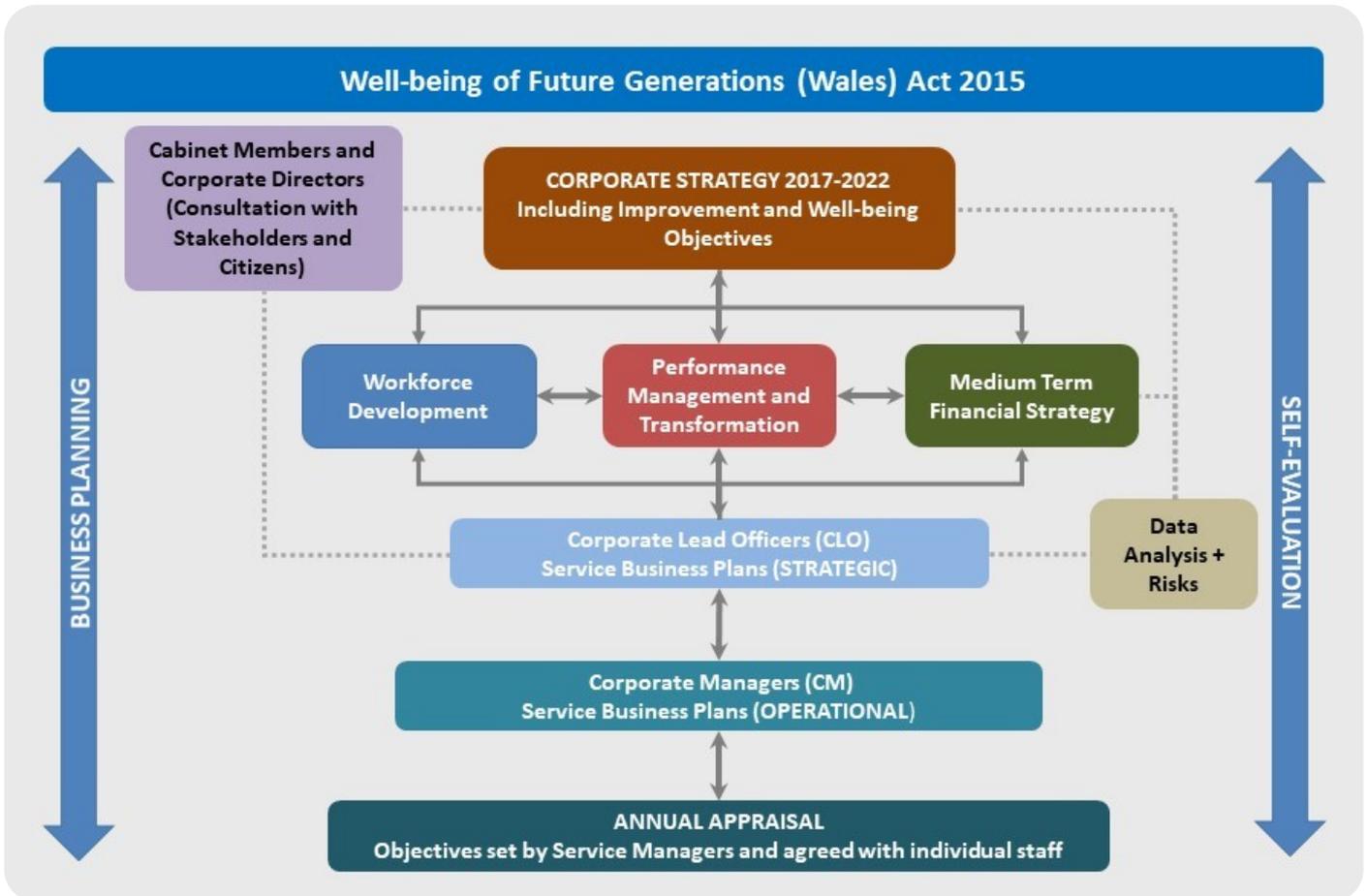
The Priorities will enable the delivery of services that will enhance the social, economic, environmental and cultural well-being for the citizens of Ceredigion.



Delivering the Priorities

The Corporate Strategy includes an Action Plan and timeline for delivery of the Priorities. The Council regularly reviews performance against our Priorities and Well-being Objectives through Performance Management procedures and this Annual Report highlights our progress so far.

The Diagram below illustrates the governance structures in place.



CEREDIGION COUNTY COUNCIL

MANAGEMENT STRUCTURE:

EIFION EVANS
Chief Executive

BARRY REES
Corporate Director

MEINIR EBBSWORTH
Corporate Lead Officer
Schools & Culture

ELIN PRYSOR
Corporate Lead Officer
Legal & Governance Services

STEVE JOHNSON
Corporate Lead Officer
Finance & Procurement

ALUN WILLIAMS
Corporate Lead Officer
Partnerships, Performance & Public Protection

RHODRI LLWYD
Corporate Lead Officer
Highways and Environmental

RUSSELL HUGHES-PICKERING
Corporate Lead Officer
Economy & Regeneration

Where Does the Money Go?

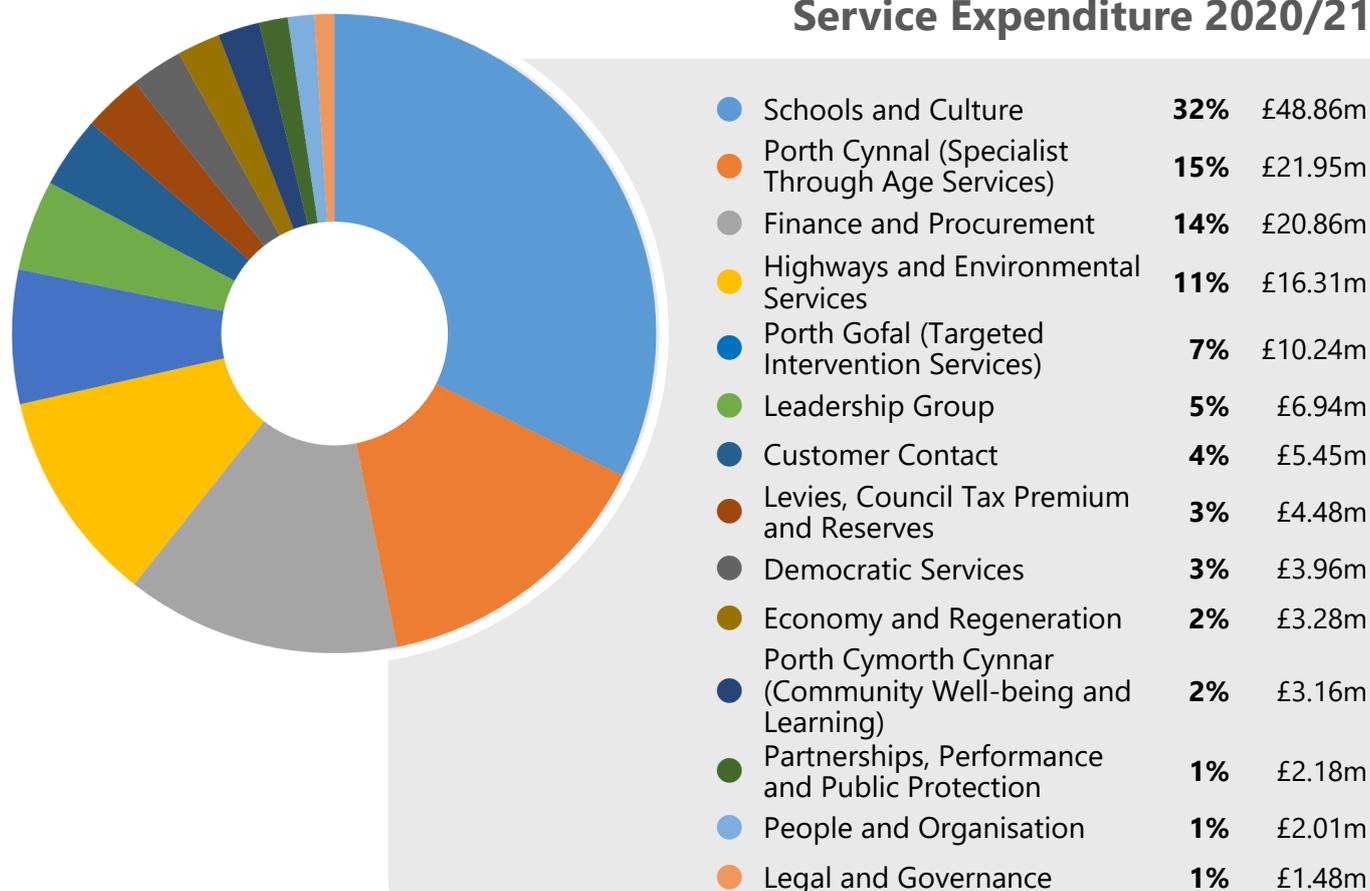
The Medium-Term Financial Strategy sets out how the Council plans its budget annually and over the next 3 years. The strategy supports the overall management of the Council's key resources to meet its objectives.

The Council's expenditure supports the delivery of its Corporate Strategy and its Well-being Objectives. Despite the Covid-19 pandemic during 2020, Ceredigion County Council continues to demonstrate an open desire to improve services and invest in better resources and facilities.

In order to meet the budgetary challenges it faces, the Council continues to implement back office efficiencies, develop alternative delivery methods whilst also sustaining services.

The following chart sets out the anticipated expenditure on services in 2020/21:

Service Expenditure 2020/21



CAROLINE LEWIS

Interim Corporate Director

DONNA PRITCHARD

Corporate Lead Officer
Porth Gofal
(Targeted Intervention Services)

ELEN JAMES

Corporate Lead Officer
Porth Cymorth Cynnar
(Community Well-being and Learning)

SIAN HOWYS

Corporate Lead Officer
Porth Cynnal
(Specialist Through Age Services)

ARWYN MORRIS

Corporate Lead Officer
Customer Contact

LOWRI EDWARDS

Corporate Lead Officer
Democratic Services

GERAINT EDWARDS

Corporate Lead Officer
People & Organisation

Boosting the Economy

Ceredigion is a confident, attractive county in which many of our people prosper and develop, where many have established thriving and successful businesses, and where many people like to visit. We have clean air, excellent levels of biodiversity and an enviable natural landscape.

Our size and location mean we face challenges to growing the local economy, but equally there are many opportunities for us to take full advantage of in positioning the county to adapt to both a low-carbon future and increased digitisation.

One of those challenges is the outward migration of younger people, partly as a result of the decline in public sector jobs, which have always been an important part of the Ceredigion economy.

Because of this, another challenge is growing the size, diversity and resilience of the private sector in Ceredigion. We need to see more businesses starting up, and more of our micro and small businesses grow.

Furthermore, the economy of Ceredigion needs to adapt to key challenges in light of the UK's decision to exit the EU, and subsequently the outbreak of the COVID-19 pandemic which continues to have a significant impact on our economy and a financial impact on our citizens. As our recovery efforts to support businesses continue, our Well-being Objective for this Corporate Priority for the remainder of 2021/22 and into 2022/23 will continue to be:

“Support businesses to respond to the impacts of COVID-19”

Growing Mid Wales Shared Vision

The Mid-Wales Growth Deal, developed from the Vision for Growing Mid Wales, reached a significant milestone in December 2020 as the Heads of Terms were signed by the Welsh Government, UK Government and Ceredigion and Powys Councils. Both governments agreed to provide funding of £55m each over a 15 year period covering the Growing Mid Wales region as a whole.

The Growing Mid Wales Partnership will now progress onto the more detailed proposals in the form of a Portfolio Business Case which will be scoped from eight priority areas: Agriculture, Food & Drink, Digital Connectivity, Applied Research and Innovation, Energy, Strengthened Tourism Identity, Supporting Enterprise, Transport, Skills & Employment. The Growth Deal provides a key opportunity to help Boost Ceredigion's Economy.

This will require substantial investment from the Council over the 15 year period with a return expected from that investment. The Growth Deal has the potential to play a fundamental part in the economic recovery of the Mid Wales region post-COVID-19 and good progress towards this has been made during 2020/21, and along with the development of a project to create jobs and economic growth in our County mean it will be an exciting time for the economic development of the region.



Long Term	Prevention	Collaboration	Involvement	Integration
<ul style="list-style-type: none"> Addressing structural weaknesses for a long term benefit Growing Mid Wales Partnership looking sets vision for 15+ year timeframe Future Trend analysis utilised to make plans 	<ul style="list-style-type: none"> Increased economic opportunities to prevent further net migration of skilled young people Economic growth to prevent future negative impact of migration patterns on culture and Welsh language Interventions to prevent further growth in productivity gap 	<ul style="list-style-type: none"> Growing Mid Wales Partnership brings together public, private and academic sectors to achieve shared goals Working with Powys County Council and Welsh and UK Government to maximise use of resources and capitalise on opportunities 	<ul style="list-style-type: none"> Private sector businesses, drivers of future economic growth and involved in identifying key priorities and strategies. Private, public and third sectors involved in shaping the emerging Growth Deal programme 	<ul style="list-style-type: none"> Economic growth strategies integrated with other service provision, including education, skills, planning and infrastructure

Well-being of Future Generations (Wales) Act 2015



Our Corporate Priority maximises our contribution to the highlighted well-being goals

Overall Assessment of the Journey So Far

Progress in meeting this priority is **Good** and prospects for improvement are **Good**. The steps to provide employment opportunities and develop collaborative and innovative partnership schemes are progressing well.

The Growing Mid Wales Partnership is an example of Ceredigion **owning our ambition** to ensure that we strengthen the local and regional economy as part of a prosperous and resilient Wales post COVID-19.

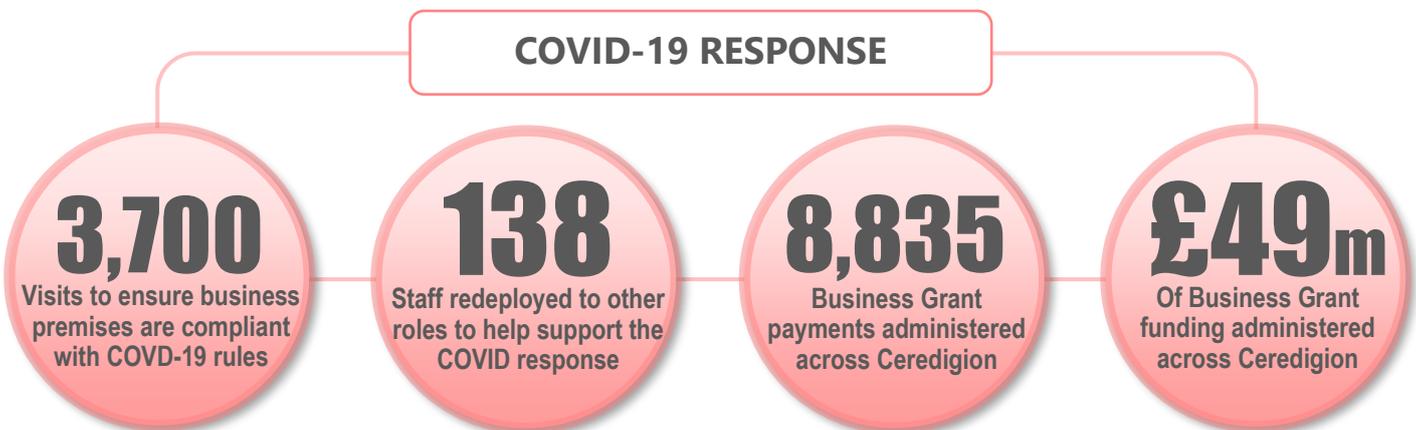
**Owning our Ambition
Green**



Boosting the Economy

Responding to COVID-19 and Key Achievements

- **Ceredigion's new Economic Strategy** was published in March 2021 setting out how we will work together towards achieving strong, sustainable and more resilient economic growth for Ceredigion, created and shared by all. The strategy document sets out the actions that will address the challenges and opportunities that exist in the local economy. It focuses on four main priority areas – People, Enterprise, Place and Connectivity, with each section outlining some of the early interventions considered. Work will continue on developing the detailed implementation plans during 2021/22.
- Submitted **Levelling Up Fund** bid to invest in infrastructure that will improve everyday life across Ceredigion. The Levelling Up Fund was announced in the UK Government's Spending Review and supports town centre and high street regeneration, local transport projects, and cultural and heritage assets, and will play a key part in the recovery from the Covid-19 pandemic.
- **Dedicated Business Support webpage** created to support Ceredigion's economy to ensure that businesses, employers and employees in the County have access to the latest information, advice and support to help them adjust and recover from the pandemic.
- 8,900 **COVID related enquiries** were managed by Ceredigion's Customer Contact Service 'CLIC' during the 2020/21 year, including enquiries relating to Business Grants, the Cultural Recovery Fund and the Small Business Capital Grant Scheme. Over 2,000 alone were in relation to the Non Domestic Rate Grant help businesses in the hospitality, tourism, leisure and non-essential retail sectors.



◀ In July 2020 "Safe zones" were created in Aberaeron, Aberystwyth, Cardigan and New Quay town centres to create safe, inviting towns for people to come shopping and to enjoy despite the pandemic. This included widening of footpaths, dropping kerbs closure of roads, adaption to parking bays and areas for businesses to trade to allow people to maintain a 2 metre social distance at all times.

Over 2,000 responses were received to consultation on the safe zones during 2020 and adjustments have been made. Although COVID-19 infections remain low in Ceredigion, the risk to public health remains, and the safe zones will remain in place for what is anticipated to be a very busy summer season in 2021. This will help people visit shops and services in our towns safely and keep the rates low.

Progress against our Boosting the Economy Well-being Objectives

Council Well-being Objective	Status
<ul style="list-style-type: none"> Support businesses to respond to the impacts of COVID-19 	

 Completed
  Started and on target
  Started but behind target
  Not started

Workways+ Offering New Opportunities in 2020/21

Ceredigion Workways+ is a service which helps people that are not in employment to access funded face-to-face and online training, work experience, volunteering opportunities and jobs. The scheme is staffed by officers from Ceredigion County Council and is part funded by the European Social Fund through the Welsh Government.

Support is available to help people affected by work-limiting health conditions or disabilities; carers; those with low or no qualifications; people with childcare responsibilities; the over 54's; people in a single adult or jobless household or anyone from a Black Minority Ethnic group.

One such Ceredigion resident benefitting from the scheme is Mary, who gave up her domestic cleaning business due to family care responsibilities. Always motivated to plan for the future, Mary contacted Workways+ for support and was assigned a mentor to work with her on a one-to-one basis to identify her training needs which focused on getting her up to speed with using computers and digital media.

The Workways+ Team sourced an IT training course that was both local to Mary and that they could fund. The 'European Computer Driver's License Course' (ECDL) delivered by Dysgu Bro, a Ceredigion County Council service, made a positive impression on Mary - "The ECDL course was beneficial on a number of levels. It taught me much needed new skills and through having to be at a place on time and mixing with new people it put me in a work type environment. I began to relax, manage stress and became confident about my future."

Mary's goal is to use her new IT skills to help her teach English from home, and Workways+ continues to support her.



Investing in Peoples Future

The Ceredigion education system is one of the most successful in Wales but the struggling local economy and decreased job opportunities has resulted in a significant outward migration of our younger adults.

Ceredigion is also a low income economy, with household income amongst the lowest in Wales despite having relatively high qualification levels in the workforce. In-work poverty is significant and affects a higher proportion of citizens in our county than in the acknowledged deprived areas in the Valleys and East Wales.

Investing in People's Future will ensure that the appropriate training programmes that enable learners to meet the employment needs of current and future businesses within Ceredigion. This includes equipping post-16 and adult learners with the necessary skill set to enable them to be agile, bilingual workers and adapt to the requirements of future employment.

Although the County is now emerging from lockdown measures, the dangers of further variants of COVID-19 means that we must remain vigilant, and the recovery will continue into 2022/23. As a result our Well-being Objectives for the remainder of 2021/22 and into 2022/23 will remain:

“ Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment ”

“ Protecting people from poverty ”

“ Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion ”

Supporting Young People During Lockdown

The Active Young People (AYP) team in Ceredigion have been working virtually since lockdown in order to respond to children and young people's needs over the past few months. During the lockdown period, when young people weren't able to meet, the AYP team turned to engaging with their audiences through many social media platforms. This ensured that important inclusive messages and opportunities were offered which have a positive effect on physical and mental wellbeing.

The @CeredigionActif social media handle has been used regularly on Facebook, Twitter, Instagram and YouTube to release videos from young leaders, PE lessons, games activities and inspirational messages a number of different platforms were used in order to reach as many young people and families as possible. The team have produced 110 videos aimed at getting teenagers, primary school aged pupils and pre-school toddlers active during the time when they were at home.

These activities included 27 summer programme games over the 2020 summer holidays, 40 school PE lessons including online sports days and 4 young ambassadors fitness videos for Young Volunteers Week.



Long Term	Prevention	Collaboration	Involvement	Integration
<ul style="list-style-type: none"> • 10 years + • Workforce to meet employers future needs • Future Trend analysis utilised 	<ul style="list-style-type: none"> • Healthier lifestyles preventing future health issues • Prevention of in work poverty through increased income levels • Clear understanding of prevention and associated strategies 	<ul style="list-style-type: none"> • Multi-agency approach to deliver a tailored service 	<ul style="list-style-type: none"> • Learners and employers involved in the decision making process 	<ul style="list-style-type: none"> • Better skills and better jobs increase income levels and therefore allow the local economy to grow

Well-being of Future Generations (Wales) Act 2015



Our Corporate Priority maximises our contribution to the highlighted well-being goals

Overall Assessment of the Journey So Far

Progress in meeting this priority is Good and prospects for improvement are Good. The objectives to support learners to return safely to education and in protecting people from poverty are on target.

For example, the new Tackling Hardship Strategy was published and is being implemented through the Public Services Board's Poverty Sub-Group. This is an example of Ceredigion owning our ambition.

Owning our Ambition
Good



Investing in Peoples Future

Responding to COVID-19 and Key Achievements:

- Funding of £5.8m has been secured to refurbish and build an extension at Ysgol Uwchradd Aberteifi through the 21st Century Schools Programme.
- Parent pay successfully implemented at all schools which has resulted in reducing the stigma involved with pupils on free school meals and resulting in approximately £100k savings
- A Childcare Hub provided for the children of key workers and vulnerable learners during the lockdown period with 1,294 sessions being held.
- 42 pupils continued to receive language immersion through the virtual Language Centre
- Established the Coronavirus – Childcare Assistance Scheme (C-CAS) to replace the Childcare Offer during the first lockdown. This was to ensure financial support for childcare for critical key workers – with 2 childcare hubs for children under 4 years old established in Aberystwyth and Cardigan from April to August 2020.
- Distance learning in place for all pupils during lockdown and a wide range of catch up resources provided to staff and pupils through the Advisory teachers.
- Over 1,000 laptops/tablets and MiFi devices provided to pupils in order to be able to access Distance Learning during the lockdown period.
- Schools successfully supported to reopen through site visits, operational guidance, risk assessments and PPE deliveries.
- E-library resources were made more widely available, and the Council’s library vans were redeployed to deliver care packages across the County.
- A list of grants and support available for those individuals facing hardship during the pandemic was made available in one place. This included grants such as the Discretionary Assistance Fund which supports essential costs in an emergency, to local support groups who supply clothes, nappies and towels for vulnerable parents with newborn babies.
- Successful completion of extension to Pontrhydfendigaid Primary School as part of reducing class size grant.

600

Pupils continued to receive instrumental lessons during 2020/21

£131,000

Funding received for Amgueddfa Ceredigion Museum

2,400

Individual attendees to digital festival Gwyl yr Enfys

6

New apprenticeships launched at the Council in 2020

Protecting Ceredigion’s Citizens from Poverty

- ◀ A new **Tackling Hardship Strategy** was published in July 2020, which provides a robust framework that will enable a shared understanding of the situation and develop a range of initiatives to mitigate the risks of poverty, and implement preventative action. COVID-19 has had an impact not only people's social and economic well-being, but also an increased risk of individuals and families experiencing hardship. 23 organisations were engaged in the development of the strategy, and its progress will be monitored regularly through the Public Services Board’s Poverty Sub Group.

Tackling Hardship Strategy



Author: Sian Honyrs, Porth Cynnal
Coordinating Service: Alan Williams, Policy, Performance & Public Protection
Date approved by Cabinet: 07/07/2020
Date approved by Public Services Board: 31/07/20
Integrated Impact Assessment: Yes
Publication date: 21/08/2020
Review date: 31/03/2022

Progress against our Investing in People's Future Well-being Objectives

Council Well-being Objective	Status
• Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment	
• Protecting people from poverty	
• Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion	

 Completed
  Started and on target
  Started but behind target
  Not started

110

Active Young People's videos published during lockdown

£160,000

Received in Business Grants and Economic Resilience Fund

30

School PE lessons delivered online during lockdown

600

Young people and families supported through 3,000 calls

15,000+

Food parcels delivered to medically vulnerable residents

50+

Parenting groups and programmes delivered virtually

250

Young people have received support in school

£30,000

Carers Fund distributed

Promoting Ceredigion's distinct culture and identity during 2020/21

- ▶ Digital provision has enabled **Cered (Welsh language enterprise)** to continue promoting the Welsh language within communities despite COVID-19. A weekly programme of events and activities has been posted on social media sites including new and innovative engagement projects such as Theatr Soffa, Hwyl i Blant and Cefn y Rhwyd radio broadcasts in conjunction with Radio Aber.
- ▶ **Theatr Felinfach** delivered several digital arts programmes throughout the lockdown, e.g. Ed holden (Mr Phormula) Beat box sessions, virtual dance lessons, a digital pantomime and several imaginative sessions for children of all ages. The theatre also received a nomination for the Achates Humanities Award 2020 for the variety and standard of its participatory digital provision.
- ▶ **Amgueddfa Ceredigion Museum** was nominated for a Museums & Heritage Award for Best Temporary or Travelling Exhibition 2020 in relation to its Sheep exhibition. The Sheep exhibition has also been used as a case study by the Future Generations Commissioner's Office highlighting how local museums are helping to deliver the National Well-being Goals.



Enabling Individual and Family Resilience

The 'Social Services and Well-being (Wales) Act, 2014' places a legal requirement on the Council to develop a range of early intervention and prevention strategies that include collaborative arrangements with communities and the voluntary sector to support independent living.

In addition unemployment levels coupled with the low income levels places increased difficulties on the ability of people to access safe, affordable housing.

Enabling Individual and Family Resilience will improve well-being through improved access to affordable homes, preventing future problems and maintaining independence.

The COVID-19 outbreak has had a fundamental impact on the delivery of services to our most vulnerable citizens including the elderly, those without broadband access and those faced with isolation during the national lockdown in 2020. In response, our Well-being Objectives for the remainder of 2021-22 and into 2022-23 are to continue to support our most vulnerable citizens:

“Support citizens who have been disproportionately impacted by COVID-19 to improve their physical and emotional well-being” and

“Promote the well-being of individuals and communities within safe and accessible homes”



◀ In June 2020, Ceredigion's Youth Service was awarded £99,000 by the National Lottery Community Fund to develop a mobile provision for children and young people. The youth service is situated within Porth Cymorth Cynnar, which is Ceredigion County Council's integrated early help, support and intervention service, supporting communities, vulnerable children, young people and families. The aim of this project is to establish a mobile youth centre, extending youth provision to rurally isolated areas in Ceredigion.

Porth y Gymuned - Supporting Residents' Well-being

Porth y Gymuned (Welsh for 'The Community Portal') service started in May 2018 and assists residents of all ages in Ceredigion, by helping them to make connections to access support opportunities in their area that could maintain and improve their wellbeing.

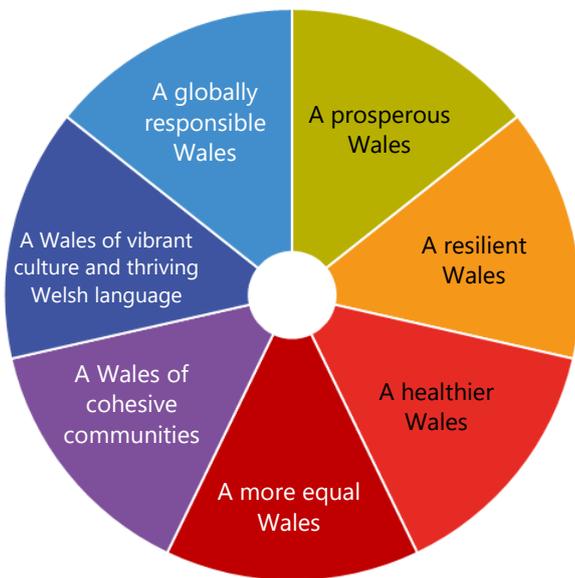
This service has been particularly important in supporting our residents during the COVID-19 pandemic. Enquiries to Porth y Gymuned are normally very varied, and range from low level interventions to referring and supporting individuals who may need to access to intensive or statutory services. Between July 2020 and January 2021, 419 referrals were made to Porth y Gymuned during the height of the pandemic. The service also compiled a comprehensive list of food deliveries, food banks and resources for a wide range of support such as financial help, grants and debt advice to support residents during this particularly difficult time.

Porth y Gymuned enables individuals to have a 'What Matters' conversation with a Community Connector, who can then help to identify targeted solutions that meet their needs. The Community Connectors support people and their families to access advice and assistance that is provided by the third sector, as well as identify appropriate services and groups, within their own communities, such as social groups that could help contribute to their wellbeing.



Long Term	Prevention	Collaboration	Involvement	Integration
<ul style="list-style-type: none"> An integrated Services Model to ensure sustainable services for the next 15 years + Future Trend analysis utilised 	<ul style="list-style-type: none"> Coordinated care to prevent issues developing further 	<ul style="list-style-type: none"> Health board, local authorities and third sector partners plan to work collaboratively to implement integrated health and social care programmes across west Wales 	<ul style="list-style-type: none"> Public and private sector involvement to develop the Integrated Services Model Individuals involved in decisions that affect them 	<ul style="list-style-type: none"> Public and private working together to maximise contribution to healthier Wales and other goals

Well-being of Future Generations (Wales) Act 2015



Our Corporate Priority maximises our contribution to the highlighted well-being goals

Overall Assessment of the Journey So Far

Progress in meeting this objective is **Good** and prospects for improvement are **Good**. Despite the challenges in supporting citizens who have been disproportionately impacted by COVID-19 to improve their physical and emotional well-being, and promoting the well-being of individuals and communities within safe and accessible homes, both have been assessed as green and on target.

Porth Gofal is an example of Ceredigion **Leading the Way** to deliver Integrated Services now and in the future.

Leading the Way
Good



Responding to COVID-19 and Key Achievements

- Supported Hywel Dda University Health Board by establishing two temporary field hospitals in the county in response to COVID-19
- Ceredigion was the first local authority in Wales to provide a contact tracing service and was subsequently chosen as a pilot area by the Welsh Government, before the national scheme was set up. The Council's Contact Tracing Team, involving over 50 members of staff, provided advice and guidance to individuals on undertaking tests for COVID-19, on self-isolation and other actions as part of the ongoing efforts to prevent the further spread of the virus and keep everyone safe.
- Around 2,900 residents from young people to families to carers, were supported during the pandemic through regular 'Keeping in Touch' calls from Council staff in Porth Cymorth Cynnar to check on their well-being and provide an opportunity to talk to someone whilst in lockdown.
- In July 2020, Ceredigion launched its Connect to Kindness campaign, to create more understanding about the benefit and impact of kindness to ourselves and others in our community. The campaign fosters and nurtures connections to alleviate loneliness and isolation prevalent in many of our communities.
- Ceredigion's proposal to develop a Wellbeing Centre in Lampeter was approved in December 2020 and plans are progressing during 2021. The Wellbeing Hub will host a 'Wellbeing Centre' – a facility that enhances its core offer of Leisure provision with areas for meeting, consultation and treatment to contribute to improving the physical, mental and social well-being of the County's residents. Hubs will also be established in the North, Mid and South of Ceredigion as well as pop-up provision in other locations in the County.
- In response to the pandemic, Ceredigion's Cam Nesa team delivered wellbeing packs to support young people who may be experiencing loneliness, isolation or other vulnerabilities. The Cam Nesa project is part of European Structural Funds (ESF) Operational Programme and works with young people aged between 16 and 24 by providing them with options to access a range of tailored personal support and work-related opportunities to meet their needs and aspirations.

31

Safe, Warm and Secure Grants completed

32

Potentially homeless applicants supported with financial issues

900

Shielding residents in Ceredigion received weekly food parcels

1,650

Well-being packs produced for unpaid carers and isolated adults



◀ During the lockdown in 2020, Ceredigion County Council recognised the importance of keeping in touch during the challenging time of self-isolation and appreciated that it was difficult for families who weren't able to visit their loved ones at our care homes.

The Council's staff support and care for our residents, and in order to give residents that additional reassurance whilst keeping them safe, video conferencing facilities were installed in all of our care homes to ensure context with family members during that difficult time.

Progress against our Enabling Individual and Family Resilience Well-being Objectives

Council Well-being Objective	Status
<ul style="list-style-type: none"> Support citizens who have been disproportionately impacted by COVID-19 to improve their physical and emotional well-being 	
<ul style="list-style-type: none"> Promote the well-being of individuals and communities within safe and accessible homes 	

 Completed
  Started and on target
  Started but behind target
  Not started

35,000

Mail outs to support the Vaccination Programme in Ceredigion

11.4m

Items of Personal Protective Equipment (PPE) distributed

160

Press releases with news and advice on COVID-19

7,400

People referred for contact tracing to help everyone stay safe

1,040

Welsh afternoon teas / 'break in a box' were delivered

195

Active family bags distributed with Flying Start and Families First services

100+

Adult carer and 10 young carer ID cards produced

50,000

Social media engagements during the year, helping people keep informed

Food Parcels Delivered to Ceredigion's Residents

Parcels which included local food produce were delivered to 900 shielding residents in Ceredigion each week during the height of the lockdown in April / May 2020, to ensure those who were particularly vulnerable were still able to receive food and essential items.

Ceredigion became the first county in Wales to receive approval to fully coordinate the Shielding Scheme on a local basis - this was an initiative by Welsh Government offering shielding residents the option to receive weekly food parcels if they did not have family or friends who could support them with shopping during the pandemic. ✓

Ceredigion secured full ownership of the content and quality of the food parcels to ensure that produce was supplied by local suppliers and the parcels were packed and delivered to communities by Ceredigion County Council drivers.

The content was sourced from local suppliers and were varied to offer high quality nutritional value to those in need.



Promoting Environmental and Community Resilience

The Council has a leading role to play in protecting and enhancing the natural resources of the County whilst endeavouring to protect air, land and water quality. It also has a key role in promoting, securing and enhancing bio-diversity. The Council's environmental stewardship responsibility also extends to the built environment and the positive management of future development and land use is crucial to achieving these aims.

The Council is seeking to enhance and develop communities' ability to respond to environmental threats and incidents, by promoting the resilience of individuals and groups and harnessing the goodwill that exists in our communities to support each other.

The COVID-19 outbreak has tested all of our strengths and ability to respond to a crisis, but we have demonstrated how our communities are able to rise to the challenge, in order to protect the well-being of our communities and our environment. In the wake of the COVID-19 pandemic, our revised Well-being Objectives for the remainder of 2021-22 and into 2022-23 are to:

“ Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition ”

and

“ Support our communities to be strong and well connected so that they are able to thrive despite COVID-19 ”

Ensuring the Safe Reopening of Community Venues

A multi-agency panel was set up to ensure the safe and proportionate reopening of community venues across Ceredigion as the lockdown was lifted. The aim is to support and provide advice for community groups preparing to reopen by providing a series of briefing sessions for individuals, groups or organisations responsible for multi-purpose community centres focusing on buildings, people and activities. The panel has also created a resource pack to aid the safe reopening of community venues.

The Welsh Government have been encouraging those who are managing centres to inform their local authority if they plan on reopening any community facilities.

The panel has been created under Ceredigion's Public Services Board Sub Group; Understanding our Communities. Leading on the development of the group is Ceredigion Association of Voluntary Organisations (CAVO) and Ceredigion County Council in partnership with Heddlu Dyfed Powys Police and Mid and West Wales Fire and Rescue Service. The panel includes representation from Health & Safety, Environmental Health and Community Safety .



Long Term	Prevention	Collaboration	Involvement	Integration
<ul style="list-style-type: none"> • Long term sustainability of Ceredigion Landscape 15 years + • Future Trend analysis utilised 	<ul style="list-style-type: none"> • Prevention of further economic decline • Clear understanding of prevention and associated strategies 	<ul style="list-style-type: none"> • Working collaboratively to ensure that the impact of climate change is minimised, is shaping the electric future in Ceredigion and contributing to that sustainability 	<ul style="list-style-type: none"> • Everyone is involved and encouraged to make choices that will reduce costs now and protect the environment for the future 	<ul style="list-style-type: none"> • Promoting environmental and community resilience has clear benefits for maximising our contribution to all of the well-being goals

Well-being of Future Generations (Wales) Act 2015



Our Corporate Priority maximises our contribution to the highlighted well-being goals

Overall Assessment of the Journey So Far

Progress in meeting this objective is **Good** and prospects for improvement are **Good**. All steps to minimise the contribution to climate change, improve infrastructure to facilitate future development to meet community needs and assist communities to become more resilient are on target with further improvements planned in the next year.

The Council's Carbon Management Plan is an example of Ceredigion **Leading the Way** to minimise our carbon footprint and minimising our contribution to climate change.

Leading the Way

Good



Promoting Environmental and Community Resilience

Responding to COVID-19 and Key Achievements

- Successfully delivered core front line services safely during the COVID-19 pandemic and continue to respond to ever changing issues caused by the pandemic.
- Supported Highways and Environmental Services and wider corporate operational response which has extended from the delivery of food boxes to vulnerable groups through to logistical support in distributing materials to schools, providing operational support establishing mass testing and vaccination centres.
- Supported local suppliers throughout the pandemic during the period of service reduction or postponement in waste and transport.
- Continued with the development of coastal and flood alleviation schemes in Ceredigion with financial support from Welsh Government.
- Delivered a number of Active Travel improvements, including major refurbishment of Pont-yr-Odyn, Trefechan and construction of a shared use path between Gogerddan and Penrhyncoch.
- The Council has developed an action plan outlining how it plans to manage the anticipated risks and issues associated with the spread of 'Ash Dieback' across Ceredigion. The Plan is in place to ensure that the county is ready and adequately resourced both to respond to the effects of the disease and to minimise long term adverse impacts through promoting resilience.
- Published new Net Carbon Zero Action Plan for Ceredigion Council setting out its response to the county-wide climate emergency, and explaining why we need to take this action and why the 2030 target is so important to tackling climate change.
- To date, the Council has invested over £5 million in energy efficiency and carbon reduction projects, and this investment has saved £2.8m to date.
- Ceredigion County Council celebrated Refugee Week in June 2020, by recognising the positive work that's been carried out to enable 74 refugees from Syria to be welcomed into the county.
- Ceredigion County Council continues to have one of the best recycling rates nationally at 70.2% in 2020/21.



Progress against our Promoting Environmental and Community Resilience Well-being Objectives

Council Well-being Objective	Status
<ul style="list-style-type: none"> Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition 	
<ul style="list-style-type: none"> Support our communities to be strong and well connected so that they are able to thrive despite COVID-19 	

 Completed
  Started and on target
  Started but behind target
  Not started

Improving Connectivity During and Post COVID-19

Demand for fast and reliable internet connectivity has never been so evident than during the past year - many of us have a greater reliance on online services and many people are still working from home. In August 2020, Ceredigion was chosen as a trial area for a UK Government initiative aimed at increasing fibre broadband in rural areas.

Research shows that reliable broadband can play a key role in keeping people connected during Covid-19. Almost six in ten (58%) Ceredigion broadband-using residents surveyed said the internet has played an important part in helping combat feelings of isolation or loneliness during lockdown. Two thirds (67%) of all broadband-using, working respondents in Ceredigion worked from home all or most of the time, but almost half (46%) were at times frustrated at an unreliable internet connection.

A pilot scheme called the "Broadband Upgrade Fund" aims to support businesses, employees and rural communities to take advantage of all the benefits associated with faster and more reliable internet connections. Including the additional Welsh Government 'Top Up' fund, residents in Ceredigion are eligible to claim up to £3,000 and small to medium sized businesses up to £7,000 to upgrade to gigabit broadband, which is capable of download speeds of 1 gigabit (1,000 megabits) per second and is much faster than the current speeds experienced across Ceredigion.

Ceredigion County Council continues to work proactively with commercial suppliers and both Governments to secure better connectivity for the County.



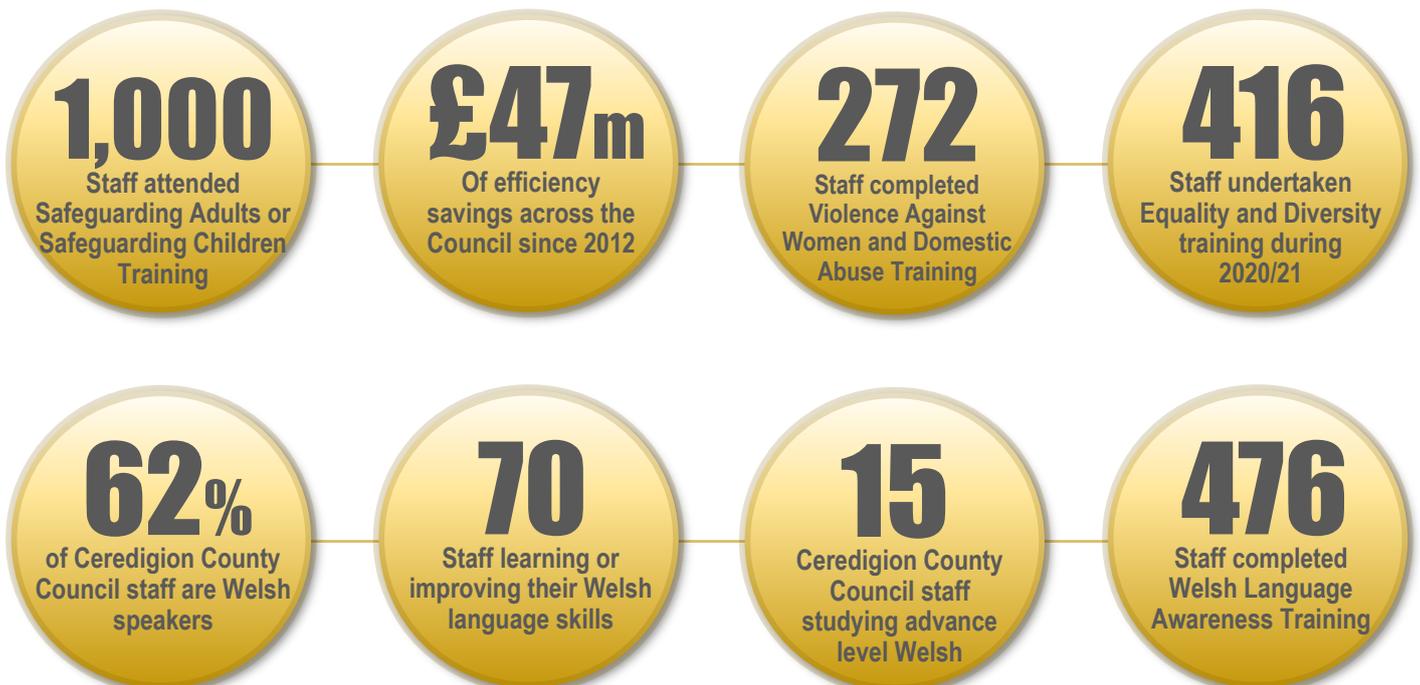
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Cross Cutting Themes

As a Council we are fully committed to the delivery of a range of cross-cutting themes that will enhance performance and quality of delivery of service including:

- **Bilingualism**
We ensure all service areas provide a completely bilingual service and all staff are encouraged to develop their linguistic skills in both Welsh and English.
- **Fit for purpose**
Our staffing structures are lean and cost effective. However, we will continue with the corporate re-design programme to centralise all support service teams.
- **Sustainability**
The success of the previous five years has ensured the Council is a sector leader in Carbon Management and recycling. It is our intention to continue our efforts to be a clean, green authority that provides our residents with an environment that is both attractive and inviting to the tourism industry.
- **Engagement**
Our policies for the future will encourage collaboration and partnership working with all interested stakeholders. We consider effective interaction with our communities as an essential component to securing a healthy and vibrant society.
- **Equality**
Ensuring that everyone has equal opportunities to contribute to making Ceredigion a better place to live, work and enjoy. We commit to treating all citizens with respect, and to providing services and offering employment opportunities which are responsive to people's diverse needs.

Our achievements during 2020/21:



Engagement and Equalities

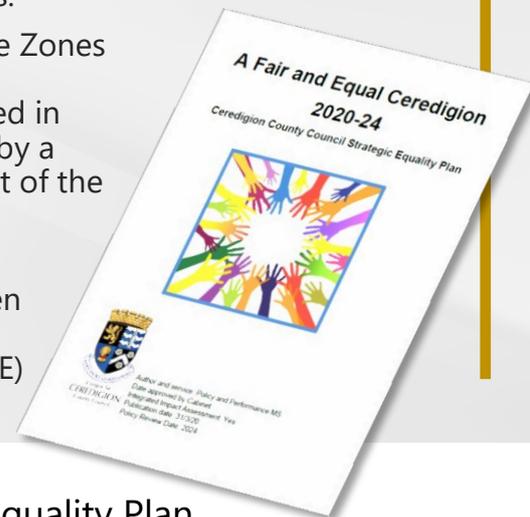
During the last twelve months we have continued to embed equalities, implement a corporate approach to engagement and provide specialist advice and guidance across the Council.

Some of our achievements during this time are:

- The Strategic Equality Plan (SEP) has been implemented and we are monitoring progress against ensuring that our actions are fair to all.
- Responded to and implemented the Socio-Economic Duty, which requires that public bodies assess how their strategies and policies can be used to reduce inequalities that result from differences in socioeconomic status.
- Updated our Integrated Impact Assessment Process.
- Undertook a regional trial of an online engagement platform provided by Engagement HQ called "Have Your Say Ceredigion" which will provide additional opportunities and more unique ways to engage with the Council and tell us your views.

During 2020/21 we engaged extensively on the introduction of Safe Zones in our towns designed to keep everyone safe and maintain social distancing, during the COVID-19 pandemic. The exercise, conducted in August 2020, received over 2,000 responses and this was followed by a wider engagement in January 2020 to better understand the impact of the zones.

Equalities continues to be at the forefront of the recovery from the COVID-19 pandemic, as some groups in our communities have been disproportionately affected by the virus, such as younger people, older people and those from Black Asian and Minority Ethnic (BAME) backgrounds.



The Sustainable Development Principle and the Strategic Equality Plan

Long Term	Prevention	Collaboration	Involvement	Integration
<ul style="list-style-type: none"> • Increased awareness of protected characteristics across the organisation 	<ul style="list-style-type: none"> • Ensures the protected characteristics are considered in setting policy and service provision 	<ul style="list-style-type: none"> • Working in partnership with other public sector bodies to meet our Equality Objectives 	<ul style="list-style-type: none"> • Corporate Equalities Working Group contributes to the development, monitoring and review of the Plan 	<ul style="list-style-type: none"> • The Council will tackle prejudice and promote understanding in our communities

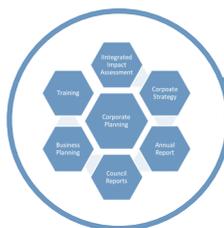


Embedding the Seeds of Change

The Well-being of Future Generations (Wales) Act 2015 directs that public bodies must apply the five ways of working (the sustainable development principle) and consider how they can contribute to all seven of the National Well-being Goals.

Guidance indicates that applying the requirements of the Act across 7 core areas of change is likely to most effectively secure the change required.

A Ceredigion County Council Well-being of Future Generations Act (WFGA) Group has been established to monitor how adaptations should be made in the core areas to effect change.



Corporate Planning

- A Well-being of Future Generations Act Group is in place with a strategic lead to monitor progress in the seven core areas of change. The Corporate Strategy and Annual Reports include the progress made.
- Cabinet and Committee Templates have been developed that incorporate the 5 Ways of Working.
- An Integrated Impact Analysis (IIA) Tool that incorporates the 5 Ways of Working and 7 National Well-being Goals has been implemented.
- Schedules have been revised to enable due consideration of IIA implications.
- The Constitution has been revised to ensure decision making processes take account of the Well-being of Future Generations Act 2015.



Asset Management

- A review of the Council's Property Asset Management Plan is currently being undertaken to assess service asset needs over the medium to longer term.
- The revised Asset Management Policy was presented to the Council's Cabinet in 2020 and which sets out the Council's approach in optimising its assets through leasing, disposals and acquisition.
- The Mid & West Wales Regional Asset Collaboration Group has been created to help drive forward initiatives and work relating to good practice collaborative asset management activity.

► Transforming Customer Contact

Harnessing new technology to enhance our customers' experience

The CLIC Team is the face and voice of Ceredigion County Council. Whether calling the Contact Centre or visiting a Cash Office with a query regarding bins, checking Council Tax or submitting an application to the Housing Team, the customer comes into contact with CLIC.

Our Customer Contact Centre is an example of how we are transforming our services and harnessing new technology to provide an enhanced customer experience. All initial contacts to the Council are received and tracked by the Contact Centre through the Customer Relationship Management (CRM) system. This provides a range of benefits to our customers:

- It is easier to make initial contact, - just one telephone number and one email address.
- Our advisors are trained to deal with a wide range of enquiries - so that where possible, queries are resolved at the first point of contact.
- There is no need to retell the same story each time a customer calls - their information is on hand via the CRM system providing a quicker and more tailored response to resolving their enquiry.

For the Council, this also provides a very practical way to manage the increasing number of contacts we receive, provide a higher quality, more tailored service and enhance the customer experience, whilst providing service efficiency gains since less time is spent by back office functions managing routine enquiries. During 2020/21 we logged over 57,000 enquiries through CLIC with Blue Badge applications, childcare applications and enquiries about waste collection being some of the most commonly raised questions.

The 2020/21 year saw the COVID-19 health pandemic reach Ceredigion, resulting in over 8,900 enquiries alone relating to the virus. These included enquiries relating to childcare, schools, the safe zones in Ceredigion's towns and many for advice in accessing financial support during the lockdown period. The service has and continues to play an integral role in keeping residents informed and up to date with support and advice relating to the pandemic. Due to the investment in the new telephony systems, CLIC was able to transfer immediately to home working when lockdown began without an interruption in its service to customers.

Looking ahead, we are aiming to develop the service further through harnessing new technological developments to enhance the service to customers, such as upgrading the CRM system.

Our Service in Numbers during 2020/21

106,650

Telephone calls handled by CLIC during the 2020/21 year

18%

Of telephone calls (or 16,256) were in Welsh

15,600

Emails responded to during the 2020/21 year by CLIC

57,306

Enquiries logged by CLIC during the 2020/21 year



Performance Management

- The Council's dedicated Performance Management System, (Teifi Performance) continues to be developed and embedded.
- In 2020/21 a revised Business Planning process was developed to streamline the process and support services develop effective business plans for the year ahead.
- Developed a revised set of local performance measures has commenced to ensure the Council has the performance monitoring information required to support continuous performance improvement in the future.
- Work is underway to prepare for the introduction of the new Self-Assessment performance regime, included as part 6 of the Local Government and Elections (Wales) Act 2021.



Risk Management

- During 2020/21, a number of actions were taken to mitigate the risks of COVID-19 and ensure the continuity of the work of the Council. This includes the Gold and Silver Command structure to manage the response to the pandemic, along with the updating of all Business Continuity Plans, and the introduction of Service Adjustment Plans, outlining how services will adjust to the pandemic and bring services back post pandemic.
- Risk Management refresher training was provided to all managers and key officers in 2020.
- A workshop with the Council's insurers and all managers was held in October 2020 to review the Council's risks in light of COVID-19, horizon-scan for new risks and identify opportunities to strengthen risk management further.



Financial Management

- The Medium Term Financial Strategy has been developed and approved.
- The 2020/21 Statement of Accounts includes details of the Council's Well-being Objectives and outlines how they will be met.
- All new capital projects are submitted via the Corporate Project Management Panel.



Procurement

- The Council's Procurement Strategy 2018-2022 was developed specifically to assist the Council with delivery of its aims and objectives in accordance with the Well-being of Future Generations Act through its procurement activity.
- The Ceredigion Procurement Forum's membership includes representatives from the public sector bodies either based in the County or with a local presence.
- The Civil Engineering Dynamic Purchasing System, which includes five contractors based in the county. This type of framework provides benefits to both the Council and supplier and are particularly well suited to working with smaller local businesses - new suppliers can join the system throughout its life, they are cost efficient and provide the option of working with new suppliers to access innovation
- Procurement processes continue to be open and transparent and based on standard approaches and use of common systems that appropriately minimise complexity, cost, timescales and requirements for suppliers.
- The Minor Works Framework provides reassurance for local contractors on the availability of potential longer term work streams and ensures that new and existing businesses can plan for future growth and investment.
- All contractors are required to be registered with 'Construction Line' in order to provide assurance that they hold relevant insurance cover, professional subscriptions and meet the minimum qualification criteria.



Workforce Planning

- A Strategic Workforce Planning Toolkit which is aligned to the Well-being of Future Generations sustainability principle (5 ways of working) and the well-being goals has been developed to reflect the Audit Wales toolkit.
- A new manager-led appraisal process was introduced in 2020 to provide employees and their managers an opportunity to review progress over the previous year, agree objectives for the forthcoming year and to identify learning and development (L&D) requirements, as well as reflecting on the future demands for the service

Review of our Well-being Objectives

The **Well-being Objectives** focus on short-term more focused response and recovery to the COVID-19 pandemic in order to protect and enhance the well-being of everyone now and in the future. They were identified and are still aligned to each of our Corporate Priorities, and take into account the Public Services Board's Assessment of Local Well-being and the Local Well-being Plan.

We have reviewed the existing Well-being Objectives and concluded that they should remain in place to support the ongoing recovery work of the Council and its partners.

Therefore for the 2022/23 year the focus of our attention will be to support the needs of citizens in recovering from the pandemic and at the same time delivering against the priorities of the Council.



Boosting the Economy

- Support businesses to respond to the impacts of COVID-19



Investing in People's Future

- Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment
- Protecting people from poverty
- Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion



Enabling Individual and Family Resilience

- Support citizens who have been disproportionately impacted by COVID-19 to improve their physical and emotional well-being
- Promote the well-being of individuals and communities within safe and accessible homes



Promoting Environmental and Community Resilience

- Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition
- Support our communities to be strong and well connected so that they are able to thrive despite COVID-19

Goal	How the Council's Priorities and Well-being Objectives will meet the Well-being goals?
A Prosperous Wales	All of our Priorities capture the importance of developing an economy in Ceredigion. Employment, skills development, housing, the environment, business support, and regeneration will contribute to a prosperous Wales. Supporting businesses to respond to the impacts of Covid-19 will help to ensure that we have a prosperous Wales now and in the future.
A Resilient Wales	Promoting Environmental and Community Resilience focuses on the protection of our natural environment and includes initiatives to enhance and develop communities ability to respond to environmental disasters. Supporting our communities to be strong and well connected so that they are able to thrive despite Covid-19, and will contribute to a resilient Wales able to respond to any natural or man made disaster.
A Healthier Wales	Investing in people's Future focuses on protection of families, children and adults from poverty and promotion of healthier, more active lifestyles whilst Enabling Individual and Family resilience seeks to improve housing, enable independent living and provide early intervention and prevention services for the most vulnerable. Supporting citizens who have been disproportionately impacted by Covid-19 to improve their physical and emotional wellbeing will support other initiatives to deliver a healthier Wales.
A more Equal Wales	All of our Priorities seek to establish a more Equal Wales by ensuring equal opportunities for employment, housing, education, healthier lifestyles and sustainable communities.
A Wales of Cohesive Communities	Building the strength of our communities is a key feature in three of our priorities. Providing Support for our communities to be strong and well connected so that they are able to thrive despite Covid-19 will enhance the Wales of cohesive communities.
A Wales of Vibrant culture and thriving Welsh language	The Council has agreed to conform to the requirements of the Welsh Language Standards and further measures to promote bilingualism and the Welsh language are included in our objectives.
A Globally responsible Wales	In considering our Wellbeing Objectives we have taken into account the well-being assessment and engagement work to ensure that we can make a positive contribution to global well-being. Support for active travel, other modes of transport and ways of working that build on our zero-carbon ambition continues our work in this area.

Setting Our Well-being Priorities

In setting our Well-being Objectives, the Council has demonstrated the Sustainable Development Principle as set out in the table below:

	Ways of Working	How the Council has demonstrated the Sustainable Development principle
	<p>Long term</p> <p>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs</p>	<ul style="list-style-type: none"> • Medium Term Financial Planning ensures that decisions consider the impact on future generations. • Workforce planning ensures the development of workforce skills for the future. • The Corporate Strategy looks to develop and improve the social, economic, environmental and cultural well-being of Ceredigion over the next 5 years and beyond.
	<p>Integrated</p> <p>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their wellbeing Objectives</p>	<ul style="list-style-type: none"> • The Council's Priorities and Well-being Objectives are inter-linked in many ways and services will strengthen collaboration in order to work towards achieving a set of common well-being goals.
	<p>Involvement</p> <p>Involving a diversity of the population in the decisions that affect them</p>	<ul style="list-style-type: none"> • The Council's Corporate Strategy 2017-2022 has taken into account the Public Services Board's Assessment of Local Well-being, which has been produced following a series of engagement exercises with citizens, including those with protected characteristics, as defined under the Equality Act. • The Council will consult on an annual basis with citizens and its engagement groups on the review and setting of its annual Well-being Objectives.
	<p>Collaborative</p> <p>Working with others in a collaborative way to find shared sustainable solutions</p>	<p>The Council actively supports, amongst others, the following partnerships;</p> <ul style="list-style-type: none"> • The Growing Mid Wales Partnership • The Ceredigion Public Services Board • The Safeguarding Children's Board • The Community Safety Partnership. <p>In addition collaboration in the delivery of services is welcomed throughout the Authority.</p>
	<p>Prevention</p> <p>Understanding the root causes of issues to prevent them from occurring</p>	<ul style="list-style-type: none"> • The Council's Well-being Objectives have been set in order to prevent problems from occurring or getting worse. These include addressing the effects of poverty, the issues of rurality and improving the well-being of people of all ages, from early years through to older age. • Homelessness focuses on the prevention agenda • Social Services Model promotes early intervention and prevention.

Ceredigion County Council's Corporate Priorities are aligned with the Ceredigion PSB Local Well-being Plan as set out in the table below.

Council Corporate Priority 2017-2022	Council Well-being Objective 2022-2023	PSB Local Well-being Plan Aim 2018 -2023
Boosting the Economy	<ul style="list-style-type: none"> Support businesses to respond to the impacts of Covid-19 	<ul style="list-style-type: none"> Enable communities to become prosperous, sustainable and connected by supporting the transformation of economic prospects Enable people to create and grasp opportunities and meet challenges throughout their lives
Investing in People's Future	<ul style="list-style-type: none"> Support learners of all ages and backgrounds to safely return to education and training and improve access to learning and employment Protecting people from poverty Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion 	<ul style="list-style-type: none"> Enable communities to become prosperous, sustainable and connected by supporting the transformation of economic prospects Enable people to create and grasp opportunities and meet challenges throughout their lives Create conditions for communities to support individuals from all backgrounds to live fulfilling, independent lives
Enabling Individual and Family Resilience	<ul style="list-style-type: none"> Support citizens who have been disproportionately impacted by Covid-19 to improve their physical and emotional wellbeing Promote the well-being of individuals and communities within safe and accessible homes 	<ul style="list-style-type: none"> Enable every child to have the best start in life Create conditions for communities to support individuals from all backgrounds to live fulfilling, independent lives Enable people to live active, happy and healthy lives Enable people to create and grasp opportunities and meet challenges throughout their lives
Promoting Environmental and Community Resilience	<ul style="list-style-type: none"> Support active travel, other modes of transport and ways of working that build on our zero-carbon ambition Support our communities to be strong and well connected so that they are able to thrive despite Covid-19 	<ul style="list-style-type: none"> Create environmentally responsible and safe communities that can adapt and respond to the effects of climate change Create conditions for communities to support individuals from all backgrounds to live fulfilling, independent lives Enable communities to become prosperous, sustainable and connected by supporting the transformation of economic prospects

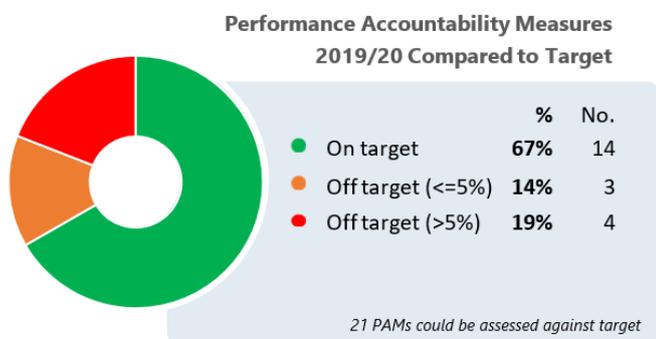
Benchmarking Our Performance

2020/21 Performance Accountability Measures

The Council routinely monitors and benchmarks its performance as part of its performance management arrangements. However, due to the re-prioritisation of services from March 2020 in response to the COVID-19 pandemic, the reporting of the Performance Accountability Measures (PAMs) was suspended for the 2020/21 year. Only a small number were collected during the year and these are shown below:



The last full year of reporting the PAMs was in 2019/20 and the latest results are shown on the following pages.

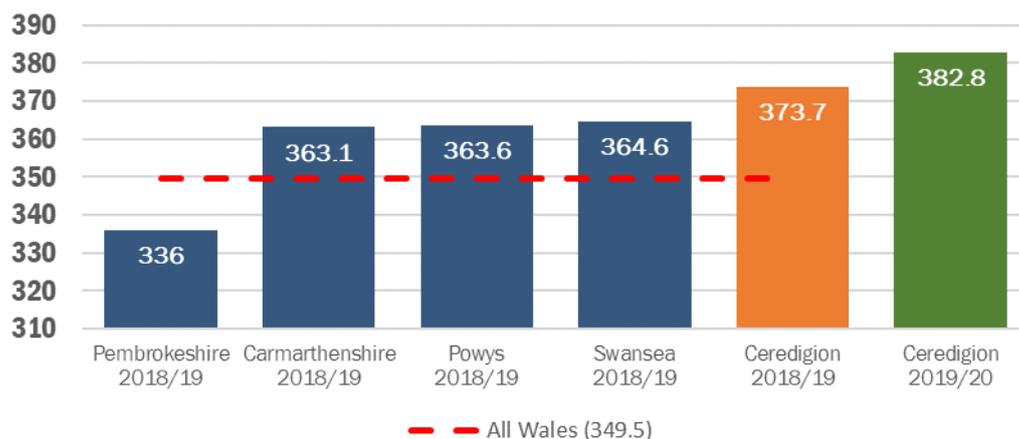


Education

Capped 9 Score

The Capped 9 Points Score for learners in year 11

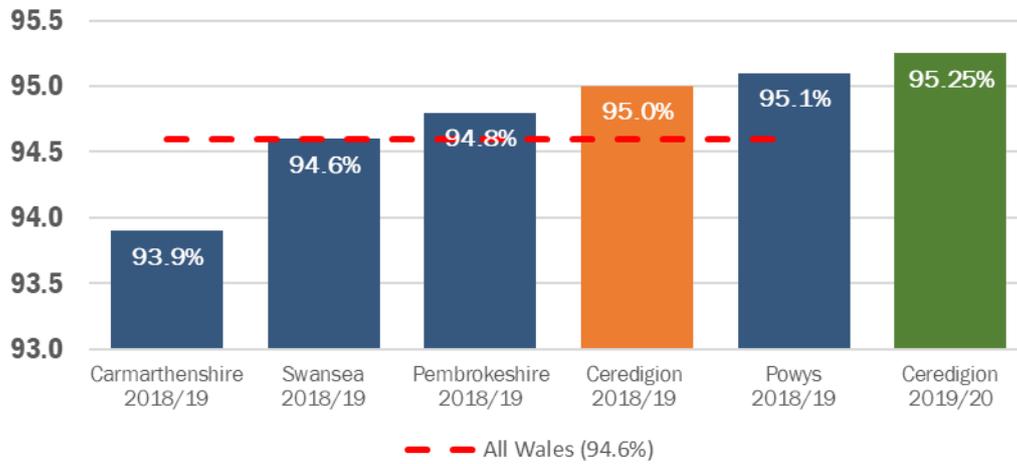
▼ Number



Attendance: Primary Schools

Percentage of pupil attendance in primary schools

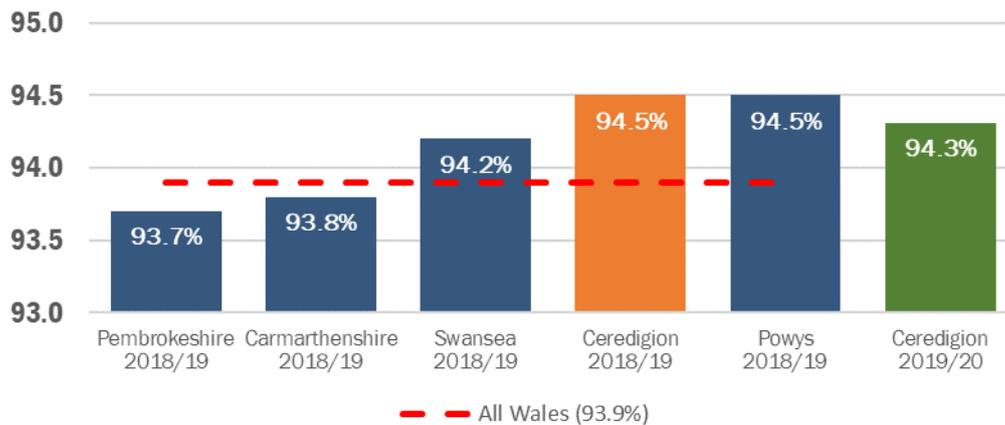
▼ Percentage



Attendance: Secondary Schools

Percentage of pupil attendance in secondary schools

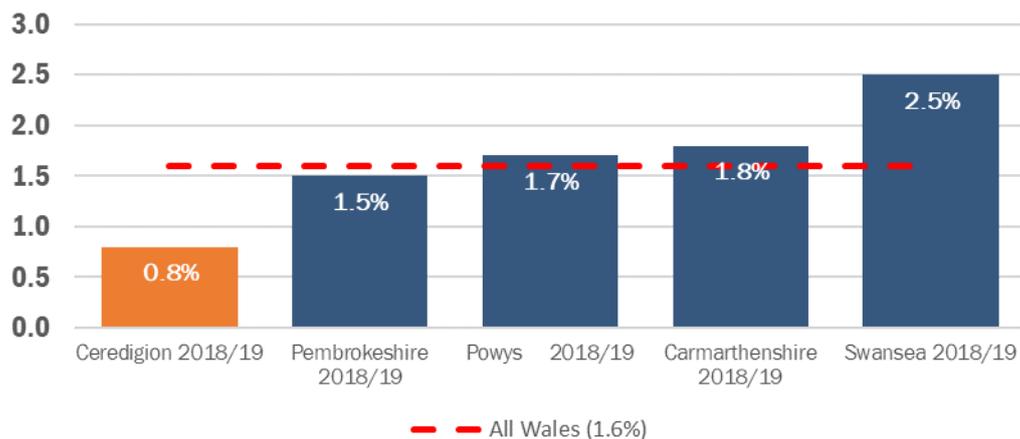
▼ Percentage



Not in Education Employment or Training (NEET)

Percentage of Year 11 leavers Not in Education, Training or Employment

▼ Percentage

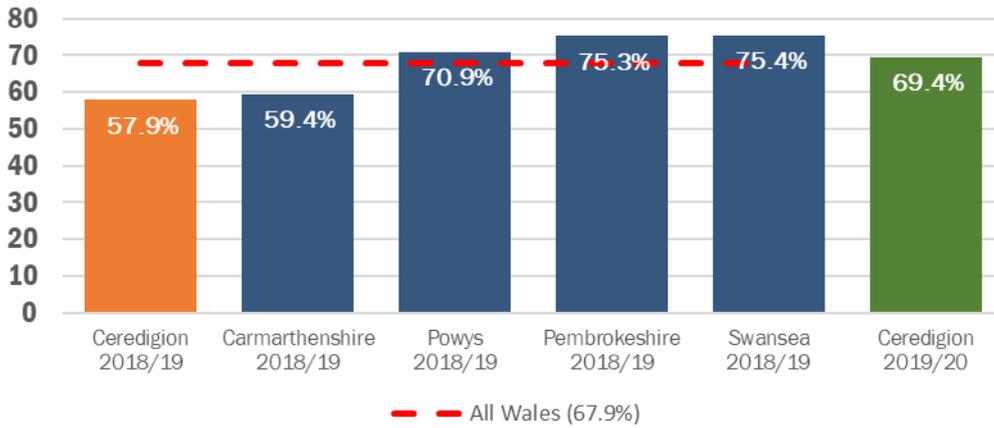


Housing and Homelessness

Homelessness Prevention

% of households successfully prevented from becoming homeless

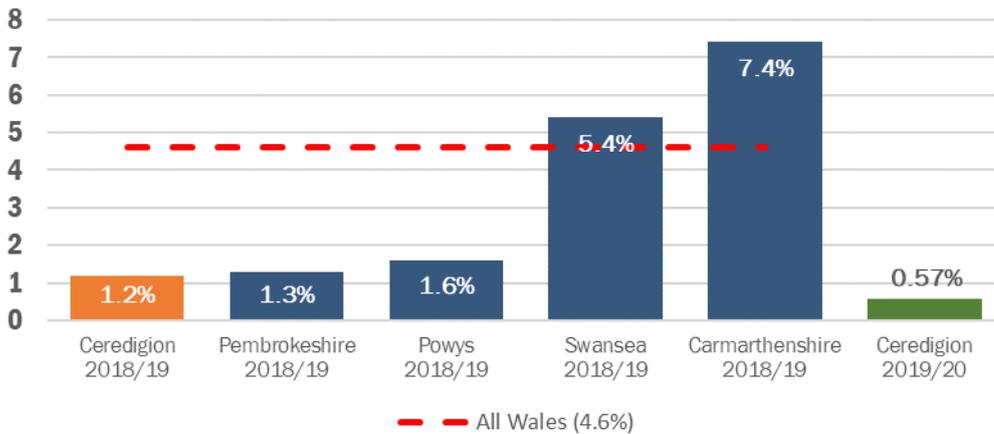
▼ Percentage



Empty Properties

Percentage of empty private properties brought back into use

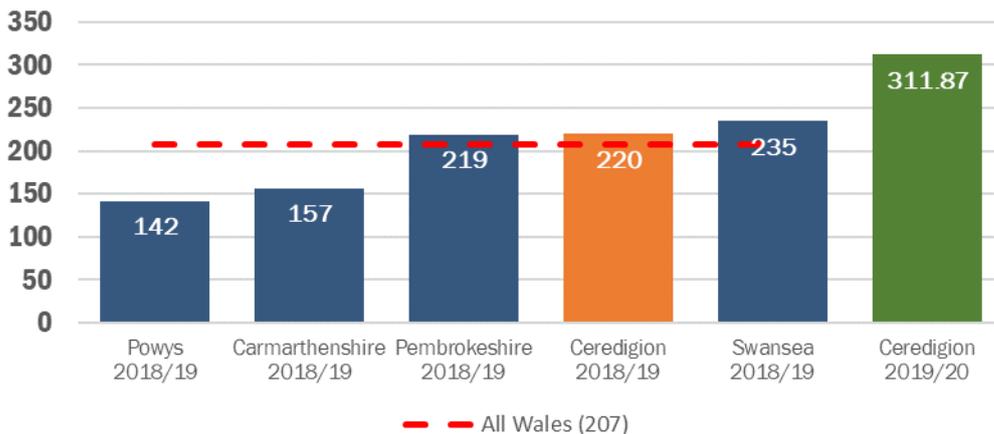
▼ Percentage



Disabled Facilities Grants

Average number of calendar days taken to deliver a Disabled Facilities Grant

▼ Number

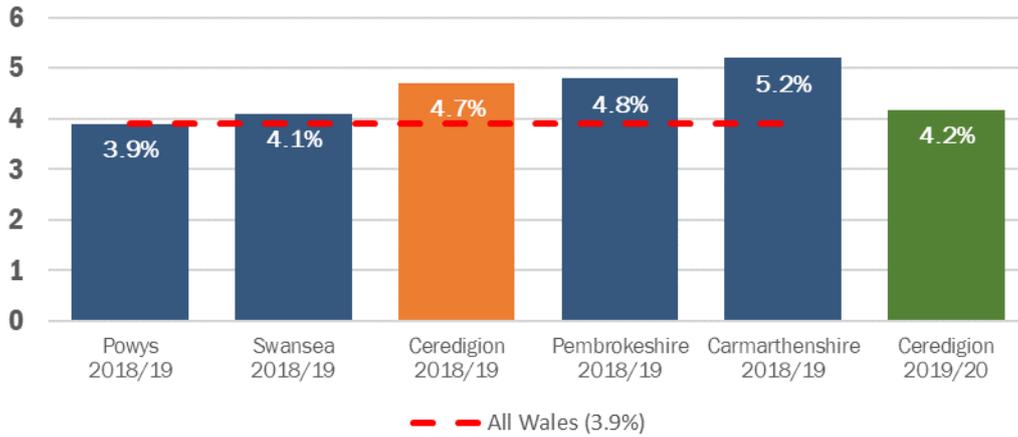


Highways

Condition of 'A' Roads

Percentage of A roads in poor condition

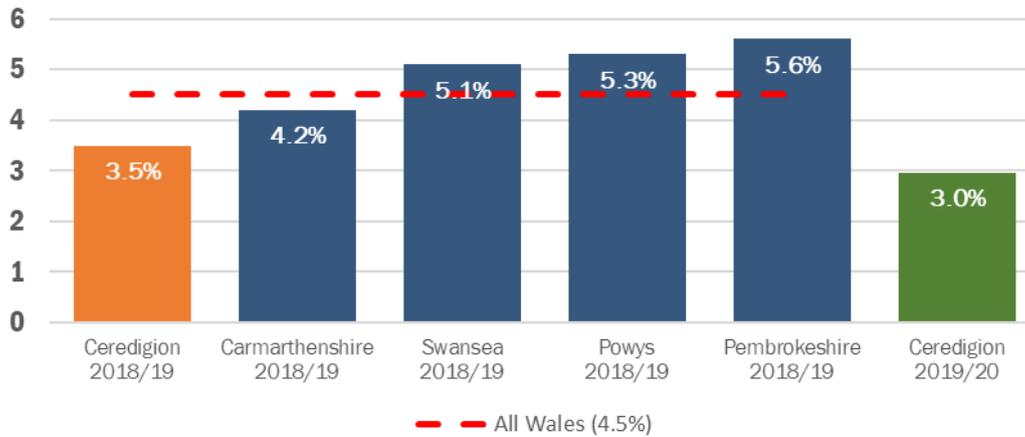
▼ Percentage



Condition of 'B' Roads

Percentage of B roads in poor condition

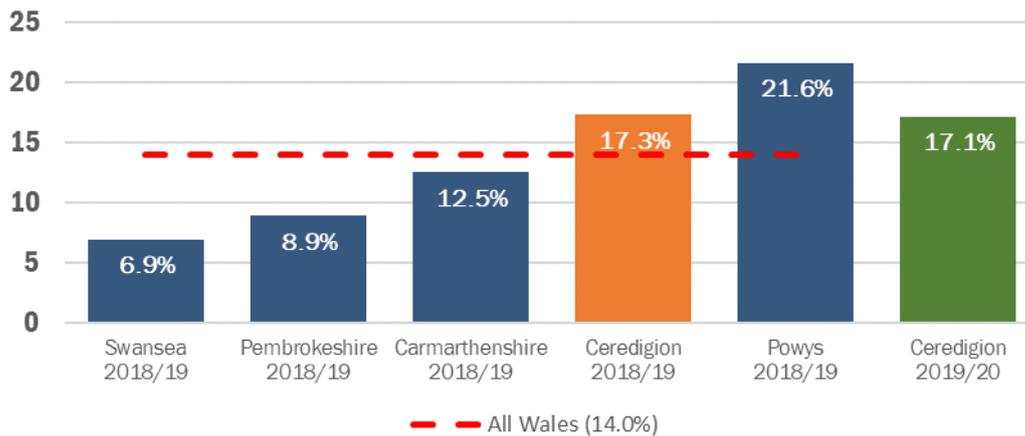
▼ Percentage



Condition of 'C' Roads

Percentage of C roads in poor condition

▼ Percentage

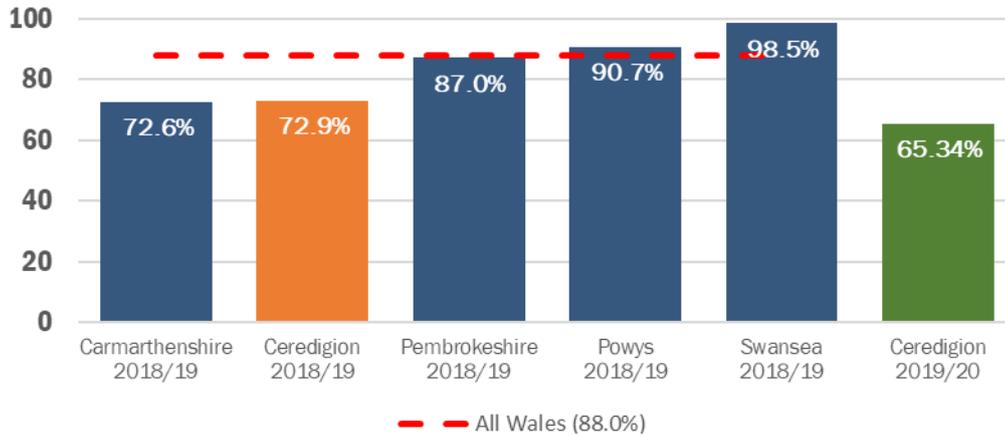


Planning

Planning Applications

Percentage of all planning applications determined in time

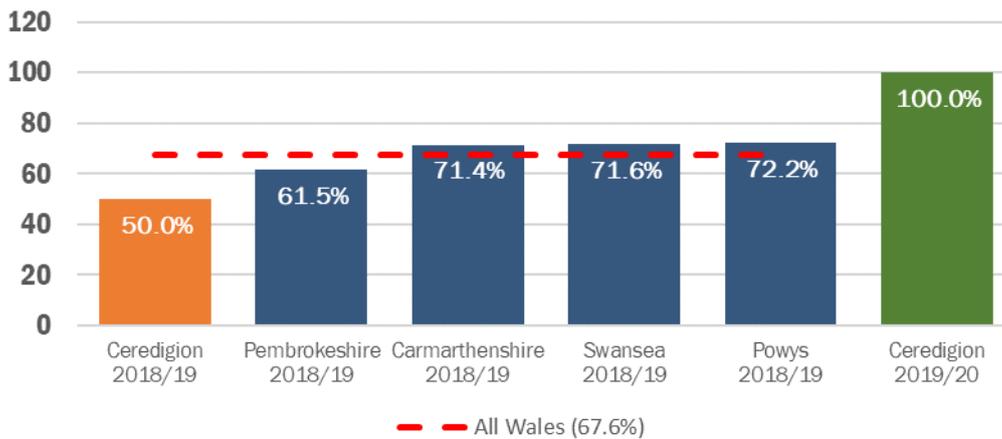
▼ Percentage



Planning Appeals

% of planning appeals dismissed

▼ Number

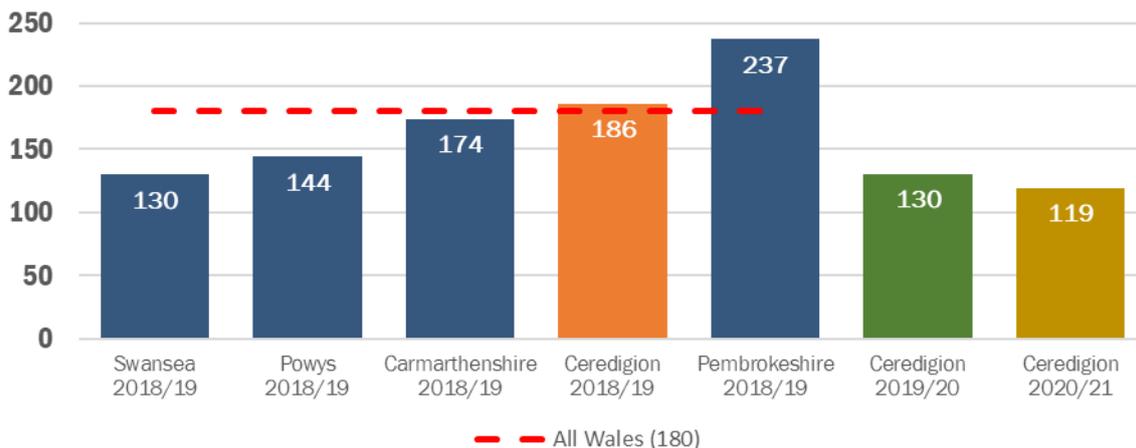


Environment

Waste Collection

Kilograms of residual household waste generated per person

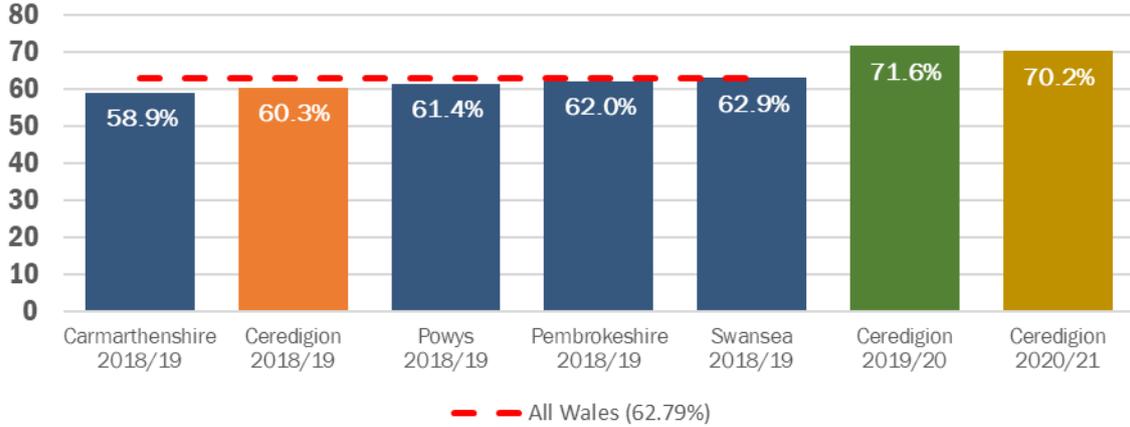
▼ Number



Recycling

% of waste reused, recycled or composted

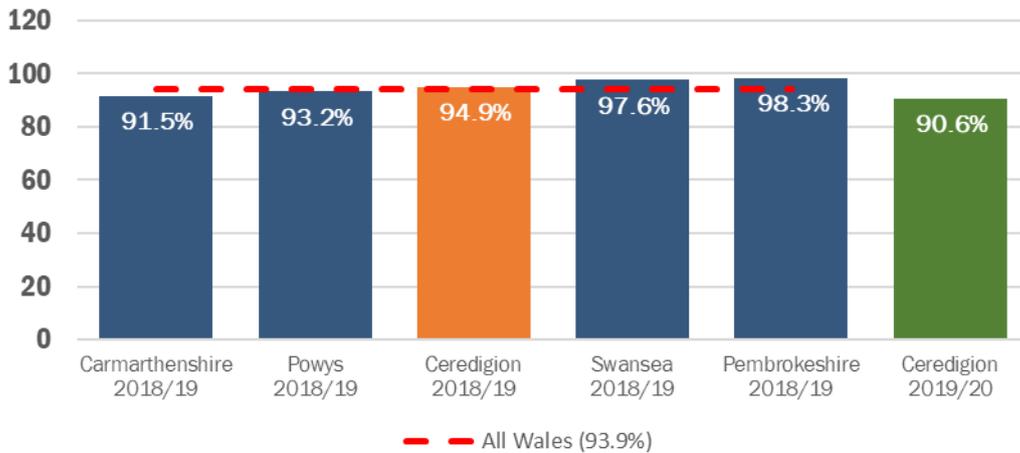
▼ Percentage



Street Cleanliness

The % of streets that are clean

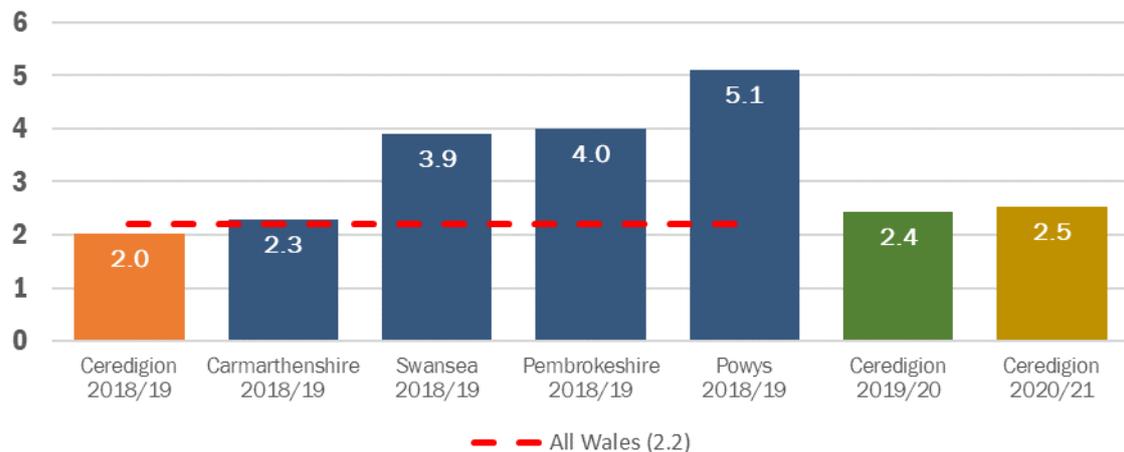
▼ Percentage



Fly-tipping

Average number of working days taken to clear fly-tipping incidents

▼ Number



Following the suspension of the Performance Accountability Measures due to the COVID-19 pandemic, the last full year of collection was 2019/20. The table below provides a summary of our performance between 2017/18 and 2019/20, along with a comparison against our targets.

Ref	Description	2017/18 Result	2018/19 Result	2018/19 Quartile Position	2018/19 All Wales	2018/19 Trend	2019/20 Result	2019/20 Target	2019/20 Trend	Status
Education										
PAM/032	Capped 9 score	380.08	373.73	1	349.5	▼	382.78	350.00	▲	★
PAM/007	Percentage of pupil attendance in primary schools	95.3%	95%	1	94.6%	▼	95.25%	95.0%	▲	★
PAM/008	Percentage of pupil attendance in secondary schools	94.9%	94.53%	1	93.9%	▼	94.31%	94.80%	▼	●
PAM/009	Percentage of Year 11 leavers not in Education, Training or Employment (NEET)	0.8%	0.8%	1	1.6%	◄►	-	-	-	-
PAM/033	Percentage of pupils assessed in Welsh at the end of the Foundation Phase	-	57.45%	-	-	-	74.79%	74.00%	▲	★
PAM/034	Percentage of year 11 pupils studying Welsh (first language)	-	62.92%	-	-	-	63.43%	62.00%	▲	★
Environmental Services										
PAM/010	Percentage of streets that are clean	89.2%	94.9%	3	93.9%	▲	90.6%	95.0%	▼	●
PAM/035	Average number of working days taken to clear fly-tipping incidents	2.29	2.03	2	2.20	-	2.51	5.00	▼	★
Housing										
PAM/012	Percentage of households successfully prevented from becoming homeless	71.5%	57.9%	3	67.9%	▼	69.44%	65.00%	▲	★
PAM/013	Percentage of empty private properties brought back into use	1.9%	1.2%	4	4.6%	▼	0.57%	0.02%	▼	★
PAM/015	Average number of calendar days taken to deliver a Disabled Facilities Grant	228	220	3	207	▲	311.87	250.00	▼	▲
Leisure and Culture										
PAM/040	Percentage of Quality Indicators (with targets) achieved by the library service	77.5%	97.50%	2	80.3%	▲	N/A	95.00%	-	-
PAM/017	Number of visits to leisure centres per 1,000 population	6,986	5,201	4	9,116	▼	6,689	1,300	▲	★
PAM/041	Percentage of NERS clients who completed the exercise programme	-	65.27	-	-	-	88.89%	65.00%	▲	★
PAM/042	Percentage of NERS clients whose health had improved on completion of the exercise programme	-	97.84%	-	-	-	N/A	95.00%	-	-

Benchmarking Our Performance (continued)

Ref	Description	2017/18 Result	2018/19 Result	2018/19 Quartile Position	2018/19 All Wales	2018/19 Trend	2019/20 Result	2019/20 Target	2019/20 Trend	Status
Planning										
PAM/018	Percentage of all planning applications determined in time	71.0%	72.9%	4	88.0%	▲	65.34%	75.00%	▼	●
PAM/019	Percentage of planning appeals dismissed	83.3%	50.0%	4	67.6%	▼	100.0%	75.0%	▲	★
Highway Services										
PAM/020	Percentage of A roads in poor condition	4.4%	4.7%	4	3.9%	▼	4.2%	3.5%	▲	▲
PAM/021	Percentage of B roads in poor condition	3.1%	3.5%	1	4.5%	▼	3.0%	3.5%	▲	★
PAM/022	Percentage of C roads in poor condition	17.5%	17.3%	4	14.0%	▲	17.1%	16.0%	▲	▲
Public Protection										
PAM/023	Percentage of food establishments that meet food hygiene standards	92.93%	94.83%	3	95.69%	▲	N/A	90.0%	-	-
Social Score										
PAM/025	Rate of people kept in hospital while waiting for social care per 1,000 population aged 75+	-	3.75	-	4.9	-	11.87	4.00	▼	▲
PAM/028	Percentage of child assessments completed in time	-	87.04%	-	88.9%	-	87.68%	75.00	▲	★
Waste Services										
PAM/030	Percentage of waste reused, recycled or composted	63.7%	60.34%	4	62.79%	▼	71.57%	58.00%	▲	★
PAM/043	Kilograms of residual household waste generated per person	240	186	4	180	▲	130	185	▲	★

Key to symbols:

- ★ Target met or exceeded
- Just short of target (<=5%)
- ▲ Below target (>5%)

- ▲ Performance improved compared to previous year
- ◄ Performance the same as last year
- ▼ Performance decreased compared to previous year

Quartile:

- 1 Performance amongst the top 25% of Councils
- 2 Performance amongst the 2nd 25% of Councils
- 3 Performance amongst the 3rd 25% of Councils
- 4 Performance amongst the lowest 25% of Councils



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Cyngor Sir CEREDIGION County Council

REPORT TO: Cabinet

DATE: 10th October 2021

LOCATION: held remotely via video-conference

TITLE: Feedback from the Overview and Scrutiny Co-ordinating Committee on the draft Well-being and Improvement Objectives Annual Report 2020-2021

PURPOSE OF REPORT: To provide feedback from the Overview and Scrutiny Co-ordinating Committee held on 15th September 2021

The Overview and Scrutiny Co-ordinating Committee considered the report on the draft Well-being and Improvement Objectives Annual Report 2020-2021 at their meeting on 15th September.

Following discussion, Members agreed the draft Well-being and Improvement Objectives Annual Report 2020-2021 prior to consideration by Cabinet and Council.

Councillor Rowland Rees-Evans
Chairman of the Overview and Scrutiny Co-ordinating Committee

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CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 5th October 2021

Title: Strategic Equality Plan (SEP) Monitoring Report 2020-21

Purpose of the report: To ensure that the Authority is meeting its requirements in relation to the Equality Act 2010 and the Public Sector Equality Duty 2011.

For: Decision. To seek final approval from Cabinet before publishing the report on our website by the end of March 2022, (in order to meet the requirements of the Equality Act 2010).

**Cabinet Portfolio and Policy and Performance
Cabinet Member:** Cllr Ellen ap Gwynn

The Strategic Equality Plan Monitoring Report records the progress of Ceredigion County Council in meeting its equality duties and responsibilities from April 2020 to March 2021.

The Equality Act 2010 introduced a general duty on public sector organisations to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not by tackling prejudice and promoting understanding.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected characteristic groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
-

The Equality Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

The Protected Characteristics include

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or belief, (including lack of belief)
- Sex
- Sexual Orientation
- Marriage and Civil Partnership

The Specific Public Sector Equality Duties for Wales

The Welsh Government introduced the 'Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, setting out the requirements for Wales as follows:

- Equality Objectives
- Strategic Equality Plans
- Engagement
- Assessing Impact
- Equality Information
- Employer Information
- Pay Differences
- Staff Training
- Procurement
- Annual Reporting
- Publishing
- Review
- Accessibility

Current Situation:

Ceredigion County Council is required under Equality Act 2010 to publish an Annual Monitoring Report covering 2020/21 for 'A Fair and Equal Ceredigion,' its Strategic Equality Plan 2020-24. The report needs to be published publically on our website by the 31/3/22.

Ceredigion County Council Equality Objectives

1. An Exemplar Equal Opportunities Employer
2. Fostering Good Relations and Tackling Prejudice
3. Engagement and Participation
4. Dignity, Respect and Access to Services
5. Fair and Inclusive Education

Each Strategic Equality Objective has a number of actions. Progress over 2020–21 is summarised in the below tables.

BRAG Colour	Definition	2020-21 progress on actions
Blue (B)	Action Completed	1
Green (G)	Action progressing to plan	39
Amber (A)	Action slightly behind target	14

Red (R)	Action not started / concerns if action will be completed	0
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Objective	Blue	Green	Amber	Red
1. An Exemplar Equal Opportunities Employer	0	4	4	0
2. Fostering Good Relations and Tackling Prejudice	0	6	0	0
3. Engagement and Participation	0	8	4	0
4. Dignity, Respect and Access to Services	1	12	4	0
5. Fair and Inclusive Education	0	9	2	0

2020/21 was the first year of delivery of 'A Fair and Equal Ceredigion 2020-24.' Most of the actions are in progress and on track, (39 green actions). 14 actions are marked as amber and slightly behind target, partly attributable to the impacts of Covid-19 pandemic, but the aim is to deliver over the four year course of the plan. One action is marked as blue and completed. There are no red actions that have not been started or with concerns that they will not be achieved.

Highlights of 2020-21

Ceredigion County Council carried out an ongoing dialogue and meetings with Ceredigion Disability Forum on the Town Centre Safe Zones.

514 Equality and Diversity Training e-learning sessions were completed.

We participated in Hate Crime Awareness Week (10th – 17th October 2020).

We also took part in Black History Month, Holocaust Memorial Day, LGBT History Month and Refugee Week.

29 Integrated Impact Assessments were submitted with Cabinet Reports in 2020/21

Ceredigion County Council also signed the Zero Racism Wales Pledge co-ordinated by Race Council Cymru.

For further details, please refer to the attached Strategic Equality Plan (SEP) Monitoring Report, April 2020 to March 2021.

Has an Integrated Impact Assessment been completed? If, not, please state why

No IIA has been carried out as this is an annual monitoring report for our Strategic Equality Plan, and does not represent a change in policy or strategy. However, an Equality Impact Assessment was submitted for the Strategic Equality Plan 2020-24.

Wellbeing of Future Generations:

Summary:

Long term: Delivery of the SEP will help to set a foundation for a better long-term future.

Collaboration: Examples of collaboration are included in the report.

Involvement: Engagement with stakeholders is included in the report.

Prevention: Examples of preventative work is included in the report, including tackling hate crime, bullying and modern slavery.

Integration: The monitoring report does consider the building of better relations which can build connectivity and integration between people, the economy and environment. The annual monitoring report gives strong evidence of our work in achieving the National Wellbeing Goals of 'A more Equal Wales,' and a 'Wales of Cohesive Communities.'

Recommendation(s): To receive and endorse the Strategic Equality Plan (SEP) Monitoring Report April 2020 to March 2021 and to approve that the report is published on our public website.

Reasons for decision: It is a requirement under the Equality Act that we produce an Annual Strategic Equality Plan (SEP) Monitoring Report for 2020-21 and publish this on our public website by the 31/3/22.

Overview and Scrutiny: The Annual Strategic Equality Plan (SEP) Monitoring Report for 2020-21 was presented to Overview and Scrutiny Co-ordinating Committee on the 15th of September 2021. Please refer to the report to Cabinet of the Chair of Overview and Scrutiny Coordinating Committee for any proposed amendments and further information.

Policy Framework: Equality is a cross-cutting theme in the Corporate Strategy.

Corporate Priorities: As Equality is a cross-cutting theme, all of the Corporate Priorities apply
 Boosting the Economy
 Investing in People's Futures
 Enabling Individual and Family Resilience
 Promoting Environmental and Community Resilience.

Finance and Procurement implications: There are no financial implications as Equalities is mainstreamed across Council services.

Legal Implications: Equality Act 2010

Staffing implications: Equalities is mainstreamed across staff. Everyone has a responsibility.

Property / asset implications: None

Risk(s): If the Strategic Equality Plan (SEP) Monitoring Report is not published by the end of March 2022, we will not be in compliance with the Equality Act 2010.

Statutory Powers: Equality Act 2010

Background Papers: None, please refer to the Strategic Equality Plan (SEP) Monitoring Report April 2020 to March 2021.

Appendices: Appendix 1 – Action Plan Equality Objectives Progress Report

Corporate Officer: **Lead** Alun Williams

Reporting Officer: Michael Smith, Equalities and Engagement Officer

Date: 13/9/21

**Strategic Equality Plan (SEP)
Monitoring Report**

April 2020- March 2021



Author: Michael Smith, Policy and Performance

Approved by Cabinet:

Publication Date:

This report is available in Welsh and English on the Council's website at: <http://www.ceredigion.gov.uk/your-council/strategies-plans-policies/equality-diversity/strategic-equality-plan-objectives/>

If you require a hard copy of the report or a copy in a different format for example large print, audio version or a word format for screen readers please contact:

Michael Smith
Equalities and Engagement Officer
Ceredigion County Council
Neuadd y Cyngor Ceredigion
Penmorfa
Aberaeron SA46 OPA

Email: clic@ceredigion.gov.uk

Foreword

Welcome to the first annual monitoring report of our newly revised Strategic Equality Plan 2020/24, '*A Fair and Equal Ceredigion.*' This report covers the year of 2020/21 and coincides with a full year of living under Covid-19 rules and guidance. It has been a difficult and challenging year, but the pandemic has highlighted how important it is to tackle inequalities. Equalities will need to be at the forefront of our recovery plans from the impacts of Covid-19.

The annual monitoring report tracks progress on how we have meet the five Equality Objectives of '*A Fair and Equal Ceredigion.*'

1. An Exemplar Equal Opportunities Employer
2. Fostering Good Relations and Tackling Prejudice
3. Engagement and Participation
4. Dignity, Respect and Access to Services
5. Fair and Inclusive Education

Equality is at the heart of our service delivery and our values at Ceredigion County Council. Equality is a cross-cutting theme in our Corporate Strategy. We take careful consideration of equality needs and issues in our decision making with equalities embedded into our Integrated Impact Assessments. '*A Fair and Equal Ceredigion,*' also applies across all sections of the Council and all of the services that we deliver. We will strive to make Ceredigion a fairer and a more equal place as we rebuild in the wake of the Covid-19 pandemic.



Eifion Evans
Chief Executive



Cllr. Ellen ap Gwynn
Leader &
Equality Executive Champion

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1. Background

1.1 The General Equality Duty

The Equality Act 2010 places a public sector duty on Local Authorities to consider the needs of all individuals when carrying out their day to day work, in developing policy, in delivering services and in relation to the public and their own employees. The Act requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act makes it unlawful to discriminate against people with a 'protected characteristic'. The protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

Welsh Language Commitment

The promotion and use of the Welsh Language is not included within the Equality Act, and is instead covered by the requirements set out in the Welsh Language Measure 2011.

However, in Ceredigion it is important to consider Welsh language requirements alongside the protected characteristics of the Equality Act to encourage a holistic approach to the

needs of all communities in designing and delivering services. Under the requirements of the Welsh Language Measure 2011, Ceredigion County Council is required to ensure that Welsh language services are built into planning and delivery of services, and that Welsh language services are offered to Welsh speakers without them having to request it (i.e. the concept of the active offer).

When thinking of how to advance equality of opportunity between persons who share a relevant protected characteristic and those who don't, the Council also has to think about the need to:

- Removing or minimising disadvantages experienced by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low. The Council also has to particularly think about how it will tackle prejudice and promote mutual understanding and respect.

1.2 The Specific Public Sector Equality Duties Wales

The Specific Duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and came into force on the 6 April 2011 and note that the listed bodies will undertake the following requirements:

- Annual Monitoring Report
- Strategic Equality Plans
- Setting Objectives
- Collecting and Analysing Equality Information.
- Service Users Equality Information
- Workforce Equality Information & Workforce Pay Differences
- Consultation & Engagement
- Assessing Impact
- Staff training
- Procurement
- Accessibility

2. How we meet the Equality Duties:

This Equality Monitoring Report builds on our previous Equalities work, covering a widespread commitment to meeting the Equality Act 2010 including the Specific Public Sector Equality Duties for Wales, which came into force 6 April 2011. The report outlines how the Council is progressing against its equality duties from the 1st April 2020 to the 31st March 2021.

2.1 Corporate Governance

To demonstrate its commitment to the equality agenda the Council has nominated the Leader as the Equality and Welsh Language Champion. The Equality Champion was supported by the Equalities and Engagement Officer within Policy and Performance.

To support the equality agenda, a Corporate Equalities Working Group has been established. Members of the group represent lead officers across the authority's service areas, with the Leader of the Council chairing the meetings. The Corporate Equalities Working Group is responsible for contributing to the strategic development, monitoring and reviewing to implement the Equality Strategic Plan (SEP). Equality is a cross-cutting theme in our Corporate Strategy 2017-2022.

2.2 Ceredigion Strategic Equality Plan & Setting Objectives

The Strategic Equality Plan Monitoring Report for 2020/21 is the first report on progress of our 2020-24 Strategic Equality Plan, '*A Fair and Equal Ceredigion.*' The plan and related documents can be found at <http://www.ceredigion.gov.uk/your-council/strategies-plans-policies/equality-diversity/strategic-equality-plan-objectives/>

In order to drive equality improvements, the Council is required to set Equality Objectives as part of the Strategic Equality Plan. Engagement and consultation was carried out to inform and produce '*A Fair and Equal Ceredigion 2020-24.*' This helped to ensure that we were meeting equality related needs and issues faced by the people of Ceredigion. We worked in

partnership on the consultation with other public bodies in the region. The consultation included a regional survey and local engagement events.

By analysing feedback from the consultation and 'weighing-up' the different types of data and evidence, (including findings from the Equality and Human Rights Commission Report '*Is Wales Fairer?*'), the issues considered to be the most pertinent have been taken forward into the finalised Equality Objectives.

The Strategic Equality Plan and proposed Equality Objectives were presented to the Overview and Scrutiny Coordinating Committee on the 14th of November 2019. There was overall support, and a recommendation for the Cabinet to approve the SEP and the Equality Objectives, this was concluded on the 17th of March 2020.

'*A Fair and Equal Ceredigion 2020-24*,' has five Equality Objectives and an Action Plan to support delivery of the objectives. The five Equality Objectives are –

1. An Exemplar Equal Opportunities Employer

To be an equal opportunities employer, with staff trained and aware of equality related needs and issues. To continue to close the gender pay gap.

2. Fostering Good Relations and Tackling Prejudice

To foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice. Everyone should be able to live without the fear of violence and abuse and to be treated with respect.

3. Engagement and Participation

To ensure that we engage effectively with people who share protected characteristics. To enable people to influence decisions and to have the opportunity to participate in political and everyday life.

4. Dignity, Respect and Access to Services

To ensure fair and equal access to all services. We will do this by ensuring that people with protected characteristics are treated with dignity and also meeting their needs where they are different from the needs of other people.

5. Fair and Inclusive Education

We want to ensure that children and young people reach their full potential. The right to education and training should also ensure accessibility and an environment free from bullying or harassment. This also includes lifelong learning.

Please see Appendix 1, for information on how the Council progressed in meeting our Equality Objectives during 2020.21.

2.3 Identifying, collecting and analysing relevant equality information

Service Users Equality Data

Good quality and up to date information and data on protected characteristic groups in Ceredigion are vital in assessing equality-related needs, impacts and progress.

Ceredigion County Council's Research Team has developed a '*Ceredigion Equality Data*,' document which holds current information about the equality demographics of the citizens of Ceredigion, and is available for all staff to use via the Cerinet site. Staff are encouraged to use this information when developing their Integrated Impact Assessments, in addition to any local data about service users.

An equalities and diversity monitoring form has been developed by the Corporate Equalities Working Group, and all service areas have been asked to use these templates to gather equality data when carrying out our engagement and consultations.

Workforce Equality Data

The Authority is constantly striving to collect and analyse staff data on the protected characteristics through our internal HR CeriNet system; however it is not mandatory for employees to provide this data.

An equality monitoring form has been included in the CeriNet system, and promoted widely via the Corporate News Bulletin. In this equality monitoring exercise, consideration has been given to the protected characteristics of marital status, religion, ethnicity, sexual orientation, disability, and transgender, where that information has been disclosed to the Authority. Age and gender data is captured within other Human Resources systems. The Council has also started to undertake an analysis of those who have applied for vacant posts within the Authority. The Workforce Equality Annual Report and the Gender Pay Annual report are published by our People and Organisation Section separately to this report. To see the

reports, please click on this link [Strategic Equality Plan & Objectives - Ceredigion County Council](#)

2.4 Consultation and Engagement

Under the Specific Public Sector Equality Duties in Wales, Ceredigion County Council is required to engage and consult with people with Protected Characteristics when making strategic decisions. The Council has engagement and consultation guidance in place on its intranet site. We are reviewing our guidance on engagement and working on a new Engagement Policy, *'Talking, Listening and Working Together.'* The process of consultation and adoption of this new policy is scheduled for 2021/22.

It was a difficult year for engagement, with a range of Covid-19 measures in place that affected engagement taking place. Nevertheless, a number of engagement exercises were undertaken including Town Centre Safe Zones, consultation on the Economic Strategy and flood defences at Aberaeron Harbour.

In addition to public consultation, there exists in Ceredigion a comprehensive network of forums and partnerships which staff contribute to and consult with service users, for example the Youth Service Forum, the Carers' Forum and the Ceredigion Disability Forum.

Meetings of Ceredigion Disability Forum were affected by the coronavirus pandemic and have now moved to online video conferences. The Disability Forum met four times over 2020/21 to discuss the Town Centre Safe Zones. Forum members provided influential feedback on the Safe Zones. One general meeting of the Forum was also held.

2.5 Assessing for Impact

Ceredigion County Council, as a listed public body in Wales under the Equality Act, is required to undertake Equality Impact Assessments. This includes assessing the impacts on the protected characteristics of new policies and practices and changes to existing policies and practices.

We have developed an Integrated Impact Assessment Tool. In addition to assessing the impacts on Equality, the tool also assesses impacts on the principles and goals of the Well-being of Future Generations (Wales) Act 2015, the Welsh Language Measure 2011 (Welsh

Language Standards Requirements) and Risk Management. The tool has also been revised to take into account the United Nations Convention on the Rights of the Child within our decision making. A total of 29 Integrated Impact Assessment were submitted with Cabinet Reports during 2020-21.

2.6 Staff Training

Ceredigion County Council is committed to the development of employees and elected members to ensure that those employed and working for us are skilled, trained and motivated to meet the diverse needs of the community.

- 514 staff completed the Equality & Diversity e learning programme over 2020/21.
- Equality & Diversity training was suspended due to Covid, and later reinstated with 3 sessions arranged including one through the medium of Welsh.
- LGBT training was suspended due to Covid. Transgender Awareness Training was attended by 18 staff.
- An Unconscious Bias e-learning programme was launched for teaching staff which included the Public Sector Equality Duty.

2.7 Procurement Arrangements

The procurement team ensure that an equality and Welsh language statement is included in all commissioned or contracted services.

Over 202/21, all significant contracts are tendered using the e-tender-wales system and 100% of those have Equality questions and Welsh Language requirements built into them as part of a standardised process. The Welsh Government's Code of Practice for Ethical Employment in Supply Chains was also included in those tenders as standard.

2.8 Accessibility

The Council produces information in a wide variety of formats according to need and on request. All public documents are required to have the tagline 'this document is available in Welsh, or in other formats on request'. We have placed guidance on accessible formats for staff on our internal internet.

The Council's public website is fully compliant to AAA accessibility ratings and we will continue to respond to any new standards or changes to technology.

We have a contract with WITS, (Wales Interpretation and Translation Service), to provide an interpretation service in circumstances where the service user has limited or no Welsh or English language skills. Guidelines and 'how to book instructions' has been published, and available for all staff to access from the internal Cerinet site.

3. Progress in meeting our specific objectives during 2020-21

To help us in implementing the Equality Objectives, Ceredigion County Council has developed an action plan. 'A Fair and Equal Ceredigion 2020-24,' is a 4 year strategy, however a monitoring report is developed on an annual basis in order to report on how the Council is progressing against each of our 5 Equality Objectives. Specific actions have been identified, in order to achieve the 5 Equality Objectives in Ceredigion. Please see Appendix 1 for the full Strategic Equality Plan Monitoring Report 2020-21

In order to track progress of the Strategic Equality Objectives across the Authority, this report has used the BRAG system. The BRAG system aims to report on how well an action is performing or being delivered, or to indicate how on track or at risk the action is. Please find the BRAG status totals for the 2020/21 monitoring report in the below table.

BRAG COLOUR	DEFINITION	2020/21 progress on actions identified
BLUE (B)	Action completed	1
GREEN (G)	Action progressing to plan	39
AMBER (A)	Action slightly behind target	14
RED (R)	Action not started although it was anticipated that it would have/ concerns if action will be completed	0

1 action was completed; 39 actions were progressing to plan; 14 actions were slightly behind target and no actions were not started.

Objective:	Blue	Green	Amber	Red
1. An Exemplar Equal Opportunities Employer	0	4	4	0
2. Fostering Good Relations and Tackling Prejudice	0	6	0	0
3. Engagement & Participation	0	8	4	0
4. Dignity, Respect and Access to Services	1	12	4	0
5. Fair & Inclusive Education	0	9	2	0

2020/21 was the first year of delivery of 'A Fair and Equal Ceredigion 2020-24. Most of the actions are in progress and on track, (39 green actions). 14 actions are marked as amber and slightly behind target, partly attributable to the impacts of Covid-19 pandemic, but the aim is to deliver over the four year course of the plan. One action is marked as blue and completed. There are no red actions that have not been started or with concerns that they will not be achieved.

For full details of each individual action, please refer below to the full Strategic Equality Plan Monitoring Report 2020-21 template.

APPENDIX 1

Draft

Ceredigion County Council Strategic Equality Plan Monitoring Report 2020-21

Progress towards fulfilling our five Equality Objectives

Objective 1: To be an Exemplar Equal Opportunities Employer. To be an equal opportunities employer, with staff trained and aware of equality related needs and issues. To continue to close the gender pay gap.

Action 1.1	We will monitor and close possible gender pay gap differences. We will publish an annual Workforce Pay Gap Report.	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Continue to close the gender pay gap.

Progress to date:

Workforce Pay Gap report for 2021/21 to be produced by end of July 2021 and will be published on the Council's website following approval through the democratic process.

Action 1.2	We will continue to gather workforce equality and Welsh language data from new staff and voluntary data from existing staff. We will publish an annual Workforce Equality Report.	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of staff disclosing equality and Welsh language data.

Progress to date: Workforce equality and Welsh language data is collected from all new staff joining the Council and existing staff are reminded on an annual basis to update their equality data through Ceri self-service. Updating Welsh language data is included in the annual appraisal process.

Workforce Equality Report for 2021/21 to be produced by end of July 2021 and will be published on the Council's website following approval through the democratic process.

Action 1.3	We will improve staff awareness of equality issues and the Public Sector Equality Duty through training.	Lead Officer Debbie Ayriss People and Organisation	Blue, Red, Amber or Green BRAG AMBER
<p>Outcomes: Increased number of staff completing the mandatory Equality and Diversity e-learning.</p> <p>Increased number of managers completing Equality and Diversity training.</p> <p>Increased number of staff completing LGBT awareness training.</p>			
<p>Progress to date:</p> <ul style="list-style-type: none"> • 514 staff completed the Equality & Diversity e- learning programme • Equality & Diversity training was suspended due to Covid and later reinstated with 3 sessions arranged including one through the medium of Welsh • LGBT training was suspended due Covid, Transgender Awareness training was attended by 18 staff • An Unconscious Bias e-learning programme was launched for teaching staff which included Public Sector Equality Duty 			
Action 1.4	We will continue to promote and implement the Disability Confident Scheme, (which welcomes applications from disabled people and commits to making adaptations in the workplace).	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG GREEN

Outcomes: Increased number of appointments recorded as having a disability.			
Progress to date: The Disability Confident Scheme has been implemented and is an established part of the Council's recruitment procedures and covered in the mandatory Ceredigion Manager Training module – Recruitment and Selection.			
Action 1.5	We will support employees who are pregnant or have recently given birth by adopting the six areas of action under the ' <i>Pregnancy and Maternity Discrimination in the Workplace: Recommendations for Change,</i> ' report.	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG AMBER
Outcomes: 6 areas of action adopted.			
Progress to date: There has been limited progress on this action as a result of the Covid-19 pandemic. A revised risk assessment has been introduced to reflect current Public Health Wales guidance on pregnant women and work places.			
Action 1.6	We will offer, where appropriate, flexi and part-time working to support parents and carers. We will revise our policies on flexi-working and work-life balance.	Lead Officer Geraint Edwards People and Organisation	Blue, Red, Amber or Green BRAG GREEN

Outcomes: Revised flexi and agile working polices implemented.			
Progress to date:			
<ul style="list-style-type: none"> • Temporary adjustments have been made to flexi hours working scheme as a result of the enforced home working during the Covid-19 pandemic to support parents and those with caring responsibilities • Consultation with trade unions on Carers' Policy has been completed and Policy will be submitted for approval during early part of 2021/2 • Work on Agile Working Policy and dis-aggregation of Work-Life balance Policy will commence as part of post-Covid return to office programme 			
Action 1.7	We will work towards reducing gender segregation and under-representation of ethnic minorities and disabled people in apprenticeships, including working with our contractors through applying Community Benefits as core to all relevant Council procurement contracts.	Lead Officer Mark Gleeson Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG Amber
Outcomes: Decreased gender segregation in apprenticeships. Increased BME and disabled apprentices.			
Progress to date: The council's policy on community benefits and guidance to tenderers for identifying community benefits in their bids states "When selecting apprenticeships/work placements or delivering Community Benefits schemes contractors must not discriminate on the grounds of Age, Sex, Sexual Orientation, Gender Reassignment, Race, Gypsies & Travellers, Religion or Belief, Marriage & Civil Partnership or disability. Furthermore contractors must pay due regard to the requirements of the Welsh Language (Wales) Measure 2011 in relation to these people and schemes."			
Wider community benefits (where contractors can propose to deliver additional social and environmental benefits directly to the Community in which the project operates). These are categorised as:			

- Community
- Education
- Equality and Diversity (i.e. Employment and training opportunities targeting hard to reach groups (long term NEET, disabled, ethnic minorities)
- Environmental

Please find the following tender evaluations:

- Cilmaenllwyd Household Waste site contract (Penparc, Cardigan) – contract started 01/03/21 - contact made with Community Benefits contact. Main offer is for work experience placements which are currently on hold due to Covid.
- Regional Engineering Consultancy Framework (chaired by Carmarthenshire CC)
- Glan Yr Afon Household Waste site contract (due to start 01/05/21)
- Dry Mixed Recyclate Waste contract (due to start 01/06/21, subject to award of contract)

Action 1.8	We will continue to implement our Modern Slavery Policy. This includes our commitment with our suppliers and contractors to meet Welsh Government’s Code of Practice on Ethical Employment and Transparency in the Supply Chain, for example guarding against insecure employment contracts and securing workers’ rights.	Lead Officer Debbie Ayriss People and Organisation	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of Modern Slavery Sessions delivered, increased number of staff attending Increased number of Human and Child Trafficking sessions delivered.			
Progress to date: training was suspended due to Covid			

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Objective 2: Fostering Good Relations and Tackling Prejudice.

To foster good relations between those who share a protected characteristic and those who do not by building community cohesion and tackling prejudice. Everyone should be able to live without the fear of violence and abuse and to be treated with respect.

Action 2.1	We will work with the Regional Community Cohesion Co-ordinator to support a Ceredigion of cohesive communities.	Lead Officer Kay Howells Community Cohesion	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Community Cohesion-framework to be developed and outcomes delivered.

Progress to date:

The Community Cohesion team are one of 8 regional teams across Wales funded by Welsh Government. The aim is to deliver a consistent approach to Cohesion across Wales. The team works to an annual action plan and have satisfactorily completed actions established for 2020/21.

Action 2.2	We will continue to raise awareness of hate crime and to signpost potential victims to report and support services.	Lead Officers Naomi McDonagh Policy and Performance and Kay Howells Community Cohesion	Blue, Red, Amber or Green BRAG Green
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Outcomes: Increased number of Hate Crime awareness sessions delivered.

Increased number of staff attended.

Progress to date:

The team continue to work with partners to encourage people to raise awareness of, and report hate crime.

Hate Crime Awareness week took place between 10th and 17th of October 2020. The aim of the week was to raise awareness of Hate Crime and to encourage people to report it if they see it or witness it. The Cohesion Team took part in a Regional working group to ensure initiatives were coordinated and mapped onto a local calendar. Partners included OPCC, Dyfed Powys Police, Victim Support, Race Council Cymru and the Cohesion Team. The Cohesion Team took the lead on several regional initiatives:

- An Art Competition for Primary School Children. Schools across the region are invited to design a flag celebrating diversity. The details were shared on Y Hyb as part of an online learning resource put together by Victim Support.
- A one-minute Hate Crime Awareness Film. The film was shared widely on social media. Members of the public were invited to watch the film, then take part in a short Hate Crime Quiz – for a chance to win an iPad and shopping vouchers. The project was developed by the Mid and West Wales team and rolled out across Wales by all Cohesion teams. 516 people responded to the quiz, 72 of whom stated they were from Ceredigion. The OPCC ran a youth forum on 13 Oct, the Cohesion team's film was also shown there. Race Council Cymru had a launch event on Saturday 10th October. The Coordinator spoke about the work being undertaken on Hate Crime Awareness in Dyfed Powys and took the opportunity to show the one-minute film.

The team promoted the Welsh Government's Hate Hurts Wales, campaign to help raise awareness and understanding of hate crime and encourage people to report it. The campaign has been developed with input from stakeholders and real experiences of prosecuted hate crime to show the harmful impact that hate crime has on individuals and our wider society. The campaign includes advertising on TV as well as digital and social media channels. See gov.wales/hate-hurts-wales for further information.

The Community cohesion team were asked by Welsh Government to work with the 4 local authorities we support to consider signing up to Race Council Cymru's Zero Tolerance to Racism Campaign. Ceredigion County Council have signed up and the launch event took place on Sunday 21 March 2021 to celebrate UN International Day for the Elimination of Racial Discrimination.

Hate Crime Schools Training

WLGA are rolling out WG funding training within Schools. The training will be delivered across Wales to schools to develop critical thinking skills in relation to Hate Crime. Having been paused since Covid, the training will now take place between March 2021 – March 2022. 6 schools have been identified in Ceredigion to be in receipt of this training with potential for a further 2 to join due to additional resources received by WLGA.

Hate Crime Training

1 session cancelled due to extenuating circumstances (COVID)

Linking Ceredigion Council with Hate Crime/Mate Crime training being delivered by Victim Support. 27 members of staff attended Hate Crime and Mate Hate Training during this period.

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Action 2.3	We will continue to support work to increase reporting of domestic abuse to Goleudy, (Victim Support).	Lead Officer Sian Howys Porth Cynnal / Amy Taylor VAWDASV Regional Co-ordinator	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of staff completed VAWDASV e-learning

Increased number of Ask and Act sessions completed.

Progress to date: 290 staff have been trained with Ask and Act

Action 2.4	We will monitor and respond to community tensions relating to the Brexit process.	Lead Officers Timothy Bray Policy and Performance and Kay Howells Community Cohesion	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of interventions and de-escalations.

Progress to date:

We monitor community tensions generally and in relation to the Brexit process in a number of ways:

Tension Monitoring - Weekly tension monitoring continues with partners joining the call from DP Police, Aberystwyth University, Mid and West Wales Fire Service, Victim Support, Race Council Cymru, University of Wales Trinity St David's, various departments within the Local Authority including the Community Safety manager, housing and substance misuse. The Cohesion team and partners have successfully identified and mitigated a range of tensions over the past year including putting relevant communications around wild fires, intel sharing regarding protests movements and managing the creation of a press release regarding an increase in far right/racist graffiti in Aberystwyth.

Community Cohesion Research - In 2020, the team tendered a research company to carry out a research project initially aimed at looking at the impact that Brexit and Covid may have had on communities living in Carmarthenshire, Pembrokeshire, Ceredigion and Powys. The purpose of this was to provide an evidence base, identifying potential community hotspots, tensions and issues particularly arising from the Brexit referendum in 2016 and its subsequent impact on community cohesion in the following years. The methodology involved a literature and data review, an online survey with key organisations and agencies, in-depth telephone interviews with key stakeholders, focus groups with communities of interest such

as BAME, Refugees, LGBTQ+, people with Disabilities, GT community, EU Citizens, First language Welsh speakers and some mixed groups. Recommendations are being incorporated into the Community Cohesion Action plan for 2021/22.

The Cohesion team attend and contribute at quarterly meetings of the EU Settlement Scheme steering group within Ceredigion County Council, CSP/CONTEST/SVOC, Ceredigion Refugee Resettlement meeting and Gypsy Traveller Steering Group meeting.

Action 2.5	We will signpost EU citizens living in Ceredigion to the Home Office EU Settlement Scheme and provide the appropriate level of local authority support.	Lead Officers Kay Howells Community Cohesion and Arwyn Morris Customer Contact	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of EU citizen's resident in Ceredigion who apply to the scheme.

Progress to date:

Ceredigion EU Settlement Scheme Group coordinates the work being done to ensure that as many EU Citizens in Ceredigion as possible apply to the scheme. Up until March 2021, there were 2,110 applications received and completed from individuals working and living in Ceredigion, up over 500 since the previous quarterly update.

Work the Cohesion team have established includes:

- A nine month radio campaigns across 4 radio stations

- The team had regular Skype meetings with the third sector partners involved in promoting and supporting the EUSS. From this, online training was developed to promote Scheme (ran virtually from November 2020 – March 2021). Training is aimed at front line staff who can signpost applicants to support for of the scheme. At least 15 members of staff from Ceredigion Council attended.
- A monthly social media message from the local authority
- A Press release from the Local Authority
- Direct email contact with local employers (care homes, retail, tourism, agriculture etc.)
- Correspondence with Schools (parents) through tools such as Parent Mail.
- Presentations delivered to key groups such as Care Home Managers and Community Councils.
- Officers have worked with Rural Crime Team delivering EUSS briefing via skype, resulting in key messaging being sent via their FB and Twitter networks to specific farming-based Communities who employ EU workers.

Action 2.6	We will continue to implement an annual media and public awareness campaign. Examples could include International Women’s Day, Hate Crime Awareness Week and Holocaust Memorial Day.	Lead Officers Communications Team / Kay Howells	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of campaigns undertaken.

Progress to date:

The Communications Team has undertaken a wide range of campaigns during the year. Over 30 campaigns were supported in a variety of areas through press releases and Councillors, information sharing on social media, and also the human resources team to share internally with staff. The number of campaigns supported during the year was affected by the Coronavirus pandemic.

The Cohesion team support an annual calendar of national days and campaigns, closely working with Communications to promote awareness, celebrate diversity, and commemorate certain historical events. During 2020/21 the team promoted and supported a number of campaigns including:

- Hate Crime Awareness Week (see 2.2)
- Black History Month - sharing social media on an ITV documentary exploring what it is to be welsh and black.
- Holocaust Memorial Day - social media messaging and lighting public buildings purple.

- LGBT History Month - social media posts and lighting public buildings purple.
- International Women’s Day – sharing social media around a Cohesion funded project called Faces and Places.
- Refugee Week – social media.

Gypsy Traveller History Month – a photography competition looking at life during lockdown (in collaboration with Travelling Ahead).

Objective 3: Engagement & Participation.

To ensure that we engage effectively with people who share protected characteristics. To enable people to influence decisions and to have the opportunity to participate in political and everyday life.

Action 3.1	We will engage with the people of Ceredigion, including people with protected characteristics and link in to local, regional and national groups.	Lead Officers Michael Smith Policy and Performance and all service areas to implement	Blue, Red, Amber or Green BRAG AMBER
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Outcomes: Engagement undertaken is meaningful. People are involved and can influence decisions – Engagement Annual Report

Progress to date: It was a difficult year for engagement, with a range of Covid-19 measures in place that affected engagement taking place. Nevertheless, a number of engagement exercises took place including town centre safe zones, consultation on the Economic Strategy and flood defences at Aberaeron Harbour.

Engagement Annual reporting may commence next year if the Engagement Policy is adopted.

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Action 3.2	We will revise and implement our Engagement Policy.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Engagement Policy published and implemented. Progress recorded in Engagement Annual Report

Progress to date: The draft Engagement Policy, 'Talking, Listening and Working Together,' is scheduled to go through the political process during 2021-22. A first draft document has been produced.

Action 3.3	We will implement our Children and Young Persons' Participation Strategy and take account of the United Nations' Convention on the Rights of the Child, (UNCRC) in our decision making.	Lead Officers Nia Jones Democratic Services / Gwion Bowen Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Specific targets published in CYP Participation Strategy 2018-21. Progress recorded in CYP Participation Annual Report.

E learning programme on UNRC under development, anticipated launch to staff 2020

Progress to date: We continue to implement the CYP Strategy and implement the e-learning. Progress has been recorded in the CYP Participation Annual Report.

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Action 3.4	We will support programmes and plans to increase representation in local politics and decision making, particularly for women, disabled people or BME people.	Lead Officer Glynis Davies Electoral Services	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of women, disabled people and BME people represented.			
Progress to date: We continue to support national programmes and plans to increase representation in local politics and decision-making.			
Action 3.5	We will support engagement with 16 and 17 year olds if the voting age is lowered in Wales.	Lead Officers Glynis Davies Electoral Services / Gwion Bowen Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Targeted approach for promotion and raising awareness utilising Ceredigion Youth Council, Secondary Schools 6 th Forms, Further Education establishments, Youth Support Services, CYP Forums and Youth Service Social Media.			
Progress to date: We continue to promote participation in local democracy to young people, linking in with national programmes.			

Action 3.6	We will continue to support the Ceredigion Disability Forum.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: 4 open meetings per year and 4 meetings with CCC. The voice of disabled people is heard and influential.			
Progress to date: Meetings were affected by the coronavirus pandemic and have now moved to online video conferences. The Disability Forum met four times to discuss the Town Centre Safe Zones. Forum members provided influential feedback on the Safe Zones. One general meeting of the Forum was also held.			
Action 3.7	We will maintain the equalities page on the council's website to signpost to relevant information and to publish our Strategic Equality plan and reports.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Up to date Equalities page on CCC website.			
Progress to date: The Equalities page was kept up to date including the publication of the 2020-24 SEP and the 2019-20 Annual Monitoring Report.			
Action 3.8	We will monitor progress of the Strategic Equality Plan and produce and publish an annual monitoring report.	Lead Officers Michael Smith Policy and	Blue, Red, Amber or Green BRAG

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		Performance and all service areas to implement	GREEN
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Outcomes: Number of Blue and Green Actions against total actions.

Progress to date: 2020/21 was the first year of delivery of 'A Fair and Equal Ceredigion 2020-24.' This is reflected in the delivery of the plan, with most of the actions in progress and on track, (39 green actions). 14 actions are marked as amber and slightly behind target, partly attributable to the impacts of Covid-19 pandemic, but the aim is to deliver over the four year course of the plan. One action is marked as blue and completed. There are no red actions that have not been started or with concerns that they will not be achieved.

Blue and green actions = 1 +30

Total actions = 54

Progress = 40 / 54 x 100 = 74%

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Action 3.9	We will review the Integrated Impact Assessment process.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Revised IIA process implemented

Progress to date: An interim revision to the IIAs was made to take into account the commencement of the SED. An overall revision is due for 2021-22.

Action 3.10	We will monitor and advise on Integrated Impact Assessments.	Lead Officer Michael Smith Policy and Performance	Blue, Red, Amber or Green BRAG Amber
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Outcomes: Number of IIAs to the required standard submitted with Cabinet Papers / the total number of IIAs required x 100 = A%

Progress to date: There were fewer IIAs this year due to a reduction in the number of proposals going to Cabinet because of the coronavirus pandemic. 29 IIAs were submitted, of which 41% were of the required standard. Feedback was given on the 59% of IIAs that needed attention so that revisions could be made.

12 / 29 x 100 = 41%

2020-21 results: 41%

Action 3.11	To provide support and guidance to all council services to ensure that they implement the Welsh Language Standards, and to increase the availability and standard of Welsh medium services.	Lead Officer Carys Morgan Democratic Services	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Welsh medium services are actively available to Welsh speakers

Progress to date: Provided support and guidance to all council services to ensure that they implement the Welsh Language Standards by monitoring and promoting the use of the Welsh language.

Action 3.12	We will adopt the principles of the Dream Team’s Learning Disability Charter	Lead Officers All	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Improved outcomes for people with learning disabilities.			
Progress to date: The adoption of the Charter is ongoing.			

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Objective 4: Dignity, Respect and Access to Services.

To ensure fair and equal access to all services. We will do this by ensuring that people with protected characteristics are treated with dignity and also meeting their needs where they are different from the needs of other people.

Action 4.1	We will facilitate access to information, advice and assistance via Porth Cymorth Cynnar, including Dewis and Family Information Services. We will also deliver accessible technology and community dementia friendly awareness sessions.	Lead Officer Cyra Shimell / Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of people assisted.			

Increased number of dementia friendly sessions delivered.

Progress to date: No dementia friends sessions since were delivered since the first lockdown, however, we have done many Connect to Kindness sessions online.

Action 4.2	We will provide targeted support such as “Cynllun Cyfeirio” and “Ymuno” Projects to enable children with additional needs to attend mainstream activities.	Lead Officers Elen James Porth Cymorth Cynnar / Cathryn Morgan Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Maintain the return rate of questionnaires at 50%, and maintain service rating of good or above at 84%.

Progress to date: We pay for training, support and additional staffing so that children with disabilities or additional needs can attend mainstream childcare settings. The ‘Cynllun Cyfeirio’ supports pre-school children and ‘Ymuno’ is for school aged children. We experienced a reduced number of support requests, partly because not all settings were open and partly because parents wanted to reduce the amount of contact these more vulnerable children had with others.

131 pre-school children were supported by the Cynllun Cyfeirio this year. 61 children left the scheme during the year, many left suddenly at the first lockdown in March 2020 and then went on to school in September; they were not sent an evaluation form. The provider (Mudiad Meithrin) managed to send the form out via email to 13 parents, just 4 (31%) responded. 100% of these reported that the scheme had a positive impact on their child/family and that the scheme enabled the setting to include their child in all aspects of the Cylch/Playgroup. However, 25% reported that

they did not have enough opportunity to discuss their child's needs with the professionals involved and did not feel that the information they had been given about their child's development was adequate.

Just 1 child received support from Ymuno scheme to attend a mainstream out of school setting. This parent returned the questionnaire (100% return) and reported that the provision made a positive difference to the family, that their child benefitted from attending and they could not have attended without the support. The provider (DASH Ceredigion) worked with our Disabled Children Team to provide 1:1 support and a specialist play scheme for disabled children with complex needs. They also worked with our Childcare Unit to offer training on hidden disability awareness to staff at mainstream childcare settings.

Feedback from parents:

Getting extra help for my child who has behaviour issues, these people are able to give my child what he needs and are experienced. His learning and behaviour has improved slightly which I believe is (*due to*) the extra help he gets through the nursery. (*Cynllun Cyfeirio*)

I've been very lucky with choosing the nursery my child attends, the Leader picked up on my child's behaviour very quickly and has been supportive for both of us, but mainly my child. He's getting the education he deserves and needs. I am extremely grateful in particular to Ms Jones for her experience and in how she has helped my family. (*Cynllun Cyfeirio*)

We can't thank you enough for the love, support, and encouragement you have given our child. We have felt she has been well cared for especially with her allergies and skin, this is shown in the happiness she has coming to the Meithrin. She has progressed so much and her Welsh is fantastic (*Cynllun Cyfeirio*)

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Action 4.3	We will provide opportunities for people with learning disabilities to develop a range of life-skills that meets their needs (Total Communication, Creative Lifestyle Solutions, Llond Bol, and Community Support Base).	Lead Officers Nerys Lewis Porth Gofal and Gillian Evans Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of people who have accessed advocacy services.

Progress to date: The 1st cohort of Camu 'Mlaen are in the process of completing their first year. A partnership review of the year will be completed and this will include further exploration of the access and use of advocacy services with a plan developed to enhance advocacy where and when needed.

Action 4.4	We will develop specification documentation and tender documentation for new advocacy services for Learning Disabilities, Mental Health and for Older People.	Lead Officer George Ryley and DSS Contracts and Commissioning Porth Cynnal	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of people who have accessed advocacy services.

Progress to date: It has been agreed there will be a new regional contract for advocacy services and work has already started to prepare the tender. Pembrokeshire County Council is leading on the project and representatives from Ceredigion and Carmarthenshire County Councils are also on the Project Group, having input to development of the specification and other tender documents. It is expected the new contract will be in place from January 2022. During 2020/21 48 new people in Ceredigion received advocacy services through the Council's current Ceredigion Independent Professional Advocacy (CIPA) contract arrangement, which includes 8 during the last quarter. This figure can be used as a measure for next year and it is expected the final quarter figures will reflect the new regional contract.

Action 4.5	We will deliver a bilingual range of Health Intervention classes across all areas of the county, including complex chronic conditions for Cardiac, Mental Health, Pain Management (Escape) Cancers and Falls Prevention including the Postural Stability Instruction (PSI) Programme under the National Exercise Referral Scheme.	Lead Officer Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG GREEN
<p>Outcomes: Over 200 Health Intervention Classes held each month, all within 20 minutes travel time for all clients.</p> <p>36,000 Activity Units per annum.</p> <p>Programmes built around the client in order to build life changing habits in keeping active & mental health wellbeing.</p>			
<p>Progress to date:</p> <p>Due to the pandemic and lockdowns the Health Intervention Team have been offering support via Check & Chat to over 600 clients with health issues.</p> <p>Virtual classes for people to stay active via the social media channels, both live and pre-recorded have been running throughout the year, with many taking part.</p> <p>Virtual Walking for Wellbeing projects run during lockdown with participants covering 100,000's miles walking where they live.</p> <p>Very successful.</p>			
Action 4.6	Cylch Caron Project – we will establish community based care to meet health and housing needs that are fit for purpose.	Lead Officer	Blue, Red, Amber or Green BRAG

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		Nerys Lewis Porth Gofal	AMBER
Outcomes: Identify the number of additional services required as part of the Cylch Caron Project.			
Progress to date: The Cylch Caron project remains at development of the Full Business Case stage.			
Action 4.7	We will take forward the development of an Accessible Housing Register and work on ensuring Housing Options advice and services are accessible.	Lead Officer Llyr Hughes / Cerys Purches- Phillips Porth Gofal	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Increased satisfaction levels of people applying for accessible housing.			
Progress to date: The Accessible Housing Register and Accessible Housing Policy have been in place since June 2016. As a result, the number of people using the accessible housing register and subsequently receiving offers continues to increase. During the last year there have been a number of allocations made to individuals and families requiring accessible housing including, most recently, the new Maes Arthur development where 3 of the 33 new flats were wheelchair accessible. Work is now underway to allocate the 56 apartments at the Maes y Mor Extra Care Scheme which will also be fully accessible. Most recent reporting highlighted that 15% of applications to the Housing Register require some form of accessible property. Categories captured are: Full Wheelchair/Part Wheelchair/Ground Floor Need/Lifetime Homes/ Max 3 Steps/Step Free.			

Access to the Housing Options Service is available bilingually and whilst it is encouraged application forms are completed online, facilities are available to enable Applications to be taken over the phone. The Housing Options website also offers the facility of languages other than Welsh and English, together with additional accessibility options such as Text Only/ Graphical Mode/ Read Aloud and the option to increase the size of the text. In recent weeks works has also been undertaken by the Team to ensure that the Housing Options Website is fully compliant and meets the new requirements of WCAG 2.1 AA Accessibility Guidelines, these are an internationally recognised set of recommendations which defines how to make web content more accessible to people with disabilities.

Despite the challenges of Covid-19 the Housing Register and Homelessness services have ensured that the service can still operate safely with appropriate advice being provided remotely ensuring that no individuals were penalised by the change in approach.

Whilst the service cannot currently record feedback through the IT system, verbal feedback is recorded. However this is not a reportable facility. There is opportunity in the future to develop a process in order to monitor satisfaction levels.

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Action 4.8	We will consider the provision of access to public transport service for disabled people, older people and families with young children as part of any maintenance or improvement works undertaken.	Lead Officer Gerwyn Jones Highways and Environmental Services	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Work is currently being undertaken on improvement to bus shelters and stops along the T2/T5 route.

We continue to support and facilitate the Welsh Government initiative affording free travel to all on weekends on the TrawsCymru network.

Both interventions improve accessibility by means of infrastructure and service enhancements

Progress to date: COVID-19 global pandemic has had a significant impact on most aspects of life. This has been especially true of requirements and demand for travel, which includes the impacts arising from travel restrictions and new, or, different ways of working and living in general. These impacts have related and extended from international travel to travel at a local level.

The County Council has worked closely with local bus operators throughout the COVID-19 pandemic to support the industry and maintain a core level of services while adhering to Welsh Government guidelines. This has included the development of COVID-19 risk assessments and implementation of related control mitigation measures. The integrated nature of bus networks in Ceredigion means this approach has been applied to learner transport as well as services and travel opportunities available to the wider general public. There has been a need to be dynamic and flexible in response to the very volatile and quickly changing situation with COVID-19. In such a challenging operating climate the benefits of a partnership approach and of working in collaboration has come to the fore and is very much recognised, acknowledged and appreciated.

Work has continued on improvements to bus shelters and stops along the T2/T5 route this includes in respect of information provision at key interchanges including Aberystwyth Gateway, Alban Square Aberaeron and Finch Square, Cardigan.

The County Council continues to work with Welsh Government, Transport for Wales and the bus operators to administer and manage the evolving Bus Emergency Scheme funding. This has been put in place to support operators and services during the pandemic but also as we move towards a new model for how bus services are provided and managed in Wales.

The Welsh Government and Transport for Wales have embarked on a review and redesign of bus networks in Wales.

Action 4.9	We will consider the needs of disabled people when maintaining or improving footways and carriageways (for example dropped kerbs).	Lead Officer Phil Jones Highways and Environmental Services	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Increased number of improvements to footways which address accessibility issues.

Progress to date:			
It is an ongoing annual activity. Disabled access (or lack of) is a criteria on our scoring/assessment of works when setting up the prioritised list of maintenance and/or improvement schemes.			
Action 4.10	We will continue to implement the Clutter Free Ceredigion Campaign to raise awareness and reduce the number of footway obstructions in our towns such as A-Frame advertising boards and wheelie bins.	Lead Officer Gerwyn Jones Highways and Environmental services and partners.	Blue, Red, Amber or Green BRAG AMBER
Outcomes: The Clutter Free Ceredigion Publications are shared / published on the Council's social media platforms on a regular basis which provides for ongoing awareness raising.			
Progress to date:			
Illegal 'private' clutter (not street furniture) would be deemed as an offence of obstruction unless it is licensed/approved			
Action 4.11	We will undertake accessible audits to ensure all members of the public can access council offices.	Lead Officer	Blue, Red, Amber or Green BRAG

		Lyndon Griffiths Economy and Regeneration	GREEN
Outcomes: Increased number of accessible reviews undertaken and recommended improvements addressed.			
Progress to date: We continue to undertake accessibility audits for council premises and major developments. This includes the implementation of the Toilet Strategy in terms of accessibility and continued work to increase the number of changing places toilets in the County.			
Action 4.12	We have achieved an accessibility rating of AA for our website and will work towards achieving a rating of AAA, including the provision of a readability toolbar.	Lead Officer Arwyn Morris Customer Contact	Blue, Red, Amber or Green BRAG BLUE
Outcomes: Increased levels of customer satisfaction.			
Progress to date: This action will always be on-going to meet any new standards – we have achieved all the necessary base standards for accessibility. This action is blue – achieved but will continue to evolve as technology changes.			
Action 4.13	We will continue ongoing management of the coastal path to ensure that the path meets visitor expectations, including continued application of ' <i>Least Restrictive Access</i> ' principles where possible. We will consider the needs of people with disabilities when maintaining or improving public rights of way.	Lead Officer	Blue, Red, Amber or Green BRAG

		Eifion Jones Economy and Regeneration	GREEN
Outcomes: Least restrictive access principles included within the Rights of Way Improvement Plan.			
Progress to date: £45k obtained from Council capital funding to replace footbridges which help comply with 1.2m width included within the “by all reasonable means” guidance on least restrictive access. Identification of barriers to access is now included in all promoted routes leaflets; i.e. stiles gates, surfacing and route gradients etc. £160k grant obtained from WG to create all ability boardwalk along the river Teifi in Cenarth (3 year project) £25k obtained to upgrade path surfacing of footpath Aberaeron – all ability access promoted route literature to be prepared as part of this project.			
Action 4.14	We will address equal access to play areas to support play sufficiency action plan	Lead Officer Cathryn Morgan Policy and Performance	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Increased number of grant applications to CCC for play area improvement that are supported by policy/plans to provide accessible play space.			

Progress to date: Ceredigion's All Wales Play Opportunities Grant application form now asks that groups outline their plan or policy to make sure that their play area is accessible to disabled children and adults. 9 grant applications were received, 100% answered this specific question (some responses are shown below). It is apparent that some additional training would be useful. An online 'inclusive play area' webinar will be developed and delivered during 2021/22. Responses:

1. The community council has a play provision policy and is aware of ensuring that the playgrounds are accessible although specialised play equipment is at a minimum, it is taken into consideration when looking to purchase new equipment.
2. The intention is to look at this in more detail, initially through finding out how much need there is for an accessible play park in this area. We will consult further into the needs of the community and will try and address any barriers.
3. Included in the quote is a basket swing which is suitable for disabled children. There are no steps at the entrance of the play area and the gate is suitable for wheelchairs and push chairs. There is a free car park next to the site.
4. The playground has been designed to make it as accessible as possible given the sloping site. "Zig-zag" paths approaching and within the playground facilitate access for wheelchair users. A concrete access ramp and new entrance for the Wooden Pavilion are to be provided by spring 2021.
5. The park is easily accessible from the road that runs through the village, it has a large layby (2-3 cars) to park in, you can open the five-bar metal gate and drive through to gain closer access to the facilities (if necessary). There is hard standing between the layby and the playing field and from the edge of the playing field there is a tarmac path (approx. 1.5m wide) that leads to the play area. Currently there are no paths between play equipment areas but the grass is kept short and well maintained. All play equipment areas are surrounded by safety matting that would be accessible to a wheelchair user apart from the slide. There are no public toilet facilities in the park or in the village. We hope to make the park more accessible and inclusive in the future for people with different abilities by adding appropriate play equipment as it is so important for all children and adults to be able to enjoy play no matter what their ability.

We also worked with Hywel Dda Health Board's Speech & Language team to get 15 x Communication boards installed in 15 community play areas. These will improve the play experience for non-communicative children and help increase language and communication skills.



Action 4.15	We will ensure that our procurement policy and contract specification includes equality and Welsh language as standard information.	Lead Officers George Ryley Finance and Procurement and Carys Morgan Democratic Services	Blue, Red, Amber or Green BRAG GREEN
Outcomes: Percentage of contract specifications issued with Equality and Welsh Language requirements.			
Progress to date: All significant contracts are tendered using the e-tender-wales e-Tendering system and 100% of those have Equality questions and Welsh Language requirements built into them as part of a standardised process. The Welsh Government's Code of Practice for Ethical Employment in Supply Chains is also included in those tenders as standard.			
Action 4.16	We will continue to support community sports clubs to achieve the Insport Disability Award.	Lead Officer Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
Outcomes: Increased number of volunteer / community projects to train and educate people to become more confident and develop more inclusive opportunities in our communities.			
Progress to date:			

Sports Clubs continue to be encouraged to complete Insport Accreditation. This year the Wheel Together adapted cycling club in Aberystwyth achieved Ribbon status.

Due to the Pandemic and staff changes, the Insport accreditation programme has not been active.

Action 4.17	We will develop a vision for Ceredigion Actif in achieving a gold standard Insport award.	Lead Officers Steve Jones Lifelong Learning and Culture	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Continue the journey and learning process for staff, partners & services from Ribbon to Gold status.

To become an inclusive and visionary service for all standards.

Progress to date:

Commitment to achieve Insport Gold Accreditation is included in the L2 Wellbeing Centre Service Business Plan for 2021-22. Preparations are underway to attend a Disability Sport Wales Insport Gold Pre Panel in June 2021

Objective 5: Fair and Inclusive Education.

We want to ensure that children and young people reach their full potential. The right to education and training should also ensure accessibility and an environment free from bullying or harassment. This also include lifelong learning.

Action 5.1	We will support Schools to ensure that they review and update their Strategic Equality Plans (SEPs).	Lead Officer Nia James Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: All Schools report and confirm completion of individual strategic equality plans during the Summer term at their governing body meetings.

Schools have a Strategic Equality Plan in place.

Progress to date:

All schools have completed their individual Strategic Equality Plans during the summer term.

Action 5.2	We will support schools to tackle identity-based bullying and to implement the proposed Welsh Government Anti-Bullying Guidance and Toolkit once it is launched in the spring of 2020.	Lead Officers Laurie Hughes / Kizzie Garner-Hughes Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: All schools to have reviewed their anti-bullying policy.

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Draft policy created for schools from the new anti-bullying guidance. Draft copy sent for consultation/approval of senior education staff ahead of being circulated to schools.

Progress to date:

Schools have been provided with the anti-bullying guidance. Approval sought from senior education staff, guidance was presented at cabinet on 18/05/21 and gained approval as a policy.

Action 5.3	We will improve provision and outcomes for children with additional learning needs, reduce the attainment gap between children without ALN and those with ALN.	Lead Officer Gillian Evans Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: All pupils with ALN made appropriate progress according to need.

Evidenced by data on the achievement of ALN children at all key stages.

- Progress to date:** The performance of Ceredigion SEN pupils is good. There is an increase in the number of pupils who are diagnosed with severe autism in the early years. Ceredigion has continued to invest in training to increase the workforce capacity to meet the needs of mainstream pupils. This includes person centred practice, to reflect the needs of the New ALN Code, autism training, Elsa training and mental health training. 70% of Ceredigion schools have now achieved accreditation as being autism friendly schools. 79% of our schools have also had a teaching assistant trained as an autism champion. 451 persons have completed the e-learning module on recognising mental health difficulties in young people. ELSa provision is continuing to develop well and schools have requested further training for staff. ELSAs received further training before pupils returned to school in June 2020. Schools have made good use of the mental health in-reach grant to provide additional ELSA sessions for vulnerable young people. 49 teaching assistants have achieved the ELSA (emotional literacy support assistant) qualification. The provision for vulnerable pupils in Ceredigion continues to be monitored.

Due to Covid 19 End of key stage data will not be collected during the summer term. Internal school data will be monitored to ensure pupils are making progress on entry.

Evidence from the numbers on the SEN/ALN register shows the impact of the intervention within schools. Over time the numbers on the register have changed significantly. Regular movement between SEN /ALN phases shows that intervention has a positive impact. There has been a reduction in the number of statements, and numbers of pupils on the ALN register. There is an increase in the number of pupils on the SAP / SAPRA phase, which reflects the number of pupils starting in our schools with more intensive and complex needs, and also the impact of Covid on school's ability to ensure a graduated response and full SEN intervention and provision during the year.

Years	SA		SAP/SAPRA		Statement	
	0-6	7-11	0-6	7-11	0-6	7-11
2021	849	739	473	289	7	71
	1588		762		78	
2020	792	839	274	176	7	62
	1788		717		72	
2019	940	861	384	229	21	68
	1,801		613		89	
2018	1,078	850	360	195	25	77

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Action 5.4	We will improve provision and outcomes for looked after children in order to reduce identified attainment gaps.	Lead Officer Catrin Petche Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: All LAC pupils made appropriate progress according to need.

Evidenced by data on the achievement of looked after children at all key stages.

Progress to date: Overall, the performance of Ceredigion looked after children is good. Internal monitoring evidence shows that pupils are making progress on their access.

There will be no reporting on End of Key stage data, due to Covid 19.

There are currently 91 children in care on the register, 55% of whom have ALN, and 36% of whom have a SAPRA or Statement. The number of out of county LAC pupils placed in Ceredigion from other authorities has increased during the year. Currently, 42% of Ceredigion pupils in care come from outside the Authority, 58% of these have ALN which requires an additional level of support. The pupils are educated within our mainstream schools, however in some cases there is a need to provide an alternative curriculum pack to meet the needs of the pupil. This has been a significant challenge during the past year due to Covid regulations.

Attachment and relationship based play training and trauma informed practice has developed further. There has also been additional focus on pupils' wellbeing. All schools have been provided a LA wellbeing questionnaire, and a wellbeing support package. This has increased the capacity of school staff to understand and meet the attachment needs of a wider number of pupils. The impact of this will be monitored over the next year.

Further training has been earmarked for 2021.

Action 5.5	We will support minority ethnic learners to access the curriculum to ensure that they achieve their full potential, and increase attainment.	Lead Officer Carole Price Schools	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: Provision of ongoing Peripatetic support and/or intervention for targeted schools and coordinated action between stakeholders within the Local Authority.

<p>5% of pupils moved up a level with regard to EAL progress, with 1% making 2 or more levels of progress.</p> <p>64% of pupils are on code C-E, of these 61% are competent (D) or fluent (E).</p>			
<p>Progress to date:</p>			
<p>Action 5.6</p>	<p>We will develop targeted interventions for children in receipt of free school meals.</p>	<p>Lead Officers</p> <p>Vanessa Bowen / Gwion Dafydd Schools</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>AMBER</p>
<p>Outcomes: Targeted training provided for interventions e.g. Numeracy, language, ALN, thinking skills. Training also supports effective use of Hafan and FSM within Profile assessment.</p> <p>Conferences promote understanding and intervention on Bullying, Voice of the child, Health and Wellbeing.</p>			
<p>Progress to date: Cynhaliwyd yr hyfforddiant ar lein, bydd mwy i ddilyn gyda dyfodiad Cwricwlwm i Gymru Mehefin- Medi 2021. Hyfforddiant ADY yn cael ei ddiweddarau oherwydd newidiadau cyson i'r Bill newydd. Hafan ar gau hyd yn hyn, gobeithio ail agor y ddarpariaeth ar ôl Mehefin 7fed.</p>			
<p>Action 5.7</p>	<p>We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.</p>	<p>Lead Officer</p> <p>Nia James Schools</p>	<p>Blue, Red, Amber or Green BRAG</p>

			GREEN
Outcomes: We will undertake upgrades to school buildings on a needs basis in conjunction with individual school accessibility plans.			
Progress to date: No updates completed during the reporting period as no issues highlighted within the school accessibility plans.			
Action 5.8	We will implement our Welsh in Education Strategic Plan.	Lead Officer Silyn Roberts Schools	Blue, Red, Amber or Green BRAG GREEN
Outcomes: The Welsh in Education Strategic Plan is in place and continues until 2021 until the publication of WiESP 2021-2031. Plan implemented and outcomes monitored.			
Progress to date: As a result of COVID-19 and the delays this has created, CSGA 2022-2032 will now be submitted to the Welsh Government in January 2022 and, if approved, will be operational in September 2022. The current WESP is operational in the interim and progress on that will be reported in December annually to the Welsh Government across the seven expected outcomes.			

Action 5.9	<p>NEET (not in employment, education or training) – we will increase the opportunities and provisions for vulnerable young people who are supported by an alternative curriculum.</p> <p>NEET - we will ensure that Community Benefits are applied as a core requirement to all relevant Council procurement contracts and that the % of Education, Employment and Training opportunities created increase on previous year.</p>	<p>Lead Officer</p> <p>Mark Gleeson Porth Cymorth Cynnar</p>	<p>Blue, Red, Amber or Green BRAG</p> <p>GREEN</p>
<p>Outcomes: Two new courses have been added to the alternative curriculum provision since September 2019.</p> <p>Good progress is being made, all appropriate CCC procurement contracts have community benefits as a core requirement.</p> <p>Progress will be measured when annual NEET data is available.</p>			
<p>Progress to date: We are currently at that time of year were we are concentrating on collecting data regarding year 11 leavers. Lifelong Learning and Skills are working collaboratively with Careers Wales, Schools and Youth service to target undecided leavers. HCT will be running a number of tasters session for alternative curriculum learners after half term. We are currently in discussions also to hold taster days for year 11 leavers.</p> <p>The council's policy on community benefits and guidance to tenderers for identifying community benefits in their bids states "When selecting apprenticeships/work placements or delivering Community Benefits schemes contractors must not discriminate on the grounds of Age, Sex, Sexual Orientation, Gender Reassignment, Race, Gypsies & Travellers, Religion or Belief, Marriage & Civil Partnership or disability. Furthermore contractors must pay due regard to the requirements of the Welsh Language (Wales) Measure 2011 in relation to these people and schemes."</p> <p>Wider community benefits (where contractors can propose to deliver additional social and environmental benefits directly to the Community in which the project operates). These are categorised as:</p> <ul style="list-style-type: none"> • Community • Education 			

- Equality and Diversity (i.e. Employment and training opportunities targeting hard to reach groups (long term NEET, disabled, ethnic minorities)
- Environmental

Please find the following tender evaluations:

- Cilmaenllwyd Household Waste site contract (Penparc, Cardigan) – contract started 01/03/21 - contact made with Community Benefits contact. Main offer is for work experience placements which are currently on hold due to Covid.
- Regional Engineering Consultancy Framework (chaired by Carmarthenshire CC)
- Glan Yr Afon Household Waste site contract (due to start 01/05/21)
- Dry Mixed Recyclate Waste contract (due to start 01/06/21, subject to award of contract)

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Action 5.10	We will support older people and disabled people to take advantage of digital technologies, and to recognise the benefits of being online.	Lead Officer Denise Owen Lifelong Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG AMBER
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Outcomes: Increased number of Dysgu Bro enrolments over 50.
 Increased number of over 50s enrolled on digital literacy classes.
 Increased number of over 50s enrolled on digital literacy classes with a disability or additional learning need.

Progress to date: With the advent of the pandemic and the lockdown restriction impacting classes these targets have not been reached. During the lockdown restrictions we have provided online classes to people, including a class of over 65's. Where learners have not had access to digital

equipment we have been able to provide laptops for them to use at home, this have proved advantageous to many learners across a variety of subjects and we also provided many learners sessions on how to use Zoom or Teams in order to access the classes.

Action 5.11	We will offer 'Play Together,' (Disability Awareness Training), courses for school pupils to raise awareness of impairments and how to involve friends in inclusive physical activities.	Lead Officers Steve Jones Porth Cymorth Cynnar	Blue, Red, Amber or Green BRAG GREEN
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Outcomes: In partnership with AYP & Sport Wales we will train school pupils & volunteers to learn how to adapt / involve others in sport & physical activity.

Progress to date:

Mini DIT (Play Together) module has been included in all Young Ambassador training. This year, we have trained over 100 Bronze Young Ambassadors with this unit included.

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Cyngor Sir CEREDIGION County Council

REPORT TO: Cabinet

DATE: 10th October 2021

LOCATION: held remotely via video-conference

TITLE: Feedback from the Overview and Scrutiny Co-ordinating Committee on 'A Fair and Equal Ceredigion'. Strategic Equality Plan (SEP) Monitoring Report 2020-2021

PURPOSE OF REPORT: To provide feedback from the Overview and Scrutiny Co-ordinating Committee held on 15th September 2021

The Overview and Scrutiny Co-ordinating Committee considered the report on 'A Fair and Equal Ceredigion' the Strategic Equality Plan (SEP) Monitoring Report 2020-2021 at their meeting on 15th September.

Following discussion, Committee Members were asked to receive and endorse the Strategic Equality Plan (SEP) Monitoring Report April 2020 to March 2021 and to make recommendations as appropriate when the report is presented to Cabinet on the 5th October 2021.

Members agreed to receive and suggested that Cabinet should endorse the Strategic Equality Plan (SEP) Monitoring Report April 2020 to March 2021 as presented.

Councillor Rowland Rees-Evans
Chairman of the Overview and Scrutiny Co-ordinating Committee

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CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	05.10.2021
Title:	Phosphates position paper for the LDP
Purpose of the report:	To inform Cabinet of the implications of phosphate levels in the Teifi SAC catchment on delivery of the replacement LDP.
For:	Decision
Cabinet Portfolio and Cabinet Member:	Economy and Regeneration, Cllr Rhodri Evans

In January 2021 Natural Resources Wales (NRW) published evidence in relation to phosphate levels for riverine Special Areas of Conservation (SACs) in Wales, (including the Afon Teifi in Ceredigion) accompanied by interim planning position statement/ guidance which was updated in May 2021.

This report provides an overview of the NRW guidance and its implications on the current and replacement LDP and sets out some high level options for the Cabinet to consider, with a view to finding the way forward, whilst considering there will be timescale implications upon Plan preparation. The situation has potential corporate and policy implications for spatial development and potential impacts within urban and rural Ceredigion.

NRW has produced 'interim planning advice' to avoid further deterioration in environmental capacity, which relates to the Afon Teifi catchment. As the Local Planning Authority (LPA) the Council is the competent authority as defined in the Habitats Regulations and are required to have regard for advice given by the NRW (a statutory consultee) when making planning decisions for both individual developments and the Local Development Plan (LDP). All LDPs should be screened to determine whether any policies are likely to have a significant effect on the SACs.

The implications for the current LDP:

- phosphates impact on 50% USCs, 14% RSCs
- Total area of land affected - 806 km² or 44.6% of Ceredigion.
- 14 allocated housing sites / 24% of all housing allocations, equating to 572 houses of which 114.4 are expected to be affordable are constrained.
- 44 linked settlements are affected.
- 5 employment allocations (28% of total employment allocations in Ceredigion) and 2 mixed use allocations (20% of the total).

Implications for the replacement LDP:

- 89 candidate sites from 293 are potentially affected. (30% of total sites submitted.)
- There will be a requirement for a 3rd call for candidate sites which may need to include land for phosphate mitigation measures, as and when the types of land and mitigation measures are known.
- The proposed settlement hierarchy for the replacement LDP will need to be reviewed as many settlements proposed are impacted by the phosphate situation.
- The SA/SEA will need to be reviewed to consider the social, economic and environmental implications from the impacts of phosphates on the Afon Teifi catchment area.
- The replacement LDP will be subject to a further screening in relation to its potential impact on the riverine SACs, and potentially a requirement for each development allocation to undertake a full Appropriate Assessment where it may result in an impact on the SAC waterbody.
- Strategic and spatial changes to the LDP will require key pieces of evidence to undergo review including settlement role and function, spatial options, housing supply, viability and the Welsh language impact assessment.
- Future Wales- The National Plan 2040 identified the Teifi Valley as a regional growth zone, this area is now entirely constrained by phosphates and therefore the inability to meet National Policy will need to be considered in the plan review.

The timetable for preparation of the replacement LDP will require a form of delay factored in irrespective of the preferred option, due to the impacts of the phosphate situation.

Options appraisal:

1. 6 town plan- Continue with plan preparation with the amended Preferred Strategy reflecting the previously agreed 6 town approach. There would be significant risks with allocating in areas impacted by phosphates- the LDP would not be able to demonstrate deliverability at examination and would likely fail the tests of soundness.
2. Passive approach- temporarily pause the LDP preparation until further information, evidence and mitigation measures have been agreed. The Adopted Plan is in place and has no drop dead date, allowing for consideration of development proposals in areas that are not affected by phosphates. This approach has been adopted by Pembrokeshire, Carmarthenshire and Brecon Beacons National Park Authority.
3. Spatial realignment- Commencement on a new replacement Local Development Plan with a new Delivery Agreement and a full reconsideration of the plan, including a spatial strategy that excluded those areas affected by phosphates. This is the preferred option for the Welsh Government. It would however mean we would be unable in the median term to allocate any future housing or employment land within the Teifi catchment.

In reality all options have associated risks and the report explores these in more detail, however it would be a likely waste of council resources to continue with option 1 - a plan that in all likelihood would fail at examination as we would be unable to demonstrate its deliverability and calling its soundness into question. In terms of option 2 this appears to be the preferred option regionally as it allows time to explore the emerging evidence and data and reconsider our options as we understand more about mitigations. It would also allow time for a Nutrient Management Board and associated Nutrient Management Plan for the Teifi to be developed. In terms of option 3 whilst this would deliver a plan in a timely manner it would direct most of the growth required across the county to a much smaller number of service centres and there would still be questions over the soundness of the plan if it is not meeting the needs of a significant proportion of the population of the county. It may also have political ramifications locally as it would be adopting a different approach to our traditional model of 6 towns. Therefore it is recommended that option 2 an indefinite pause is adopted in order to allow time for the science and evidence to build, mitigations to be developed and local solutions sought.

**Has an Integrated Impact Assessment been completed?
If, not, please state why** Yes

Wellbeing of Future Generations:

Summary:

Long term:

Collaboration:

Involvement:

Prevention:

Integration:

Recommendation(s):

That Cabinet recommends that Council agrees a temporary but as yet unspecified length pause for the adoption of the replacement local development plan.

Reasons for decision:

To allow for further work to be undertaken around the phosphate situation for evidence and data gathering and for mitigation solutions to be devised.

To ensure the replacement plan meets the tests of soundness, is deliverable and fit for purpose.

Overview and Scrutiny:	The report has been presented to the LDP Working Group and the Development Management Task and Finish group and it was unanimously agreed at both groups that option 2 was the only realistic option.
Policy Framework:	Ceredigion Local Development Plan 2007-2022 and Ceredigion replacement Local Development Plan 2018-2033.
Corporate Priorities:	<p>Corporate Priority 1- Boosting the Economy.</p> <p>1.1 Promote and provide employment opportunities for the citizens of Ceredigion.</p> <p>1.3 Develop 21st Century Infrastructures across the County.</p> <p>Corporate Priority – 2 Investing in People’s Future.</p> <p>2.4 Promote and facilitate the distinct and vibrant bilingual culture and identity of Ceredigion.</p> <p>Corporate Priority -3 Enabling Individual and Family Resilience.</p> <p>3.1 Promote the well-being of individuals and families within safe, affordable and accessible homes.</p> <p>Corporate Priority 4 – Promoting Environmental And Community Resilience.</p> <p>4.1 Actively engage in programmes to deal with the effects of climate change.</p> <p>4.2 To improve infrastructure to facilitate future development to meet community needs.</p> <p>4.3 To help and assist communities to become more self-resilient.</p>
Finance and Procurement implications:	LDPs are costly to produce, so to continue with a plan that would likely fail at examination would have cost implications, to pause the plan will also have cost implications as it will stretch out the length of time it will take to deliver a plan.
Legal Implications:	The authority has a duty to prepare a Local Development Plan. However Welsh Government are involved in seeking solutions to the issue and have supported neighbouring authorities in determining an indefinite pause is the most sensible solution.
Staffing implications:	None
Property / asset implications:	None
Risk(s):	As outlined in report

Statutory Powers:

Background Papers: Phosphate position paper.

Appendices: None

Corporate Lead Officer: Russell Hughes Pickering

Reporting Officer: Sarah Groves- Phillips

Date: 10-09-2021

Papur Sefyllfa - Ffosffadau

Position Paper - Phosphates



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1. Introduction and Purpose

1.1. Process and Timeline

The preparation of the Replacement LDP (rLDP) reflects the Council's statutory responsibilities under the Planning and Compulsory Purchase Act 2004 - setting out policies and proposals for future development and use of land for Ceredigion over the period to 2033. A revised Delivery Agreement (DA) in relation to the rLDP was approved by Welsh Ministers in March 2020 just prior to the national lockdown. As a result of the timing and the subsequent notification by Welsh Government to cease formal consultations on the rLDP and focus on background evidence. The current approved DA is redundant and a replacement DA will be required once works formally recommence.

During January 2021, officers were proceeding with background evidence work – notably the preparation of evidence in relation to recent house price changes and impact on population changes in the county. However, on 21st January 2021, Natural Resources Wales (NRW) published evidence in relation to phosphate levels for riverine Special Area of Conservation (SACs) in Wales (including the Teifi). This was accompanied by planning position statements/guidance¹. This should not be confused with The Water Resources (Control of Agricultural Pollution) (Wales) Regulations 2021, albeit interested parties are advised to appraise themselves of these also to develop a rounded picture beyond the LDP itself (see Section 5 of this Paper).

This Paper provides an overview of the NRW guidance and its implications on the rLDP. It sets out some high-level options that Members may wish to endorse for further exploration by officers with a view to finding a way forward. The only thing that is certain at this stage is that there will be timescale implications upon Plan preparation. This Paper should be read with the knowledge that the situation is constantly evolving as new information emerges. The matter is deemed to be requiring reporting due to its potentially

¹ Note: NRW published an update to their interim guidance on the 11th May 2021, the content of which and any future iterations will frame ongoing consideration.

significant corporate and policy implications – most notably in terms of spatial implications and the potential impact within rural Ceredigion.

2. Summary of Current Issues

2.1. Natural Resources Wales’ interim advice for planning applications within the river Special Areas of Conservation (SACs) catchments (issued January 2021).

Ceredigion is characterised by its rich environmental qualities and is home to a number of areas and features designated for their environmental importance including the Afon Teifi riverine Special Areas of Conservation (SAC).

Following new evidence about the environmental impacts of phosphate in watercourses, Natural Resources Wales (NRW) have assessed the 9 riverine SACs in Wales. This assessment based on tighter targets for the water quality of watercourses established that phosphorus breaches are widespread within Welsh SAC rivers with over 60% of waterbodies failing against the challenging targets.

As a result of this failure NRW have issued ‘interim planning advice’ to avoid further deterioration in environmental capacity. This ‘advice’ relates to all Riverine SACs whose catchments extend into Ceredigion namely, the Afon Teifi. As a Local Planning Authority (LPA), the Council is required to have regard to the advice given by NRW when making planning decisions (for both individual developments and Local Development Plans (LDP)). Consequently, any proposed development within the river catchment that might increase phosphate levels will need to clearly evidence that the development can demonstrate phosphate neutrality or betterment in its design and/or its contribution to the water body. In most cases there will be limited capacity to connect to the public sewerage system and an alternative solution will have to be found. This requirement on drainage considerations will impact on all development that increases the volume or concentration of wastewater.

A map to show the catchment area of the rivers within Ceredigion is set out in Figure 1.

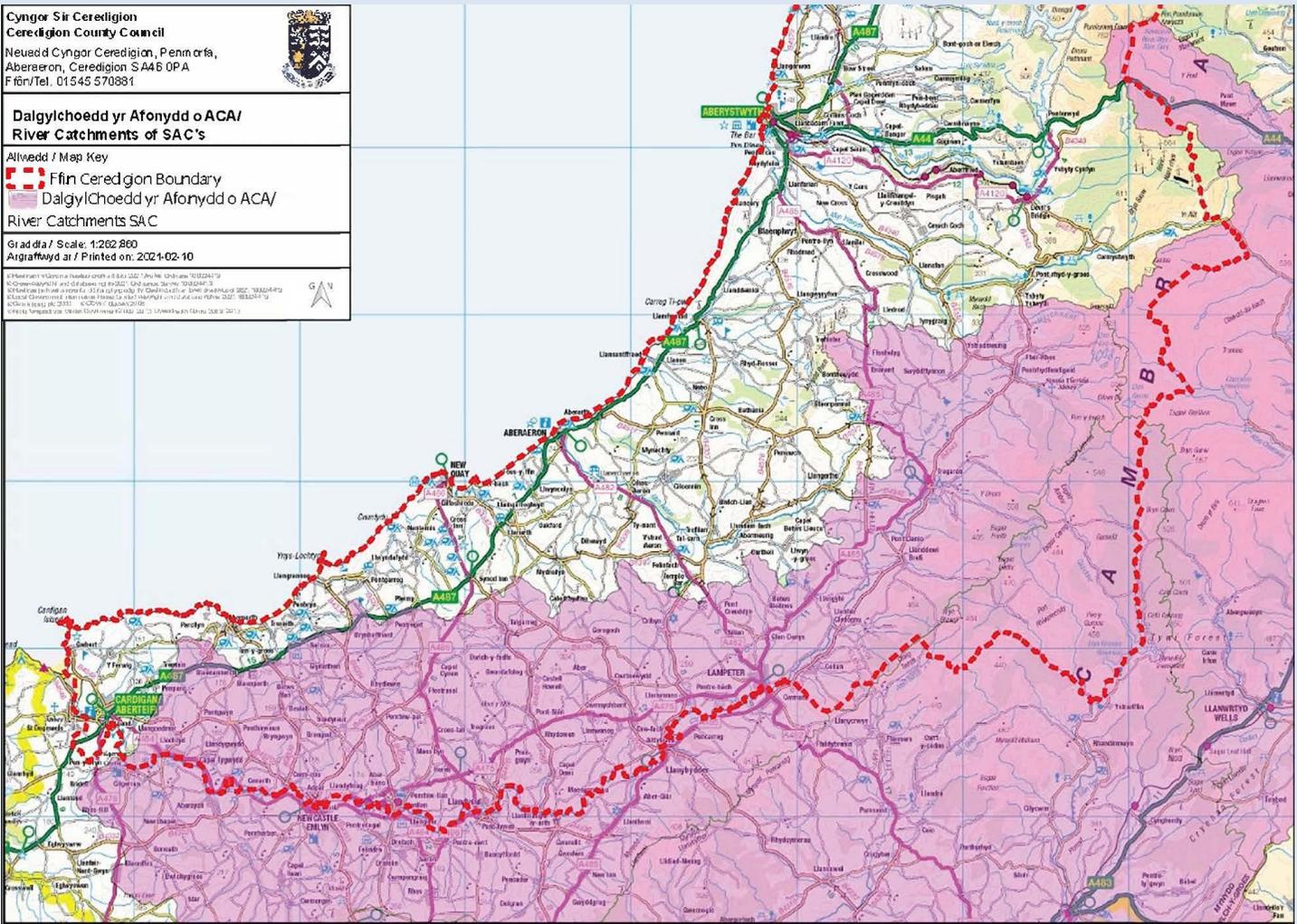


Figure 1: Afon Teifi SAC Catchment Area in Ceredigion

Drainage proposals for developments are required to be given significant consideration within these catchment areas.

NRW have provided [interim planning advice for developers](#). The guidance includes an outline of the type of development which is unlikely to have an impact on phosphate levels in the watercourses.

Further and more detailed information can also be [found directly on NRW's website](#).

The NRW advice note outlines, where a planning application within the catchment areas of the Afon Teifi, cannot evidence that the development proposal would result in phosphate neutrality or betterment, that unfortunately the Local Planning Authority would not be able to support the application. This reflects the unacceptable impact on the water quality of the rivers which are sensitively designated as a SAC. This also has implications for the policies and proposals of the Local Development Plan (including site allocations).

Officers are working on understanding the full implications of NRW's guidance for current planning applications and the progress of the rLDP. The Council must ensure that development proposals do not harm the environmental capacity of our watercourses. Officers are also working collaboratively with NRW in understanding the wider issues and identifying the way forward for all proposals, to find solutions that comply with the requirements of the new interim planning advice.

2.2. Waste Water Treatment Works (WwTW)

The position with regards WwTW phosphate permits is as follows.

There are current phosphate permits at: Llandewi Brefi.

There are no planned Phosphate improvements in Ceredigion within the 2020-2025 Dŵr Cymru Welsh Water (DCWW) Asset Management Plan (AMP7).

With regard to future investment programmes, DCWW have an agreed two AMP programme (i.e., AMP7 & AMP8) with NRW. However, whilst AMP7 is known the schemes for inclusion in AMP8 are not yet at a stage where they've been finalised. However it is understood a phosphate permit may be introduced in Tregaron. It is understood that the location of WwTWs where

phosphate permits are required to be introduced or tightened is guided by NRW's National Environment Programmes (NEP).

A phosphate permit limit is imposed on a respective DCWW WwTW by the Environmental Regulator (NRW in Wales) and essentially requires DCWW ensure that they remove phosphates from wastewater to meet that limit.

Phosphate permits are assessed over an average of all phosphate results in a rolling 12-month period. The typical method to remove phosphorous from a WwTW is to introduce ferric (iron) dosing and 'strip' the phosphate – the ferric reacts with the phosphate and forms solid precipitates which are then removed via a settlement tank.

It can be concluded that the issues faced are infrastructural as well as environmental in this regard. It also frames the discussion with an awareness of the wider role of multi-agency organisations – e.g., DCWW and NRW and in this regard the Council will be unable to address this matter in isolation.

3. Implications for the Current LDP

3.1. The Settlement Hierarchy

At present the following settlements are impacted by Phosphates:

Table 1: LDP Settlements affected by WWTWs (RAG status):

LDP Settlement Hierarchy / Category	WWTW with existing phosphate stripping in place and up to date permit	WWTW with phosphate stripping improvements planned in AMP 7 (2020-2025)	WWTW with phosphate stripping improvements planned in AMP 8 (2026-2030)	WWTW without Phosphate Stripping in place or planned
Urban Service Centres			Tregaron	Llandysul Lampeter Newcastle Emlyn (Adpar)
Rural service Centres				Cenarth Pontrhydfendigaid
Linked Settlements	Llanddewi Brefi			Aberbanc Alltyblacca Betws Bledrws Betws Ifan Beulah Blaenannerch Blaenporth Brongest

LDP Settlement Hierarchy / Category	WWTW with existing phosphate stripping in place and up to date permit	WWTW with phosphate stripping improvements planned in AMP 7 (2020-2025)	WWTW with phosphate stripping improvements planned in AMP 8 (2026-2030)	WWTW without Phosphate Stripping in place or planned
				Bronnant Bryngwyn Brynhoffnant Capel Dewi (SOUTH) Cellan/Fishers Arms Coed y Bryn Cribyn Croeslan Cwm Cou Cwrtnewydd Drefach Ffostrasol Gorsgoch Henllan/Trebedw Highmead Horeb Llandyfriog Llandygwydd

LDP Settlement Hierarchy / Category	WWTW with existing phosphate stripping in place and up to date permit	WWTW with phosphate stripping improvements planned in AMP 7 (2020-2025)	WWTW with phosphate stripping improvements planned in AMP 8 (2026-2030)	WWTW without Phosphate Stripping in place or planned
				Llangybi Llanwnnen Llechryd Maesymeillion Penrhiwllan Pentrellwyn Plwmp Prengwyn Rhydlewis / Hawen Rhydowen Sarnau Silian Talgarreg Tanygroes Ystrad Meurig

Phosphates therefore impact upon 50% USCs and 14% of RSCs in the current LDP. The total land area of Ceredigion affected by Phosphates equates to 806sq.km or 44.6%

3.2. Residential: Allocations

A total of 14 allocated housing sites (24% of all housing allocations within the county) are impacted. Most of the issues impact on Urban and Rural Service Centres (USC and RSC) respectively as defined within the strategy of the current LDP.

This equates to an allocated amount of 572 houses of which 114.4 were expected to be affordable homes.

Table 2: LDP Housing Allocated Sites within Afon Tefi SAC Catchment

Allocated Site Ref	Site Name	Settlement Name	Area_Ha	Number of Houses	Number of Affordable Houses
H0401	Land opposite Parc y Trap, Adpar	Adpar	2.69	35	7
H0501	Former Lampeter Primary school	Llanbedr Pont Steffan/Lampeter	0.65	12	2.4
H0502	Site rear of Ffynon Bedr	Llanbedr Pont Steffan/Lampeter	0.81	20	4
H0503	Site on corner of Forest Road	Llanbedr Pont Steffan/Lampeter	0.57	9	1.8
H0504	Forest Road	Llanbedr Pont Steffan/Lampeter	4.52	90	18
H0505	Land adj Maes-yr-deri	Llanbedr Pont Steffan/Lampeter	4.2	105	21
H0601	Ty ol i'r Fawydd/ Rear of the Beeches	Llandysul	4.85	126	25.2
H0701	Land off Dewi Road	Tregaron	1.8	36	7.2

Allocated Site Ref	Site Name	Settlement Name	Area_Ha	Number of Houses	Number of Affordable Houses
H0702	Land rear to Rhyd Y Fawnog	Tregaron	1.52	38	7.6
H1101	Land off Spring Meadow Estate	Cenarth	0.37	7	1.4
H1102	Gog/dwyrain Ysgol Cenarth/ North east Cenarth School	Cenarth	0.79	17	3.4
H1103	Ty ol/ i'r gog/dwyrain Tegfan/ Land at and n/ east of Tegfan	Cenarth	0.86	14	2.8
H2001	Dolwerdd	Pontrhydfendigaid	1.76	44	8.8
H2002	Land Adjacent to Rock House	Pontrhydfendigaid	0.77	19	3.8
Total			26.16	572	114.4

3.3. Residential: Other components of housing supply

As well as the USCs and RSCs listed above a number of Linked Settlements are also affected and in accordance with Policy S04 they have no remaining capacity and are currently running at minus 75 units (please note the -75 number is because these settlements had already exceeded their allowance within the LDP (2007-2022) by 75 units to date April 2021).

Table 3: LDP Linked Settlements within Afon Tefi SAC Catchment

Linked Settlement Name	Settlement Group Name	Units Remaining
Blaenannerch	Aberporth / Parclyn	4
Brynhoffnant	Aberporth / Parclyn	-2
Sarnau	Aberporth / Parclyn	-17
Blaenporth	Aberporth / Parclyn	3
Tanygroes	Aberporth / Parclyn	-2
Llechryd	Aberteifi / Cardigan	-12
Llandygwydd	Cenarth	2
Cribyn	Felinfach/ Ystrad Aeron	-5
Betws Bledrws	Llanbedr Pont Steffan/Lampeter	4
Cellan/Fishers Arms	Llanbedr Pont Steffan/Lampeter	3
Cwrtnewydd	Llanbedr Pont Steffan/Lampeter	1
Drefach	Llanbedr Pont Steffan/Lampeter	-4
Gorsgoch	Llanbedr Pont Steffan/Lampeter	-2
Llangybi	Llanbedr Pont Steffan/Lampeter	5
Llanwnnen	Llanbedr Pont Steffan/Lampeter	-17
Llwyn-y-groes	Llanbedr Pont Steffan/Lampeter	3
Silian	Llanbedr Pont Steffan/Lampeter	3
Aberbanc	Llanbedr Pont Steffan/Lampeter	-25

Linked Settlement Name	Settlement Group Name	Units Remaining
Coed y Bryn	Llanbedr Pont Steffan/Lampeter	-2
Croeslan	Llandysul	10
Henllan/Trebedw	Llandysul	-7
Horeb	Llandysul	-4
Maesymeillion	Llandysul	-4
Prengwyn	Llandysul	-1
Rhydlewys / Hawen	Llandysul	-1
Rhydowen	Llandysul	0
Talgarreg	Llandysul	-9
Capel Dewi (SOUTH)	Llandysul	4
Ffostrasol	Llandysul	-5
Penrhiwllan	Llandysul	-6
Pentrellwyn	Llandysul	4
Alltyblacca	Llanybydder	0
Highmead	Llanybydder	3
Plwmp	Cei Newydd/New Quay	-1
Betws Ifan	Newcastle Emlyn (Adpar)	-3
Beulah	Newcastle Emlyn (Adpar)	-4
Brongest	Newcastle Emlyn (Adpar)	-1
Bryngwyn	Newcastle Emlyn (Adpar)	3
Cwm Cou	Newcastle Emlyn (Adpar)	-4
Llandyfriog	Newcastle Emlyn (Adpar)	6
Pont-rhyd-y-groes	Pontrhydfendigaid	4
Ystrad Meurig	Pontrhydfendigaid	1

Linked Settlement Name	Settlement Group Name	Units Remaining
Bronnant	Tregaron	0
Llanddewi Brefi	Tregaron	0
	Total	-75

3.4. Employment Allocations

In total some 5 allocations equating to 39.25 ha (28% of all employment allocations within the County) are impacted. All are located within USCs and RSCs.

Table 4: LDP Employment Allocated Sites within Afon Tefi SAC Catchment

Allocated Site Ref	Area Ha	Site Name	Settlement Name
E0501	15.94	Parc Busnes Llambod/Llambod Business Park	Llanbedr Pont Steffan/Lampeter
E0502	1.07	Safle yr Hen Farchnad/Old Mart Site	Llanbedr Pont Steffan/Lampeter
E0601	6.43	Parc Menter Llandysul/Llandysul Enterprise	Llandysul
E0602	5.13	Parc Busnes Horeb/Horeb Business Park	Llandysul
E0801	10.68	Parc Aberporth	Aberporth/Parcllyn
Total	39.25		

It should be noted that the delivery of employment proposals across the County is also supported through policies S03 and S04 which enable appropriate unallocated opportunities to come forward. Such opportunities may also be adversely impacted.

3.5. Mixed Use Allocations

In total some 2 mixed use allocations equating to 55.89 ha (20% of all mixed use allocations within the County) are impacted. The sites are located within an USC or RSC.

Table 5: LDP Mixed Use Allocated Sites within Afon Tefi SAC Catchment

Allocation Site Ref	Site Name	Settlement Name	Area Ha
M0701	Prosiect Cylch Caron, ty ol Gwesty Talbot/ Cylch Caron Project, rear Talbot Hotel	Tregaron	3.67
M0801	Maes Awyr Gorllewin Cymru, Blaenannerch/ West Wales Airport, Blaenannerch	Aberporth / Parcllyn	52.22

**Please note there are a number of reasons an allocated site may not come forward, phosphates may just be one impact of many and therefore the numbers stated above need to be considered in this light.*

4. Implications for the Replacement LDP

4.1. Candidate Sites

To date as part of the preparation of rLDP, 2 calls for candidate sites have been made whereupon 293 candidate sites were proposed. Work has been undertaken to assess these sites against a number of criteria, however not Phosphates specific analysis. Of the candidate sites submitted 89 are potentially impacted by the NRW planning advice on phosphates which equates to 30% of total candidate site submissions. There will be a need to run a 3rd call for candidate sites and to go back to existing site proposers with a Phosphates specific questionnaire in order to ascertain if or how the NRW guidance can be met.

A future call for candidate sites may also call for land for phosphates mitigation measures as and when the types of land required become known.

4.2. The Settlement Hierarchy

The proposed settlement hierarchy for the rLDP included the following settlements (those highlighted in red are now impacted by phosphates). It will be necessary to review the settlement hierarchy in some detail and consider alternative options for delivering housing in these areas.

Hierarchy terminology:

USC Urban Service Centre

RSC rural Service Centre

SLS sustainable linked settlement

LLS large linked settlement

LS Linked settlement

Minor OMH – minor open market housing

Alloc sites and WF – Allocated sites and wind fall

Nat Pol – National Policy only

Table 6: rLDP Proposed Settlement Hierarchy Highlighting those Impacted by Phosphates

Service Centre and Linked Settlement name	Settlement Type	Potential Development
1 Aberaeron (Llwyncelyn / Ffosyffin)		
Aberarth	SLS	Minor OMH
Ciliau Aeron	SLS	Minor OMH
Pennant	LS	Nat Pol
2 Cardigan		
Ferwig	SLS	Minor OMH
Gwbert	LS	Nat Pol
Llangoedmor	LS	Nat Pol
Llechryd	LLS	Alloc Sites+ WF
Penparc	LLS	Alloc Sites+ WF
3 Aberystwyth /Llanbadarn Fawr /Waunfawr /Penparcau / Commins Coch / Rhydyfelin		
Blaenplwyf	SLS	Minor OMH
Capel Bangor	LLS	Alloc Sites+ WF
Capel Seion	LS	Nat Pol
Commins Coch	Moved to USC	
Goginan	LS	Nat Pol
Llanfarian	LLS	Alloc Sites+ WF

Service Centre and Linked Settlement name	Settlement Type	Potential Development
Llangorwen	LS	Nat Pol
4 Newcastle Emlyn (Adpar)		
Betws Ifan	LS	Nat Pol
Beulah	LS	Nat Pol
Brongest	LS	Nat Pol
Bryngwyn	LS	Nat Pol
Cwm Cou	LS	Nat Pol
Llandyfriog	SLS	Minor OMH
5 Lampeter		
Cellan/Fishers Arms	SLS	Minor OMH
Cwrtnwydd	LS	Nat Pol
Drefach / Llanwennog	LS	Nat Pol
Llangybi	SLS	Minor OMH
Llanwnen	SLS	Minor OMH
6 Llandysul		
Capel Dewi(SOUTH)	LS	Nat Pol
Coed y Bryn	LS	Nat Pol
Croeslan	SLS	Minor OMH
Ffostrasol	SLS	Minor OMH

Service Centre and Linked Settlement name	Settlement Type	Potential Development
Henllan/Trebedw	SLS	Minor OMH
Horeb	Needs to be considered further	
Penrhiwllan / Aberbanc	SLS	Minor OMH
Pentrellwyn	LS	Nat Pol
Rhydowen / Pontsian	LS	Nat Pol
Talgarreg	LS	Nat Pol
7 Tregaron		
Bron-nant	LS	Nat Pol
Llanddewi Brefi	SLS	Minor OMH
Llangeitho	SLS	Minor OMH
8 Aberporth / Parcilyn		
Blaenannerch	LS	Nat Pol
Blaenporth	SLS	Minor OMH
Tanygroes	SLS	Minor OMH
Tresaith	LS	Nat Pol
9 Bow Street		
Llandre	LLS	Alloc Sites+ WF
10 New Quay / Cross Inn		

Service Centre and Linked Settlement name	Settlement Type	Potential Development
Caerwedros / Llwyndafydd	LS	Nat Pol
Maen-y-groes	LS	Nat Pol
Pentre'r Bryn / Synod Inn	LS	Nat Pol
Plwmp	LS	Nat Pol
11 Cenarth		
Llandygwydd	LS	Nat Pol
12 Felinfach / Ystrad Aeron		
Cilcennin	LS	Nat Pol
Cribyn	SLS	Minor OMH
Dihewyd	LS	Nat Pol
Talsarn	LS	Nat Pol
13 Llanarth		
Gilfachreda	SLS	Minor OMH
Mydroilyn	LS	Nat Pol
14 Llanilar		
Llanafan	LS	Nat Pol
Lledrod	LS	Nat Pol
15 Llanon		
Bethania	LS	Nat Pol

Service Centre and Linked Settlement name	Settlement Type	Potential Development
Cross Inn (Llanon) / Nebo	LS	Nat Pol
16 Llanrhystud		
Llangwyrfon	LS	Nat Pol
17 Llanybydder		
Alltyblacca / Highmead	SLS	Minor OMH
18 Penrhyncoch		
19 Ponterwyd		
Devils Bridge	LS	Nat Pol
20 Pontrhyndendigaid		
Pont-rhyd-y-groes	LS	Nat Pol
Ysbyty Ystwyth	LS	Nat Pol
Ystrad Meurig	LS	Nat Pol
21 Talybont		
Eglwysfach / Furnace	SLS	Minor OMH
Tre Taliesin	SLS	Minor OMH
Tre'r Ddol	SLS	Minor OMH
22 Borth		
Dol-y-bont	Removed as Settlement	

Service Centre and Linked Settlement name	Settlement Type	Potential Development
Ynyslas	LS	Nat Pol
23 Brynhoffnant		
Llangrannog	LS	Nat Pol
Pontgarreg	LS	Nat Pol
Sarnau	LS	Nat Pol
Rhydlewis/ Hawen	LS	Nat Pol

4.3. Sustainability Appraisal / Strategic Environmental Assessment

Dependent on the agreed way forward, there will be a need to review the SA/SEA in an iterative manner. Given the nature of the issues being discussed, there are likely to be social, economic, and environmental implications that will require review.

4.4. Habitats Regulations Assessment

Irrespective of the agreed way forward the emergence of the phosphate issue in relation to the freshwater SACs will require the rLDP to be subject to a further screening in relation to its potential impact on these designations. Dependent on the agreed way forward, this may require a full Appropriate Assessment being required for each development allocation where it may result in an impact on the SAC and its water quality. It should be noted that without deliverable and evidenced mitigation no site will pass a full Appropriate Assessment.

4.5. Mitigation and other Solutions

Dependent on the agreed way forward, there will be implications – notably those impact assessments underpinning the Plan’s preparation. Due to the

scale and strategic nature of any change to the Plan there will be a requirement to revisit some of the earlier stages of the Plans preparatory process.

Those key pieces of evidence that are likely to require review include settlement role and function, spatial options, housing supply, viability (in the event of a developer pays option) and the Welsh language impact assessment. The scale and scope of the work will vary subject to the respective option and reflects the need for the Plan's evidence base to be iterative and responsive to changes in circumstances and the Plan's content.

Future Wales the National Plan 2040 was published on the 24th of February 2021 and identified two regional growth areas for Ceredigion these include:

- Aberystwyth
- Teifi Valley (Lampeter, Llandysul, New Castle Emlyn and Cardigan)

It is now clear that outside of Cardigan, the Teifi Valley regional growth zone is now entirely constrained by phosphates, therefore consideration of this inability to meet National policy will need to be made in plan review.

The rLDP in reflecting the issues associated with phosphates will irrespective of the way forward require additional policies to mitigate (where appropriate) for the impact and potentially provide a pathway for acceptable developments to be considered and permitted. In order to deliver such policies, provisions and mechanisms will need to be developed which provide evidence and a framework for the implementation of these policies. Such approaches are further considered within this paper.

5. Options Appraisal

5.1. Overview

The following high-level options are provided to frame discussion and to inform the agreed next steps. It should be noted that matters are evolving with the following intended to guide our understanding of the options available. This section should be read with the awareness that whilst there can be an emphasis on seeking to avoid the affected areas, there is still likely to be a need to identify solutions within the areas themselves as part of a forward-thinking approach - as such reference is made to Section 6 of this Paper.

5.2. Timescales

It is recognised that the issues of phosphates and the publication of the NRW Interim Guidance has had a wide ranging impact on Planning across Wales. In this regard the preparation of an LDP is no different with clear implications upon the content and deliverability of its policies and provisions as well as its compliance with legislation and national planning Policy and guidance. Whilst there are impacts on its content there will also be delays in the timetable for the preparation of the Plan. In setting out the following options it should be recognised that irrespective of which option is preferred, a form of delay will have to be factored in to include the potential for further reporting and additional changes to its content.

The following table presents the options available in respect of the rLDP:

Table 7: Options available in respect of the rLDP

Options	Explanation	Risks	Impact on timescales
<p>A 6 Town Plan</p> <p>Continue with plan preparation with amended Preferred Strategy (PS) reflecting previously agreed settlement strategy e.g. 6 town focus</p>	<p>This option acknowledges the importance of the council’s priority to maintain a 6 town approach in the rLDP if this remains the case then it may be possible to continue drafting a plan with the settlement strategy previously agreed at PS stage with some amendments. Policies on mitigations and robust monitoring would be required. Allocations could still be made in the phosphate</p>	<p>There would be significant risks involved in continuing to allocate in areas impacted by phosphates as the LPA would not be able to demonstrate delivery at examination. In addition, further risks include a failure to comply with the Council’s duty as the Competent Authority under the Habitat Regulations (HRA). In this respect the content of the Revised LDP will require a further screening with allocated sites in the affected areas requiring an appropriate assessment under the Habitat Regulations. This option is not considered to be realistic unless there are investments by Dwr Cymru Welsh Water (DCWW) programmed in advance of the Examination to Wastewater Treatment Works (WwTW)</p>	<p>The LPA could submit an amended Delivery Agreement (DA) and resume work on the rLDP within a matter of weeks this would result in an overall delay factoring in Covid 19 as well, to the previously agreed DA of approx. 18 months.</p>

	<p>affected areas, but not expected to be delivered in the earlier stages of the plan period.</p>	<p>in the south of the County within the Plan period so that they are phosphate enabled and that development can be delivered by 2033. This is highly unlikely. This would still result in the requirement to move much of the proposed development in the affected catchments to the end of the Plan period / trajectory which would call into question how realistic the Plan is, and its compliance with the Tests of Soundness. In terms of private investment through the 'developer pays', it is highly unlikely to secure sufficient contributions to enable upgrading WwTW facilities, given viability is already acknowledged as low in the Teifi Valley. Additional costs could render developments unviable or may necessitate a reduction in other planning contributions such as the</p>	
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		<p>provision of affordable housing and public open space etc. The emphasis would have to be on proactive monitoring, and it would have to be demonstrated that the mitigation as set out in Section 6 of this Paper are achievable and realistic and at present it is too early to judge this.</p> <p>In terms of costs there is potential for abortive costs as the council pursue a strategy that would most likely not be supported at examination, assuming mitigation measures and solutions are not available by deposit stage of the rLDP.</p>	
<p>Passive approach (Wait and See)</p> <p>Halt plan preparation until certainty that the phosphate issue can be resolved</p>	<p>This option acknowledges the fact that the Council has an Adopted Plan in place, with no drop dead date, and given the uncertainty</p>	<p>The current LDP is out of date and there is a risk that the LPA would increasingly see applications considered in light of national policy with less local emphasis. This could lead to pressure from Welsh</p>	<p>It is not known how long it will take to develop solutions and mitigations for the Phosphates issue and any future nutrient releases from NRW therefore a passive</p>

	<p>with regards the ongoing emergence of the 'phosphate issue', the Council may consider it appropriate to pause with the preparation of the replacement Plan temporarily. There also remains a possibility that there will be future focus on the estuarine areas, notably in terms of nutrients. The current Development Plan is still allowing for the consideration of development proposals in those areas that are not affected and as such key corporate developments (including the strategic /</p>	<p>Government on compliance with national policy where the development plan is out of date.</p> <p>With any 'LDP pause' there are issues and challenges that are not able to be addressed by current policies which have been highlighted or exacerbated by Covid 19 including delivery of affordable housing, supporting economic growth and recovery and revitalising the high street. These would remain in place in any pause.</p>	<p>approach runs a risk that the council could be without an up to date plan for some considerable time.</p>
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	<p>corporate development of significance in the growth areas) can be considered. However, they remain subject to the constraints resulting from the issues in relation to phosphates and the interim NRW guidance.</p> <p>Following the establishment of Corporate Joint Committees, the preparation of an SDP for the region will commence in the summer of 2022.</p> <p>Any delay in relation to the Plans preparation may result in non-adoption to ensure it</p>		
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	<p>complies with the content of the emerging SDP.</p> <p>It is worth noting that this is the approach Pembrokeshire, Carmarthenshire and Brecon Beacons National Park Authority Local Planning Authorities have taken – all formally declaring an unspecified LDP pause.</p>		
<p>Spatial realignment (WG preferred option)</p> <p>Withdraw the rLDP and commence a new rLDP with a revised plan period – following an approach advocated by WG of</p>	<p>This option would see the plan process start from scratch with a new DA and a full reconsideration of the plan. This would include considering an alternative spatial strategy that excluded the phosphate affected</p>	<p>This option would involve the removal of all development allocations (including housing and employment) within the affected areas from the Plan approx. 44% of the county namely settlements of Lampeter, Tregaron, Adpar and various RSCs and Linked Settlements as outlined in RAG status table above). Whilst this would address</p>	<p>Upon preparation of a new DA a new timescale would be set which would usually be 3.5 years with 3 month slippage so adoption of the replacement plan could be expected by end of 2025 assuming submission of the</p>

<p>avoiding allocation in Phosphate affected zones</p>	<p>settlements and re-distributing growth to sustainable areas that are not affected. In order to ensure plan delivery and meeting the tests of soundness. Whilst some development could occur in the phosphate affected areas it would need to comply with NRW guidance. For future developments, policies in the plan could reflect a criteria based approach allowing developments to come forward if and when mitigations are available.</p>	<p>some of the legal and procedural issues in progressing the Plan it would reduce the development opportunities arising in the affected areas. However, it should be recognised that the implications of the phosphate issue would de facto have this affect in any case. Whilst it would not necessarily see the settlements in the affected areas re-classified in terms of their position in the strategy it would see their contribution in terms of growth significantly downgraded. This plan for growth outside of 3 of the main towns could have a number of impact including on the Welsh speaking rates of the area as future growth would be restricted (though it is now) it may also redistribute growth to smaller settlements which could have adverse impacts on those Welsh speaking</p>	<p>DA to WG by end of this year.</p>
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		<p>communities who may feel there is too much growth in their locality. It would also see a burden of growth falling on Aberystwyth as the only remaining regional growth zone identified in Future Wales, which may cause concern as the town would be absorbing all of the growth for Ceredigion in one regional growth zone instead of two.</p>	
<p>SDP approach</p>	<p>This option would see the council move towards work on a regional Strategic Development Plan which is now required under the Local Government Act. This is a collaborative plan across the GMW region including Powys, Ceredigion and BBNPA</p>	<p>The risks involved in such an approach include relying on an outdated LDP with no drop dead date, and the associated implications of having limited ‘locally proofed policies’ and thus being reliant on national policy for decision making. However it must be stated that the ability of the LDP to diverge from national policy in the rLDP is highly constrained, so in effect any rLDP will be more closely aligned with Future</p>	<p>Work could commence on an SDP following the first meeting of the CJC in July 2022 whereupon a DA will need to be prepared setting out the statutory timetable for SDP preparation of approx. 5 years therefore adoption of an SDP could be anticipated in 2027 – 2028. Thus allowing for an</p>

	<p>and will be required regardless of the approach taken above. However if work were to commence on this using existing resources (as sourcing an SDP team is likely to prove challenging given the difficulty in planning role recruitment locally) whilst an rLDP on pause, it would allow existing staff to channel resources into this area and upon adoption work on an LDP lite rather than a rLDP which will likely need a formal review upon adoption of the SDP anyway.</p>	<p>Wales than is perhaps the wider expectations of the community. WG have been clear in their stance that an rLDP should be prepared alongside an SDP and thus shifting focus to SDP may not be supported at a national level. Finally Powys have a plan in place with a drop dead date of 2026 and therefore their focus is on adopting an rLDP prior to this deadline so they are not out of plan period before any SDP is adopted. So there are some 'out of plan sync' issues locally.</p>	<p>LDP lite to begin and be completed by 2029-2030.</p>
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6. Potential Technical Solutions and Policy Based Approaches

6.1. Importance of identifying solutions

Whilst Section 5 of this Paper sets out ‘avoidance options’ at a macro scale, there will still be an expectation that solutions are identified within the affected areas themselves. Further research will be undertaken by officers in regards potential mitigation measures, however an outline of some initial outcomes follows below. Consideration will be given to introducing dedicated local policies for the areas affected and as such will require denoting on the Proposals Map.

It is important to note that the rLDP will only be part of the solution. In this regard, with a view to reviewing the risks facing the Council, there will be some matters which are outside the influence and scope of the Planning Service and indeed the Council itself. The scale of the issues, both in terms of spatial extent and cross agency responsibility, are likely to mean that a multi partnership approach will be required at a landscape scale – e.g., Memorandum of Understanding (MoU).

In terms of limitations and to appreciate the scale of the issues facing the Council, reference is drawn to the position in the Brecon Beacons National Park. A report (ENC7Item 8) submitted to the [Planning, Access and Rights of Way Committee on Tuesday, 26th January, 2021](#) summarised the issues faced and these would be of relevance to Ceredigion also. Of particular note within the [Cover Report](#) is the following extract:

“3.1 Restricting new planning permissions will only ever have a minimal impact on meeting phosphate targets and bringing the designated features back into favourable condition; significant factors that are largely outside the scope of planning control can have a much greater impact. Unfortunately, the situation has not been arrested sooner and we are uncertain as to how long ‘legacy phosphates’ and phosphate loading introduced by uncontrolled activities will mean that new permissions will need to be restricted. This may include certain agricultural developments that are submitted via the ‘prior

notification' procedure. At the very least, it is likely that 'prior approval' will be required in most circumstances to allow for the relevant assessments to take place. Officers are considering the potential impacts on other forms of permitted development, including homeowners' rights to extend and make alterations to their property.

3.2 It is likely that a concerted cross-sector, landscape-scale effort to improve environmental quality and sectoral practices alongside regulation and enforcement will be required to improve water quality and build the ecological resilience of the River Wye so that the designated features it supports are returned to favourable condition. We are members of the River Wye Nutrient Management Plan Board, its technical advisory group, and the Wye Catchment Partnership. Despite the best efforts of these bodies (and others) over the last 10 years, the issue is yet to be resolved.

3.3 Although a very difficult task, establishing the evidence-base, modelling and monitoring indicators needed to demonstrate environmental and ecological capacity to accept the loading of new development must be a priority.

3.4 The letter received from NRW and its enclosures were sent to agents on 21 December 2020, with a commitment to meeting with them in the near future. Officers have also been asked if they can contact those to whom pre-application advice has been given during the previous 6 months to alert them to the issue. A high-level meeting between representatives of the National Park Authority and MP's took place on 8th January. A verbal update on any developments regarding the issue can be provided at PAROW.

3.5 The development of landscape scale nature-based solutions to the issues identified within this report will be a matter for investigation within the next iteration of the Management Plan. This will take concerted partnership working with a range of stakeholders not least, NRW, DCWW and landowners/managers within the affected catchment. The first meeting of such a grouping is scheduled to take place on the 18th of January”.

In noting that the provisions of The Water Resources (Control of Agricultural Pollution) (Wales) Regulations 2021 are not directly related to the LDP, it

further frames the cross sectoral dimension to the issues being faced. Members are therefore asked to note that the Council, as a corporate body, faces challenges in policy terms in terms of reconciling its commitment to nature conservation and its declaration of the climate emergency with the requirement to recognise and support those agricultural and rural communities which form a key component of the social fabric of the County.

Generally, there will be a requirement for strategic avoidance or mitigation solutions. Projects to convert agricultural land to open space/habitat and upgrading of WwTW have been evidenced as the primary success measures in England. It is also worth noting that surface water run-off appears to be emerging as a further phosphate load consideration, arising from garden fertilisers and road salt for example, in relation to protected habitats.

[Reference is made to this website](#)

6.2. Technical Solutions

Immediate Measures

Any measures must be undertaken with full regard to the EU Court of Justice, 2018 ruling known as the ‘Dutch Case’. The judgement ruled that development must cause ‘no detriment’ to water quality. The Dutch case ruling applies to all stages of the planning process, in a catchment where water quality has been identified as an issue. While mitigation is allowed under this ruling the future benefit of mitigation measures cannot be relied upon in an appropriate assessment, where those benefits are uncertain at the time of the assessment. The primary short-term measure that has been employed in English counties to address this is the phosphate calculator. The calculator is used by developers to calculate the phosphate burden of a development, and this information is submitted as part of a planning application. Development is only granted if phosphate neutrality is achieved or if certain and measurable mitigation can be secured. Fallowing of land has been the primary mitigation response in the southern English counties to date. Other developer responses have included private wastewater treatment facilities on the development site, and developer investment in public WwTW. These have been recognised to be cost ineffective and not a viable long-term solution in the South of England. The financial unviability is likely to be more pronounced in the affected catchment areas of Ceredigion due to lower house prices, smaller profit margins, and the need for affordable housing.

Calculation of Phosphate Loading

For each qualifying planning application or LDP development allocation, an estimate of the additional phosphate load can be made. Phosphate loads are estimated on a rate of phosphate produced per dwelling assuming an average occupancy of 2.3 people per dwelling, unless there is clear evidence that a higher or lower number is appropriate for the type of residential development proposed. The phosphate load is calculated on the basis that residential development will be built to the highest water efficiency standards provided for by the building regulations. Each local planning authority will impose a planning condition on all planning permissions for one or more net additional

new dwellings requiring construction to the optimum requirement. Natural England and the Environment Agency have provided evidence to justify this imposition within England.

Short-Interim Phosphate Mitigation Measures

The following mitigation measures have been implemented through a Memorandum of Understanding (MoU) within English Counties e.g. Wiltshire

- i. Diverting Surface Water Flows and groundwater ingress away from the Foul Sewage Network (long term);
- ii. Addressing misconnections (short term);
- iii. Reducing flows to the Foul Sewage Network through water efficiency measures (immediate);
- iv. Silt Traps and small farm wetlands on agricultural land (Short term – implemented in 1-2 years?);
- v. Taking land out of intensive agricultural (arable or grass) production through offsetting (Long-term);
- vi. Change land-use from intensive to Less intensive grass production i.e., dairy and pig farming to cattle (Short term 1-2 years);
- vii. Partnership funding for grant applications e.g., measures 4 and 8 (Short term) – potential for grant funding uncertain;
- viii. Diverting surface water flows and groundwater ingress away from the foul sewage network (Long term).

Mid-long-term measures

Memorandum of Understanding (MoU) – A multi-agency agreement to ensure that development is ‘phosphate neutral’, and therefore will not have adverse effects upon the integrity of the affected SAC catchment area. A MoU describes where the parties will work together to help develop and implement appropriate phosphate controls and mitigation measures.

Nutrient Management Board/Plan – a multi-agency board to identify sources of nutrients that are entering the river and steps that can be taken to manage them. An example of this approach can be seen in Herefordshire. The aim of the plan is to manage nutrients in the affected SAC to enable growth in Ceredigion whilst conserving the river environment. The remit of the board

would be to gather an evidence base, appraise options, and develop a local level action plan.

7. Next Steps

It is considered that the approaches can be framed within a short / medium-term and longer-term timescale.

7.1. Short/Medium Term

The Collaborative Approach

Building on the experiences in Somerset, one of the most important aspects and roles for the Local Authority will be to facilitate discussion between stakeholders. In noting that the discussions may be difficult at times and may consist of contrasting viewpoints, a sectoral or isolated approach is unlikely to prove productive. In this regard, it is recommended that a terms of reference, which includes membership, is established. It is envisaged that there will be a key role for elected representatives to lobby and raise awareness.

The Replacement LDP

Full Council will need to consider the implications of the options and decide upon preferred option. There will also be a need to amend the Delivery Agreement. In the event that withdrawal is identified, consideration will need to be given as to whether site promoters are given an opportunity to demonstrate mitigation ahead of the removal of a site, or whether the site is removed by the Council immediately and it is a matter for the site promoter to demonstrate mitigation can be achieved for the Inspector at Examination. Such approaches are likely to be site specific solutions given that there is a lack of strategic mitigation available. Furthermore, due consideration will be given to providing a policy framework that could enable development to proceed in those impacted areas within the Plan period should a solution be identified pre-2033.

The reality in terms of mitigation is that it has to be evidenced based and robust in terms of demonstrating neutrality.

Development Management

Opportunities are available to utilise some of those solutions set out in Section 6 of this Paper. This includes the principle of a phosphate calculator and the trading of 'credits and debits'. It is recommended that discussions are held

with neighbouring authorities as to their plans and support in resource terms is provided to assist alongside continued work at a national level on the Phosphates Planning Sub Group.

Internal review of council land owned assets should be undertaken to identify opportunities for mitigations – a bid has been submitted by the economy and regeneration team to finance such works, as yet no decision has been made on the funding.

7.2. Longer Term

Follow the Science

Whilst there may be opportunities for mitigation on a site by site / case by case basis, it is clear that a high-level strategic approach to mitigation will be required longer term. In order to facilitate this, regional and pan Wales approaches should be adopted through shared approaches and integrated working.

A Nutrient Management Board as utilised in English affected areas may be established with responsibility for producing and monitoring a Nutrient Management Plan for the affected areas.

Given the levels of expertise required, the procurement of specialist to advise will be sought, both in terms of identifying area specific solutions and legal advice to ensure that the LA is fulfilling its duty in this growing and complex area. As such whilst the Councils can work together to frame this work, it is hoped that funding can be provided by the Welsh Government. The appointment of such specialist knowledge may also be sought in developing and implementing the short/medium term approaches.

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Local Development Plan Review and Revision
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Service Area	Performance and Economy Services	Corporate Lead Officer	Russell Hughes-Pickering	Strategic Director	Barry Rees
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Name of Officer completing the IIA	Sarah Groves-Phillips	E-mail	ldp@ceredigion.gov.uk	Phone no	01545572166
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Please give a brief description of the purpose of the proposal

Local Development Plan Review and Revision

This IIA will cover the whole LDP Review and Revision but to date only relates to the LDP Review Report and Delivery Agreement and subsequent Phosphates Impact Statement. The other stages (listed below) are the stages when changes to the existing LDP will be realised and it is only at that point that how the project will change policies can be considered.

The findings of the 3rd Annual Monitoring report of the Local Development Plan triggered plan review.

The LDP review and revision includes the following key stages:

- The LDP Review Report: This report sets out the extent of changes required to the LDP and the revision procedure to be followed for a replacement Local Development Plan. The revision of the current LDP will be informed by the findings of preceding AMRs, updates to the evidence base and ongoing surveys. The report must be formally approved by the LPA.

LDP Revision

- Delivery Agreement: This agreement requires approval from Welsh Government and sets out the timetable for producing the replacement LDP. The agreement also contains a community involvement scheme outlining the process by which any interested groups, individuals or developers can contribute to the plan. The local planning authority is then required to make the delivery agreement easily available for inspection by members of the public.
- Preferred Strategy/Pre-deposit Strategy: A vision, strategic issues, aims and objectives, key policies, monitoring targets and indicators, broad locations for delivering sustainable development needs, and spatial interpretation
- Deposit Plan: The plan will contain: Area-wide policies for development expressed generically where possible, including topic passed policies, Major allocations of land and specific policies and proposals for key areas of change or protection



- Succinct reasoned justification to explain policies and to guide their implementation; and
- Proposals map on a geographical base (with inset maps, where appropriate)
- Integrated Sustainability Appraisal/Strategic Environmental Assessment/Habitats Regulations Assessment, Health Impact Assessment, Welsh Language Impact Assessment: These assessments cover the social, environmental, health, Welsh Language and economic effects of the LDP and will play an important part in demonstrating that the Replacement LDP is sound by ensuring that it reflects sustainable development objectives. The 5 main stages of conducting a Sustainability Appraisal that need to be integrated into LDP preparation are:
 Stage A – Scoping. Sets the context and objectives, establishing the baseline evidence and deciding the scope.
 Stage B – Appraisal. Developing and refining options and assessing effects.
 Stage C – Reporting. Preparing the SA Report.
 Stage D – Consulting. Consulting on the preferred option of the development plan and the findings of the SA Report.
 Stage E – Monitoring. Monitoring significant effects of implementing the development plan.
- LDP Submission, Examination and Adoption: An independent Inspector examines the plan, including compliance with legal and regulatory procedures (soundness check).
- This update relates to the proposed options around formally pausing work on the replacement LDP due to the impact of Phosphates on the Afon Teifi SAC and the interim advice provided by NRW which has effectively placed a moratorium on most development within the Teifi catchment for the foreseeable future. This is until apportionment work and mitigations can be developed to ensure developments can achieve Nutrient Neutrality or Betterment as determined by a test of likely significant effect (tSLE) and an Appropriate Assessment as outlined in the Habitats Regulations.

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Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

All areas of the public will be directly affected by the LDP Review and Revision.

VERSION CONTROL: The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.

Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Cath Ranson	LDP Review Report	LDP2 / IIA001	September/October 2017	<i>This will demonstrate how we have considered and built in sustainable development principles and Well-being Goals throughout the evolution of a proposal.</i>
Cath Ranson	LDP Delivery Agreement	LDP2 / IIA002	September/October 2017(draft) January / February 2018	Takes into account responses to Consultation Draft Delivery Agreement and Review Report

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		LDP2 / IIA003	May 2018	Revised Delivery Agreement Timeline, following intervention by the WG Cabinet Secretary for the Environment
Cath Ranson	Preferred Strategy/Pre deposit Strategy	LDP2 / IIA004vs2	May 2019	Preferred Strategy prepared for Council consideration, taking into account results of engagement with relevant organisations, updating of evidence papers / background papers. Proposes revisions to context, key issues , five revised strategic policies and addition of one new strategic policy. Public consultation proposed late June to September exceeds 6 week minimum.
Sarah Groves-Phillips	LDP Pause	LDP2/IIA005v1	October 2021	IIA updated to reflect the Phosphates Impact Statement and subsequent options relating to plan preparation which include <ul style="list-style-type: none"> • Amending the strategy to exclude phosphate affected zones • Continuing with the existing strategy • Pausing work until greater clarity is ascertained on potential phosphate mitigations
	Deposit Plan Public Consultation			
	Integrated Sustainability Appraisal/Strategic Environmental Assessment, Health Impact AssessmentHabitat			
	LDP Submission, Examination and Adoption			
COUNCIL STRATEGIC OBJECTIVES: Which of the Council's Strategic Objectives does the proposal address and how?				

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Corporate Strategy 2017-22

The LDP contributes to and helps deliver all four of the Council's corporate priorities:

- Boosting the Economy;
- Investing in people's futures;
- Enabling individual and family resilience;
- Promoting environmental and community resilience.

Development Plans demonstrate how places are expected to change to accommodate development needs for the Plan period to provide for housing, employment, commercial, cultural, social needs within the context of delivering sustainable development and protecting and enhancing the environment. This is achieved through predicting land use development needs, directing development to the right locations and providing protection for important assets, including the county's culture and environment. In working toward the replacement Plan, the Council works with communities, public bodies, businesses, other organisations and the public. The Preferred Strategy identifies the scale of growth, proposes a settlement hierarchy for distribution of growth, and seeks to provide for affordable housing.

The Plan seeks to provide opportunities for improving individual and collective futures by improving access to good quality, energy efficient housing, in well located and vibrant communities, well connected to employment opportunities and services and facilitating improved opportunities for the use of Welsh in education, in the home, in the local community and the work place. It seeks to do this by identifying land to facilitate school rationalization, ways that good design can reduce energy demand, by improving the quality of job opportunities and by providing for the use of Welsh in the home, in work and in communities and improving the resilience of energy supplies by identifying a target for production of renewable energy.

Evidence informing LDP decisions, including from infrastructure providers and public comments in response to formal consultations is tested through appraisals as the Plan is being prepared and, subsequently, through the LDP examination procedure.

NOTE: As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people's perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*

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- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants' reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, 'Is Wales Fairer' document.*
- *Welsh Language skills data for Council staff*



2. SUSTAINABLE DEVELOPMENT PRINCIPLES: How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?			
Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<p>Long Term Balancing short term need with long term and planning for the future.</p>	<p>The LDP Review Report sets out the changes required by the LDP and the revision procedure to follow.</p> <ul style="list-style-type: none"> The Delivery Agreement is one of the first requirements in the replacement LDP procedure which is an agreement between Ceredigion Council and the Welsh Government to establish: The timetable for adopting a plan Co-ordination with the preparation of other plans and strategies/documents Resource commitment Community Involvement Scheme 	<p>The 3rd Annual Monitoring Report of the Local Development Plan triggered Plan review in October 2016.</p> <p>The confirmed Delivery Agreement incorporated changes agreed by Council (January 2018) made in response to consultation responses received and feedback from Overview and Scrutiny Committee</p> <p>Following agreement by Council (Jan 2018) an appendix was attached to the Review Report, summarising consultation responses received and the Council's Comments made thereon (January 2018)</p> <p>Annual Monitoring Reports 4 and 5 have been undertaken subsequently</p>	<p>The Review Report and Delivery Agreement are somewhat procedural in nature. Balancing short term need with long term need and planning for the future will be considered in the later stages (from preferred strategy onwards).</p> <p>Response to consultation on the Preferred Strategy, together with a proposed Council position, will be considered by Overview and Scrutiny, with feedback considered by Cabinet and Council. Recommendations will be carried forward into work on the Deposit Plan</p>



	<p>The purpose of the Replacement LDP is to provide for the long term development needs of the County through to March 2033. It further aims to provide for WG PPW 11 Minerals requirements collectively with other authorities (Carmarthenshire and Pembrokeshire County Councils and Pembrokeshire Coast National Park Authority) to provide for a minimum of. A minimum of 10 years for crushed rock and 7 years for land won sand and gravel should therefore be maintained during the entire plan period (i.e. to provide to 2043 and 2040 respectively)</p> <p>The Preferred Strategy proposes development to meet identified strategic needs, with further more detailed work in preparation of the Deposit Plan providing detailed allocations and evidence</p> <p>In relation to the Phosphates in the Afon Teifi SAC amending the councils approach re a 6 town strategy to not deliver growth in the Teifi Valley would solve a short term problem but would not resolve long term issues about where the county should grow. Thus in considering the overall needs of the county it is advised an LDP pause is adopted so the replacement LDP can effectively plan for sustainable growth across all the urban centres of Ceredigion</p>	<p>Preferred Strategy: Background papers and topic papers set out the evidence for the scale of Growth needed and the proposed settlement strategy, accounting for its distribution.</p> <ul style="list-style-type: none"> • The Sustainability Appraisal/ Strategic Environmental Assessment Scoping Report (SA/SEA); • The Habitats Regulation Assessment Screening Report (HRA); • The Welsh Language Impact Assessment (WLIA); • The Health Impact Assessment (HIA); <ul style="list-style-type: none"> • A phosphates position paper has been developed 	<p>Updated assessments, as necessary, will be included for the Deposit Plan, for the Plan submission to Welsh Government for Examination and for the Pan proposed for adoption as follows</p> <ul style="list-style-type: none"> • The Sustainability Appraisal/ Strategic Environmental Assessment Scoping Report (SA/SEA); Screening Reports; • The Habitats Regulation Assessment Scoping Report (HRA); • The Welsh Language Impact Assessment (WLIA); <ul style="list-style-type: none"> • Members of the policy team are driving the agenda through the Phosphates working group, collaboration with neighbouring authorities and the council is leading on setting up a nutrient management board for the Afon Teifi
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<p>Collaboration Working together with other partners to deliver.</p>	<p>The LDP Process and LDP production is based on early and effective community involvement (which is outlined in detail in the Delivery Agreement). The Community Involvement Scheme enables the process to consider a wide range of views, with the aim of building a broad consensus on the strategy and policies for the LDP.</p> <p>The Delivery Agreement enables a fast and responsive approach to plan-making, with published timetables for preparation and regular strategic monitoring and review to enable plans to better reflect changing circumstances.</p>		
	<p>Work on aspects of evidence has been and continues to be undertaken by authorities across South west and Mid Wales, as part of the Growing Mid Wales Partnership and as part of the South Wales Regional Aggregates Working Party. (Review in progress of RTS 1). An all wales Phosphates working group has been established and collaboration is ongoing with neighbouring authorities on the Teifi.</p>	<p>Meeting notes and staged delivery. Completed Evidence Papers</p>	<p>For the Deposit Plan a number of key figures will be incorporated into the Deposit Plan, following the completion of evidence, including on Affordable Housing Viability, Cross border Housing Market Assessment, Gypsy Traveller Accommodation Needs Assessment, Minerals (South Wales Regional Aggregates Working Party - review of the Regional Technical statement 1st Review (in progress) and Renewable Energy Assessment.</p>



<p>Involvement Involving those with an interest and seeking their views.</p>	<p>Regulation 14 of the Town and Country Planning (LDP) Wales Regulations (2005) requires the Council to work with various bodies in the preparation of the LDP and to consult with the general public. The details of involvement are set out in the Delivery Agreement between the Council and Welsh Government.</p> <p>The Delivery Agreement helps to ensure that the Council complies with key principles for community involvement throughout the Revision Process and that such activity is carried out in line with the Council's Community Engagement Policy (approved by Council 13/12/2012) and Public Engagement Toolkit (approved by Cabinet 01/07/2014). The Community Engagement Policy's objectives are:</p> <ul style="list-style-type: none"> • To ensure that throughout the Council there is a clear understanding of and commitment to engaging with communities about decisions that affect their lives. • To establish a co-ordinated and consistent approach to community engagement in Ceredigion in accordance with the 'National Principles for Public Engagement in Wales'. • To ensure that community engagement is inclusive by giving every citizen of the county the opportunity to express their views, particularly people and groups which may be harder to reach and that those views will be listened to and respected. 	<p>Involvement will be undertaken in accordance with the Regulations.</p>	
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	<ul style="list-style-type: none"> To keep our communities informed of the outcomes of engagement. To evaluate the effectiveness of community engagement activities and seek continuous improvement. 		
	<p>Drawing on the Delivery Agreement Community Involvement Scheme, preparation of the Preferred Strategy has been undertaken with involvement of relevant organisations, including</p> <ul style="list-style-type: none"> Formal public consultation on the Call for Candidate Sites; Key Stakeholder meetings including with PSB and PSB exec groups / Project Groups; Strategic Housing Partnership and Social Housing Grant meetings; SA/SEA stakeholder meetings Meetings with Senior Welsh Government officers to discuss options and rural issues Meeting with Dwr Cymru / Welsh Water re infrastructure issues; Meetings with Growing Mid Wales Partnership; Internal meetings with officers from a range of depts. Including Estates, Economy, Development Management, Flooding, Highways etc. Elected Member meetings including LDP Member Working Group meetings, Area Member meetings, All Member workshops, policy specific pre-committee briefings and numerous one to one meetings on specific local concerns; 	<p>Meeting notes.</p>	<p>Formal consultation to be undertaken in accordance with the regulations; recognising poor response to the Call for Candidate Sites, this will be reopened for further submissions alongside the consultation on the preferred Strategy and will include requests to those submitting inadequate information to rectify this.</p> <p>Comments received in response to the Preferred Strategy Consultation will be considered by the Council to enable the Authority to consider revision to the Strategy and to consider any additional work requirements for preparation of the Deposit Plan.</p> <p>The Deposit Plan will also be subject to the staged updating of Assessments as identified previously.</p> <p>The LDP team are working closely with NRW, DCWW, WG, neighbouring authorities and are advising the public through web based communication as and when new updates are available to the NRW interim advice on phosphates</p>

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Prevention Putting resources into preventing problems occurring or getting worse.	A key principle of the Plan led system is to direct the right scale and type of development to the most appropriate locations within Ceredigion, consistent with principles of sustainability and explicit sustainability objectives and in so doing to provide certainty and confidence and to avoid inappropriate development.		
	In identifying a proposed settlement hierarchy for the Preferred Strategy identifies settlements proposed for growth, with those not explicitly identified eligible only for minor developments in compliance with PPW 10 (WG policy).	Self explanatory in the Preferred Strategy, supported by background papers	The Deposit Plan will provide the opportunity for further detail on those areas where development isn't encouraged.
	In relation to Phosphates the Policy team are directing existing staff resources to support ongoing work, on mitigations, apportionment, seeking external sources of funding where appropriate and assisting the ecology service in undertaking tSLE and Appropriate Assessments	Meeting notes and phosphates related ongoing work outputs	Phosphates mitigations work both local and nationally is ongoing and the policy and ecology team are contributing to the discussion and works as requested.

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<p>Integration Positively impacting on people, economy, environment and culture</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 268</p>	<p>The LDP Review and Revision will positively impact on people, economy, environment and culture and endeavour to benefit all three. The project will do this by:</p> <ul style="list-style-type: none"> • Facilitating Sustainable Development by preparing and monitoring the LDP through a process that integrates Sustainability Appraisal, (incorporating Strategic Environmental Assessment requirements), with plan making. • Basing the Replacement LDP production on early and effective community involvement, to consider a wide range of views, with the aim of building a broad consensus on the strategy and policies. • Ensuring policy integration by producing a Replacement LDP that is internally consistent and integrated with other main policies and strategies at national, regional and local level (without unnecessary repetition). 		
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	<ul style="list-style-type: none">• Delivering a fast and responsive approach to plan-making, with published timetables for preparation, fewer iterations of the plan before adoption, and regular strategic monitoring and review to enable plans to better reflect the changing circumstances in contemporary Wales.• Delivering a Revised LDP that is strategic, concise and distinctive in setting out how Ceredigion will develop and change, based on a robust understanding of relationships between places, including across administrative boundaries, and drivers for change.• Delivery of sustainable development, taking account of infrastructure requirements, availability of resources, viability and market factors.		
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	<p>The Preferred Strategy identifies those National, regional and local plans and policies that have informed it's preparation.</p>	<p>see proposed Preferred Strategy chapter 2</p>	<p>Emerging national policy (Welsh Government National Development Framework) (Welsh Government proposed review of PPW 10 2020) and regional / Area plans (Natural Resources Wales Mid Wales and Marine Area Statements and the SWRAWP Regional Technical Statement 2nd Review) will help improve integration as the Plan progresses through Deposit and Submission.</p> <p>Soundness of the Plan, as submitted, will need to take account of relevant updated legislation, strategies and Plans.</p> <p>Updated assessments, as necessary, will be included for the Deposit Plan, for the Plan submission to Welsh Government for Examination and for the Pan proposed for adoption as follows</p> <ul style="list-style-type: none"> • The Sustainability Appraisal/ Strategic Environmental Assessment Scoping Report (SA/SEA); • The Habitats Regulation Assessment Scoping Report (HRA); • The Welsh Language Impact Assessment (WLIA);
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3. WELL-BEING GOALS: Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.			
Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
Generality	Yes, intrinsic to plan preparation	<p>The Preferred Strategy has been subject to:</p> <ul style="list-style-type: none"> • an integrated Sustainability Appraisal (SA), incorporating Strategic Environmental Assessment (SEA); • a Habitats Regulations Appraisal Screening Report (HRA); • a Health Impact Assessment (HIA) Report; and • an Integrated Impact Assessment (IIA) <p>Through rigorous assessment and appraisal these documents seek to demonstrate the extent to which the Council has sought to deliver on the seven goals of the Wellbeing Act.</p> <p>This is complemented by an evidence paper that sets out the relationship between these Goals and the objectives of the Plan¹.</p> <p>All these appraisals / assessments have sought to deploy the Act's five ways of working.</p>	<p>These assessments are iterative such that at each stage the Plan should improve on delivery of the Wellbeing goals.</p> <p>Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy</p>
3.1. A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy		



	<p>The Preferred Strategy proposes the strategic approach to delivering the right development to the right locations / places to support economic growth and housing delivery.</p> <p>Compliance with PPW 10 means that housing and economic growth may not be appropriate in all locations.</p>	as General row above	Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy
<p>3.2. A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.</p>		
	<p>The Preferred Strategy identifies the mechanisms to ensure that environmental resilience is delivered and climate change is taken into account in proposals going forwards.</p>	<p>as General row above Soundness of the Plan requires consistency with the requirements of section 6 of the Environment (Wales) Act 2016</p>	Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy
	<p>In relation to Phosphates in light of the interim guidance from NRW it is vital to meet our statutory duties that development in the Teifi SAC catchment achieves nutrient neutrality or betterment therefore development is subject to tSLE and Appropriate Assessment where required</p>	Ongoing phosphates work	Assessments are ongoing and work on identifying long term solutions and mitigations is active

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<p>3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy</p>		
	<p>The Preferred Strategy proposes growth compatible with travel by public Transport and active travel routes</p>	<p>as General row above</p>	<p>Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy</p>
<p>3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.</p>	<p>N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.</p>		
	<p>Placemaking is a central principle of Planning Policy Wales, reflected in the thrust of the Preferred Strategy</p>	<p>as General row above</p>	<p>as above Further detail is proposed to be included in the Deposit Plan; Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy There will be the opportunity for emerging Community place plans to be adopted as supplementary planning guidance to the replacement LDP on or following adoption, provided that they are consistent with LDP policy</p>



<p>3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.</p>		
	<p>The Preferred Strategy sets out the vision for the LDP ‘By 2033, Ceredigion will be a county of vibrant, bilingual and engaged communities, where people choose to live, study, work and visit, committed to the resilience of its economy, culture, heritage, environment and natural resources and to health and wellbeing.’</p>	<p>As General row above</p>	<p>as above Further detail is proposed to be included in the Deposit Plan; Preparation of details in the Deposit Plan will assist in the improvement of sustainable development and responses to climate change.</p> <p>Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy The Deposit Plan will draw on emerging WG NDF proposals and NRW proposals for Area Statements</p>

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<p>3.6. A more equal Wales People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i></p> <p><i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i></p> <p><i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i></p> <p>Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty</p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to involvement box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																					
<p>Age Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="53 1021 772 1343"> <tr> <td rowspan="2">Children and Young People up to 18</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td>Yes</td> <td></td> <td></td> </tr> <tr> <td rowspan="2">People 18-50</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td>Yes</td> <td></td> <td></td> </tr> <tr> <td rowspan="2">Older People 50+</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td>Yes</td> <td></td> <td></td> </tr> </table>	Children and Young People up to 18	Positive	Negative	None/ Negligible	Yes			People 18-50	Positive	Negative	None/ Negligible	Yes			Older People 50+	Positive	Negative	None/ Negligible	Yes			<p>N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.</p>		
Children and Young People up to 18		Positive	Negative	None/ Negligible																				
	Yes																							
People 18-50	Positive	Negative	None/ Negligible																					
	Yes																							
Older People 50+	Positive	Negative	None/ Negligible																					
	Yes																							

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Disability Do you think this proposal will have a positive or a				N/A at LDP Review Report and Delivery Agreement stage.		
negative impact on people because of their disability? (Please tick ✓)				Impacts of the project will be realised from Preferred Strategy stage onwards.		
Hearing Impairment	Positive	Negative	None/ Negligible			
			Yes			
Physical Impairment	Positive	Negative	None/ Negligible	Preferred Strategy Settlement Strategy proposes improved access to services	Lifetime Homes Standard This is a requirement of the current Plan which is intended to be continued into the Deposit Plan for LDP2. Proposals for housing to be delivered in more sustainable locations, on Public Transport / Active Travel Route, thereby providing improved access to services for all sectors of the community.	To ensure that the Lifetime Homes standard is detailed and that allocations are made in accordance with the proposed Preferred Strategy
	yes					
Visual Impairment	Positive	Negative	None/ Negligible			
	Yes					
Learning Disability	Positive	Negative	None/ Negligible			
	Yes					
Long Standing Illness	Positive	Negative	None/ Negligible			
	Yes					
Mental Health	Positive	Negative	None/ Negligible			
	Yes					
Other	Positive	Negative	None/ Negligible			
Transgender Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		
Transgender	Positive	Negative	None/ Negligible			
			Yes			

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Marriage or Civil Partnership Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership?				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be		
(Please tick ✓)				realised from Preferred Strategy stage onwards. Preferred Strategy: impacts identified		
Marriage	Positive	Negative	None/ Negligible			
			Yes			
Civil partnership	Positive	Negative	None/ Negligible			
			Yes			
Pregnancy or Maternity Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		
Pregnancy	Positive	Negative	None/ Negligible			
			Yes			
Maternity	Positive	Negative	None/ Negligible			
			Yes			
Race Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		
White	Positive	Negative	None/ Negligible			
			Yes			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			Yes			
Asian / Asian British	Positive	Negative	None/ Negligible			
			Yes			
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
			Yes			

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Other Ethnic Groups	Positive	Negative	None/ Negligible			

Religion or non-beliefs Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		
Christian	Positive	Negative	None/ Negligible			
			Yes			
Buddhist	Positive	Negative	None/ Negligible			
			Yes			
Hindu	Positive	Negative	None/ Negligible			
			Yes			
Humanist	Positive	Negative	None/ Negligible			
			Yes			
Jewish	Positive	Negative	None/ Negligible			
			Yes			
Muslim	Positive	Negative	None/ Negligible			
			Yes			
Sikh	Positive	Negative	None/ Negligible			
			Yes			
Non-belief	Positive	Negative	None/ Negligible			
			Yes			
Other	Positive	Negative	None/ Negligible			
			Yes			

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Sex Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		
Men	Positive	Negative	None/ Negligible			
			Yes			
Women	Positive	Negative	None/ Negligible			
			Yes			
Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)						
Bisexual	Positive	Negative	None/ Negligible			
			Yes			
Gay Men	Positive	Negative	None/ Negligible			
			Yes			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			Yes			
Heterosexual / Straight	Positive	Negative	None/ Negligible			
			Yes			

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Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.

3.6.2. How could/does the proposal help advance/promote equality of opportunity?
 You should consider whether the proposal will help you to: ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The details of the project can be assessed from the preferred strategy stage which is the stage at which a vision, strategic issues, aims and objectives, key policies, monitoring targets and indicators, broad locations for delivering sustainable development needs, and spatial interpretation are determined.



The Preferred Strategy has been subject to:

- an integrated Sustainability Appraisal (SA), incorporating Strategic Environmental Assessment (SEA);
- a Habitats Regulations Appraisal Screening Report (HRA);
- a Health Impact Assessment (HIA) Report; and
- an Integrated Impact Assessment (IIA)

Through rigorous assessment and appraisal these documents seek to demonstrate the extent to which the Council has sought to deliver on the seven goals of the Wellbeing Act; this is complemented by an evidence paper that sets out the relationship between these Goals and the objectives of the Plan². All these appraisals / assessments have sought to deploy the Act's five ways of working. Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy

Undertaking an LDP pause to allow for mitigations and solutions to the Phosphates issue on the river Teifi will ensure that the replacement plan does not only direct development to select unaffected areas of Ceredigion but rather maintains the councils 6 town approach and provides equal opportunity for development in sustainable locations countywide. Preparing a plan which identifies 'no development zones' in 3 of the 6 main towns would disadvantage a significant proportion of the population of the county in terms of realising housing options, starting businesses, providing for Welsh Language opportunities etc. By pausing the LDP until mitigations can be developed it is hoped that when replacement plan preparation is restarted development will be able to be directed to all 6 sustainable locations across Ceredigion.

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3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?

You should consider whether there is evidence to indicate that: ● *The proposal may result in less favourable treatment for people with certain characteristics* ● *The proposal may give rise to indirect discrimination* ● *The proposal is more likely to assist or impeded you in making reasonable adjustments*

The project will aim to eliminate discrimination by being prepared in accordance with the principles of sustainable development. Impacts of the project will be realised from preferred strategy stage onwards.

The Preferred Strategy has been written to deliver sustainable development that meets the requirements of all sectors of the community

3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?

You should consider whether the proposal with help you to: ● *Tackle prejudice* ● *Promote understanding*

Impacts of the project will be realised from preferred strategy stage onwards.

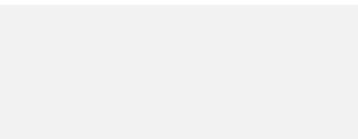
The LDP is founded on Welsh Government's Planning Policy Wales, on its central principles of placemaking, Growing our economy in a sustainable manner, Creating and sustaining communities; making best use of resources, facilitating accessible and healthy environments and maximizing environmental protection and limiting environmental impact. It is considered that these key principles underpin wider community cohesion.

² Topic Paper: Local Development Plan and Well-being and the soundness of the Plan
 May 2018
 FINAL VERSION LDP2 / IIA004vs2 Oct 2021



3.7. A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The project will be delivered bilingually in accordance with the Council's legal obligations under the statutory requirements of the Welsh Language Standards.	Procedures set out in the Delivery Agreement / Community Involvement Scheme (June 2018)	
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	N/A at LDP Review Report & Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		

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Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



	✓			The Preferred Strategy proposes that the entire county is classified as linguistically sensitive for the assessment as to the potential for Development proposals to impact on the Welsh language.	Preferred Strategy proposed policy SP06 The Plan facilitates land being brought forward to deliver Schools rationalisation programme	Detailed policies to be defined during preparation of the Deposit Plan Language Impact assessments to be undertaken to inform decision on proposed allocations for inclusion within the Deposit Plan Assessments will be updated at each formal stage of Plan preparation, taking into account any negative responses to consultation on the Preferred Strategy and building in any newly identified Policy
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	The project will be delivered bilingually in accordance with the Council's legal obligation under the statutory requirements of the Welsh Language Standards.		
	✓					
How will the proposal treat the Welsh language no less favourably than the English language?	Positive	Negative	None/ Negligible	The project will: • be delivered bilingually in accordance with the Council's legal obligation under the statutory requirements of the Welsh Language Standards; • At later stages will consider the impact of proposed development on Language sensitive areas		
	✓					

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An integrated tool to inform effective decision making



				Detailed Language impacts to be assessed as work in preparation for the Deposit Plan	Welsh Language Topic Paper and Welsh Language Impact Assessment	Plan and supporting evidence base to be published bilingually
Will it preserve promote and enhance local culture and heritage?	Positive	Negative	None/ Negligible	N/A at LDP Review Report and Delivery Agreement stage. Impacts of the project will be realised from Preferred Strategy stage onwards.		



<p>4. STRENGTHENING THE PROPOSAL: If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?</p>			
<p>4.1 Actions.</p>			
What are you going to do?	When are you going to do it?	Who is responsible?	Progress
Impacts of the project will be realised from Preferred Strategy stage onwards.			
No negative impacts are considered to arise from the proposed Preferred Strategy. Some requirements for further information are identified through assessments to ensure that decisions are fully informed and to identify potential negative assessments moving forwards	In response to consultation and in preparing the Deposit Plan: Autumn / Winter 2019	Planning Policy manager Senior Ecologist	Assessments undertaken on the preferred Strategy
<p>4.2. If no action is to be taken to remove or mitigate negative impacts please justify why. <i>(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).</i></p>			
<p>Impacts of the project will be realised from preferred strategy stage onwards.</p>			
<p>No negative / discriminatory impacts are considered to arise from the proposed Preferred Strategy</p>			
<p>4.3. Monitoring, evaluating and reviewing. <i>How will you monitor the impact and effectiveness of the proposal?</i></p>			
<p>The 2004 Act requires authorities to keep under review matters that may affect the planning and development of their areas. Following the review and revision of the LDP the replacement LDP will include a monitoring framework, to be prepared as part of the Deposit Plan.</p>			
<p>5. RISK: What is the risk associated with this proposal?</p>			

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Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

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Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur
Risk Description	Impact (severity)		Probability (deliverability)		Risk Score
Risks of the project will be realised from Preferred Strategy stage onwards.					<i>Probability x Impact e.g. 3 x 5 = 15</i>
The main risks identified within the Integrated Impact Analysis have to do with the Plan being consistent as it progresses forward, with emerging national and area policies that are not yet available, even in draft and that late availability as the Plan progresses may introduce delay to Plan preparation and late stage modifications to secure consistency. The team has past experience of updating plans to take new policy into account These risks include:					
The Welsh Government National Development Framework [Draft July 2019; Published Plan September 2020]	3		5		15
Natural Resources Wales: Mid Wales and Marine Area Statements [Autumn 2019 draft, Spring 2020 publication]	2		5		10

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Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



SWRAWP emerging Regional Technical Statement (Aggregates) revision 2 Likely to require working into the Deposit Plan	2	5	10
Planning Policy Wales Update [Autumn 2020, likely to require compliance update to the Inspector, during the Examination of the Plan]	2	5	10
The main risks associated with an LDP pause stem from Phosphates mitigations proving difficult or unviable along the Teifi in the medium term	5	4	20
Another main risk form the LDP pause stems from the existing LDP being out of date and pressure from external developments that do not accord with local policy, thus relying on national policy where local policy does not fit	3	2	6

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Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



Does your proposal have a potential impact on another Service area?			
Development Management; Housing Policy; Economy and Growth Highways Ecology Waste Carbon Reduction			

6. SIGN OFF			
Position	Name	Signature	Date
Service Manager	Cath Ranson	<i>Cath Ranson</i>	31 August 2017
Preferred Strategy		<i>Cath Ranson</i>	24 th May 2019
Phosphates Update	Sarah Groves-Phillips	<i>Sarah Groves-Phillips</i>	4 th of October 2021
Corporate Lead Officer	Russell Hughes-Pickering	<i>Russell Hughes-Pickering</i>	24 th May 2019
Chief Executive	Eifion Evans		
Portfolio Holder	Cllr Rhodri Evans		

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CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 05/10/2021

Title: Proposed Prohibition of Parking At Any Time and extension of an existing 20mph speed limit on the B4548 Gwbert Road

Purpose of the report: To seek authorisation for two Traffic Regulation Orders (TROs) to be made

For: Decision

Cabinet Portfolio and Cabinet Member: Highways and Environmental Services, Housing and Customer Contact – Cllr Dafydd Edwards

It is proposed to introduce a 'Prohibition of Parking At Any Time' (double yellow lines) on the western side of a section of the B4548 Gwbert Road, and an extension of an existing 20mph speed limit on the same road.

These proposals are part of a grant funded Active Travel Scheme.

Due to concerns regarding delivery of the scheme in July 2021 it was agreed that the proposals would not be presented to Cabinet as usual following the successful completion of First Stage consultation to seek authorisation for advertising to the public, but instead would be presented following the completion of Second Stage consultation after advertisement to the public had been completed.

First stage consultation was completed on 02/07/21 and no objections were received. Second Stage consultation was completed on 15/09/21, and no objections were received.

Authorisation is now sought to proceed with the making of the two necessary Traffic Regulation Orders and implementation.

Has an Integrated Impact Assessment been completed? If, not, please state why YES

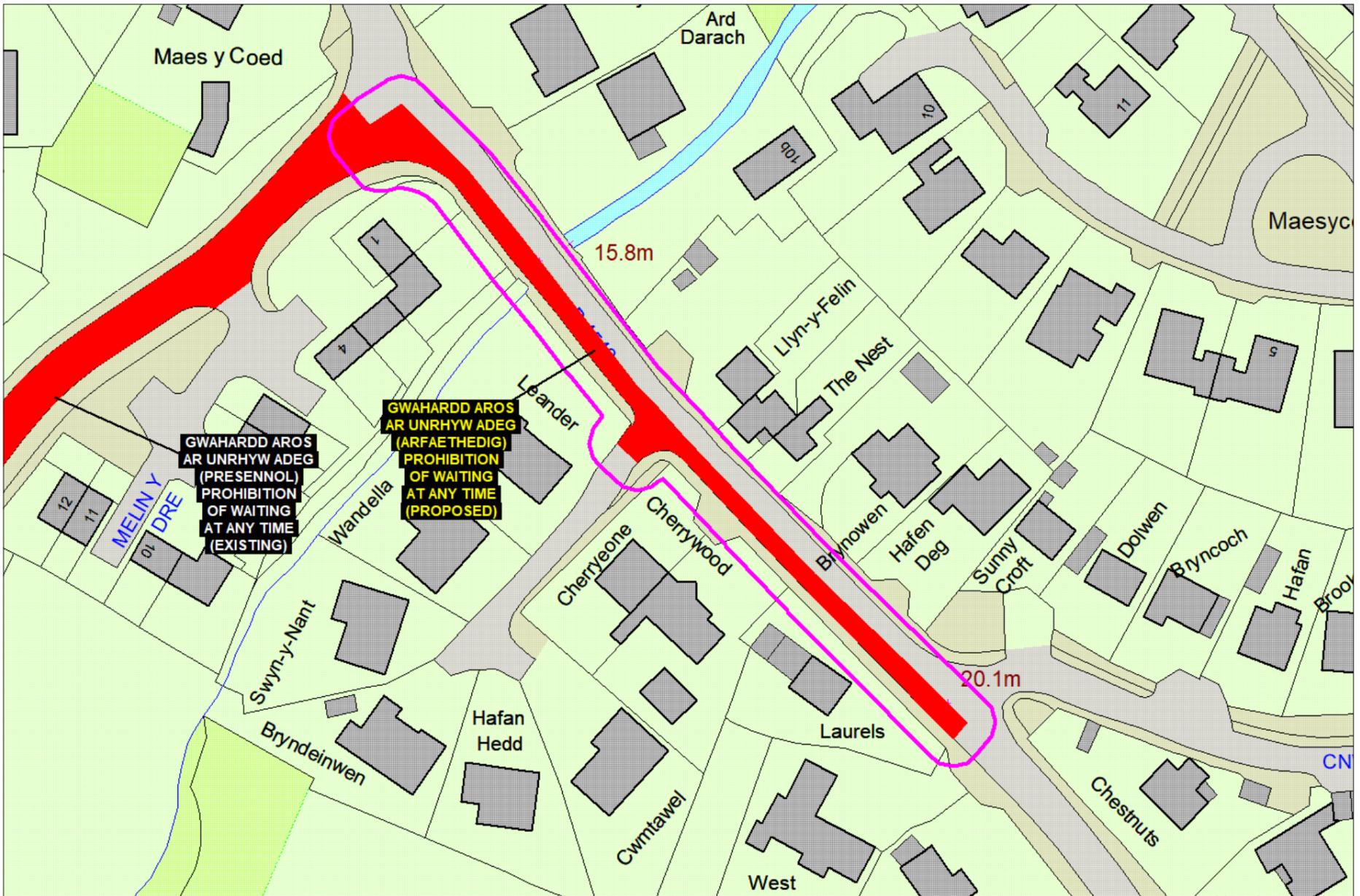
An Integrated Impact Assessment has been presented and will be presented with any reports relevant to the Transformation projects

Wellbeing of Future Generations:

Summary:

Long term: Positive
Collaboration: Positive
Involvement: Positive
Prevention: Positive
Integration: Positive

Recommendation(s):	IT IS RECOMMENDED THAT Cabinet approve the making of the necessary TROs and the publication of a subsequent Notice of Making in the press
Reasons for decision:	The proposed TROs form part of an Active Travel Grant and Road Safety Grant funded scheme
Overview and Scrutiny	Thriving Communities
Policy Framework:	Producing better and safer roads
Corporate Priorities:	Boosting the Economy Investing in People’s Future Enabling Individual and Family Resilience Promoting Environmental and Community Resilience
Finance and Procurement implications:	Grant Funded Scheme
Legal Implications:	Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996.
Staffing implications:	N/A
Property / asset implications:	N/A
Risk(s):	
Statutory Powers:	Road Traffic Regulation Act 1984
Background Papers:	Ceredigion County Council (Prohibition And Restriction of Waiting and Loading and Unloading) Order 2019, Ceredigion County Council (20 mph, 30 mph, 40 mph and 50 mph Speed Limits and Derestricted Roads) (Consolidation) Order 2014
Appendices:	Appendix 1a & b - Maps showing the proposals Appendix 2 - Integrated Impact Assessment
Corporate Lead Officer:	Rhodri Llwyd
Reporting Officer:	Tom Delph-Janiurek
Date:	17/09/21



Rhodri Llwyd
 Prifffyrdd a Gwasanaethau Amgylcheddol
 Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron, SA46 0PA
 Highways and Environmental Services
 Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron, SA46 0PA



Ffordd Gwbert / Gwbert Road

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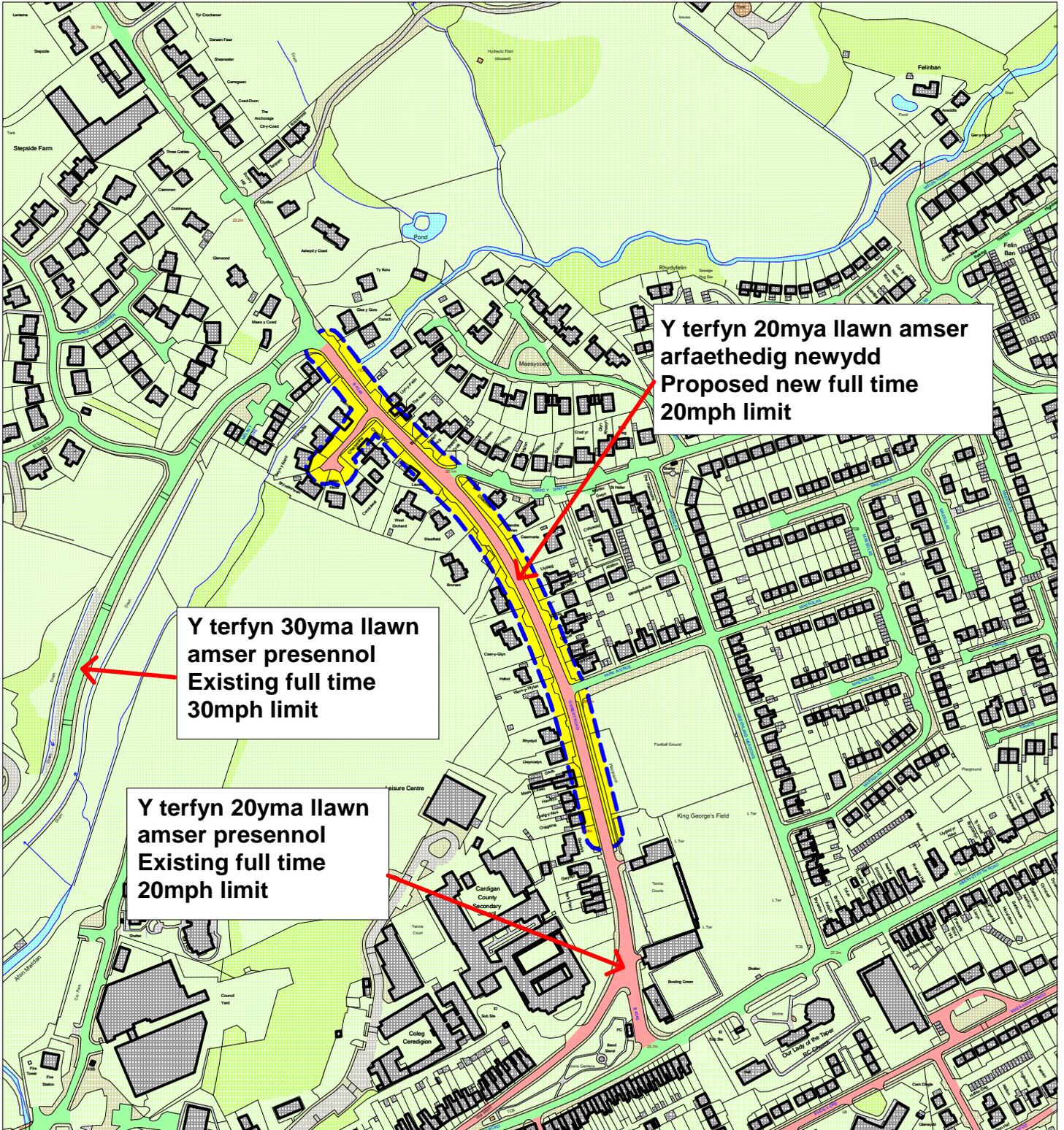
CYNGOR SIR CEREDIGION

Mae'r Cyngor yn cynnig gwneud Gorchymyn Cyngor Sir Ceredigion (Gwahardd ar Aros a Llwytho a Dadlwytho) 2019 (Ffordd Gwbert, Aberteifi) (Gorchymyn Diwygio Rhif 5) 2021. Effaith hyn yw cyflwyno Gwaharddiad Aros newydd ar Unrhyw Adeg ar Ffordd Gwbert, Aberteifi.

CEREDIGION COUNTY COUNCIL

The Council proposes to make the Ceredigion County Council (Prohibition and Restriction of Waiting and Loading and Unloading) Order 2019 (Gwbert Road, Cardigan) (Amendment Order No.5) 2021. The effect of this is to introduce a new Prohibition of Waiting at Any Time on Gwbert Road, Cardigan.

Cyngor Sir CEREDIGION County Council



Ymgynghoriad ar derfyn cyflymder 20mya parhaol newydd, Ffordd Gwbert Consultation on new permanent 20mph speed limit, Gwbert Road

Rhodri Llwyd B. Eng C. Eng MICE
Swyddog Arweiniol Corfforaethol - Gwasanaethau Prifffyrdd ac Amgylcheddol
Corporate Lead Officer - Highways and Environmental Services
Cyngor Sir Ceredigion County Council, Penmorfa, Aberaeron
SA46 0PA



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CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 05 October 2021

Title: LA Representative on Governing Bodies

Purpose of the report: To confirm the nomination of LA Representative on Governing Bodies

For: Decision

Cabinet Portfolio and Cabinet Member: Cllr Catrin Miles, Schools Service, Lifelong Learning and Leisure.

Ysgol Uwchradd Aberteifi: Elect Jeremy Holmes as LA Governor at the request of the Governing Body of Ysgol Uwchradd Aberteifi.

Has an Integrated Impact Assessment been completed?
No – report does not refer to a Policy or Service change.

Wellbeing of Future Generations:

Summary:
Long term:
Collaboration:
Involvement:
Prevention:
Integration:

Recommendation(s): Members are requested to confirm the nomination of the above named as LA representatives on the Governing Bodies of the relevant School.

Reasons for decision: To nominate representatives of the LA on Governing Bodies.

Overview and Scrutiny: N/A
Policy Framework:

Corporate Priorities: N/A

Finance and Procurement implications:	None
Legal Implications:	
Staffing implications:	None
Property / asset implications:	None
Risk(s):	N/A
Statutory Powers:	N/A
Background Papers:	N/A
Appendices:	N/A
Corporate Lead Officer:	Meinir Ebbsworth – Corporate Lead Officer - Schools
Reporting Officer:	Nia James
Date:	13 September 2021

CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 05/10/2021

Title: Gender Pay Report 2021 and Workforce Equality Report 2021

Purpose of the report: To ensure that the Authority is meeting its requirements in relation to the Equality Act 2010 and the Public Sector Equality Duty 2011 to publish employment information annually

For: Information

Cabinet Portfolio and Cabinet Member: Councillor Ray Quant, Deputy Leader of the Council and Cabinet Member for Customer Contact, Legal and Governance, People and Organisation

BACKGROUND:

Ceredigion County Council, along with all listed public authorities in Wales, is required to carry out gender pay reporting and publish employment information on an annual basis.

Gender Pay Report 2021

The requirement to carry out gender pay reporting is contained with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The Regulations require the following six calculations to be undertaken on the workforce as at 31 March each year. The report is based on the workforce snapshot data taken on 31 March 2021.

1	Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2	Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3	Mean bonus gender pay gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4	Median bonus gender pay gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5	Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6	Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

However, as a result of the introduction of the Single Status Agreement in 2012 Ceredigion County Council does not pay bonus payments (performance or specific) therefore no figures are published for points 3, 4 or 5 in the above table.

As at 31 March 2021 a mean pay gap of -5.3% and a median pay gap of -3.9% existed between men and women. This is an improvement from 31 March 2020 where the mean pay gap was -7.6% and median pay gap was -4.5%. The reason the gap exists is covered in the report together with the measures we are taking to address the pay gap.

Workforce Equality Report 2021

The Public Sector Equality Duty 2011, which forms part of the Equality Act 2010, requires that the Council publishes a range of data relating to our workforce under each of the protected characteristics detailed in the Equality Act:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual Orientation
- Marriage and Civil Partnership

The data gathered relates to the period 1 April 2020 to 31 March 2021 and reports on each protected characteristic in:

- our current workforce as at 31 March 2021;
- those who have applied for jobs during the period
- those who have left our employment during the period

Wellbeing of Future Generations:	Has an Integrated Impact Assessment been completed? If, not, please state why -	No This report does not refer to a policy or service change
Recommendation(s):	Summary: Long term: Collaboration: Involvement: Prevention: Integration:	1) To note the contents of the Gender Pay Report 2021 2) To note the contents of the Workforce Equality Report 2021
Reasons for decision:		
Overview and Scrutiny:	and	Overview and Scrutiny Co-ordinating Committee 15/09/2021

Policy Framework:

Corporate Priorities:

Finance and Procurement implications: None

Legal Implications:

Compliance with Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Public Sector Equality Duty 2011

Staffing implications: None

Property / asset implications: None

Risk(s): Non-compliance with Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Public Sector Equality Duty 2011

Statutory Powers:

Background Papers:

Appendices: Gender Pay Report 2021
Workforce Equality Report 2021

Corporate Lead Officer: Geraint Edwards

Reporting Officer: Geraint Edwards

Date: 13/09/2021

*"Empowering our people
to be their best"*



Workforce Equality Report

2021



Cyngor Sir
CEREDIGION
County Council



Introduction

The Equality Act 2010 brought together and replaced all of the previous anti-discrimination laws under a single Act. Previously public sector bodies had separate duties with regard to race, disability and gender equality however the Equality Act 2010 consolidated these under a new public sector equality duty (the general duty) covering the following protected characteristics:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex
- Sexual Orientation
- Marital Status - it applies to marriage and civil partnership, but only in respect of the requirement to have due regard to eliminate discrimination.

The Equality and Human Rights Commission describes the aim of the general duty as “to ensure that public authorities consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities”. This requires that we have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and those who do not

In addition to the general duty, as a listed public authority in Wales, Ceredigion County Council has a range of specific duties one of which is to collect and publish annually a range of data relating to our workforce; those who have applied for jobs in the Authority; those who have left during the year, any pay differences and staff training.

The implementation of an integrated HR / Payroll system (Ceri) was completed in April 2018. The system has allowed for a greater collection of data than had previously been the case.

Whilst the Authority recognises that there is no obligation for staff to provide information in relation to their protected characteristics we have encouraged staff to complete their equality monitoring profile in the Self-Service section of the HR/Payroll system. Staff have been contacted to explain the Authority’s commitment

to equality and valuing diversity in all its roles, and the duties placed on us by the Equality Act 2010. Staff were informed of how the information would be securely held and only used for monitoring purposes.

Please Note:

- This report only includes centrally employed staff of Ceredigion County Council and therefore does not include those staff (teachers and support staff) employed directly by school Governing Bodies.

Current Workforce

The gender profile of Ceredigion County Council's workforce on 31st March 2021

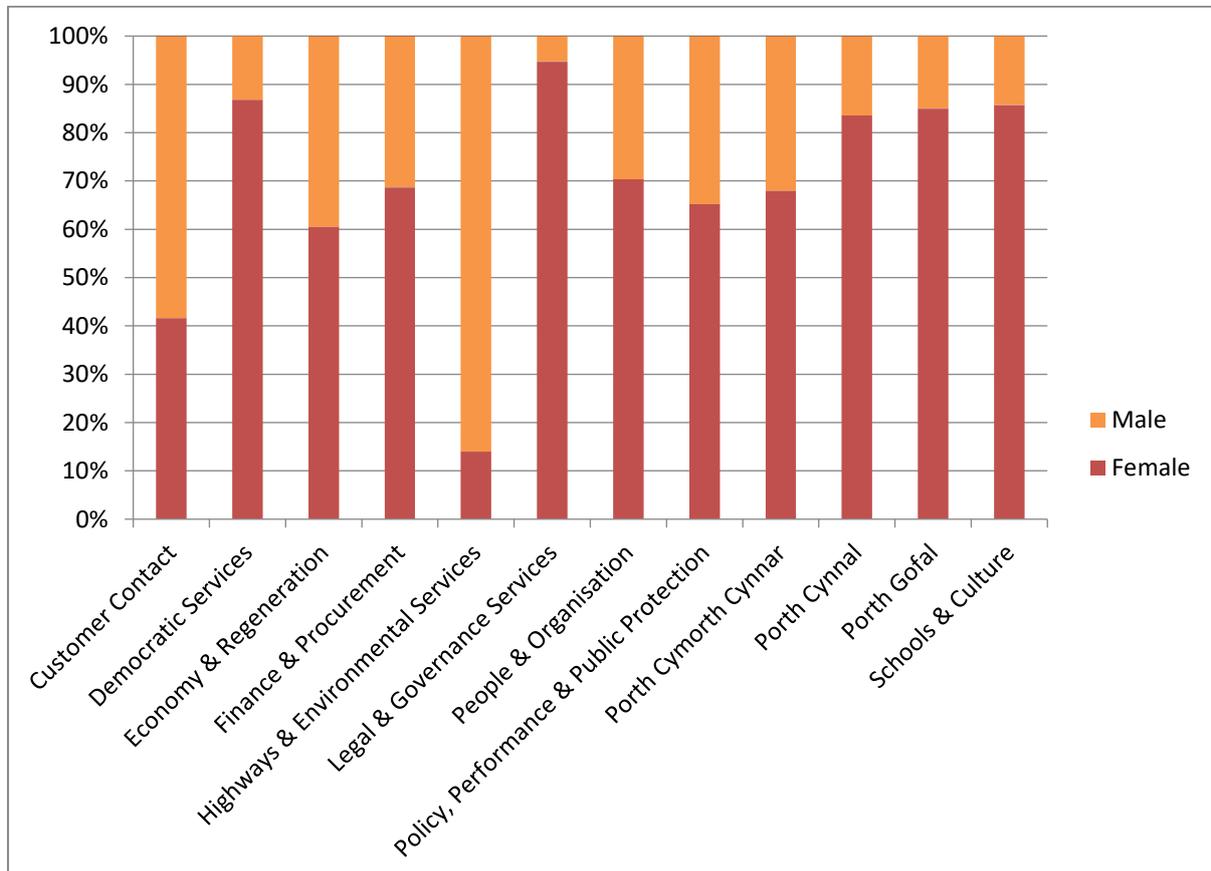


Grade and Pay

The tables below shows the Job category as reported by service conditions, grades and salary ranges broken down by male and female for Ceredigion County Council.

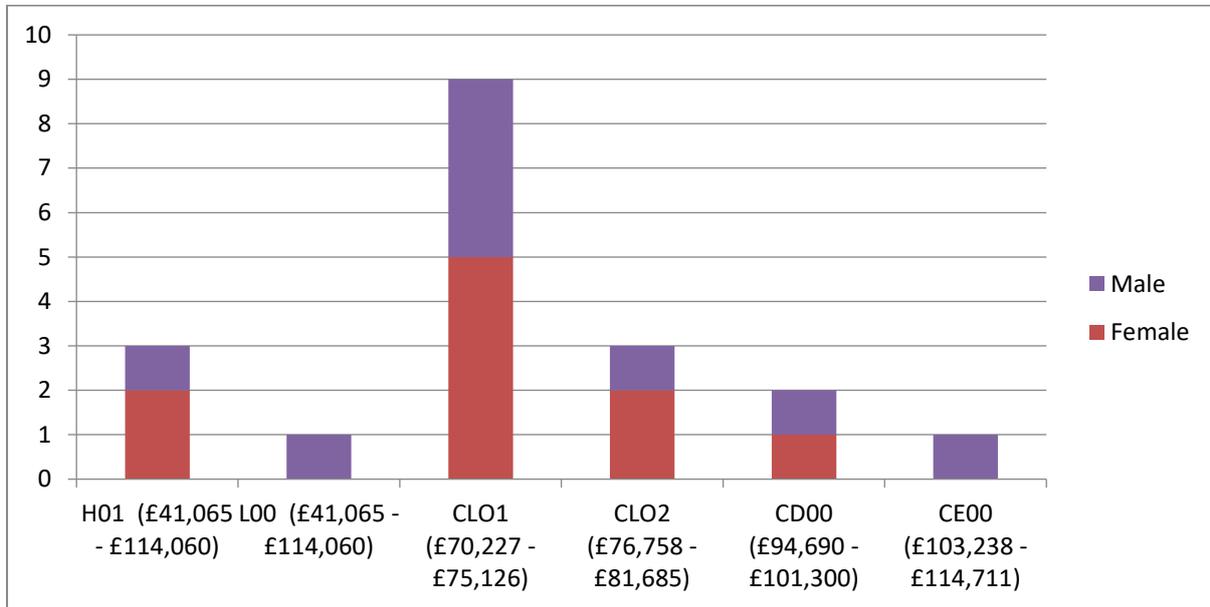
This data is collated to show the following employee groups: Chief Officer, National Joint Council (NJC - Green Book), Soulbury and Centrally Employed Teachers.

Gender by Service

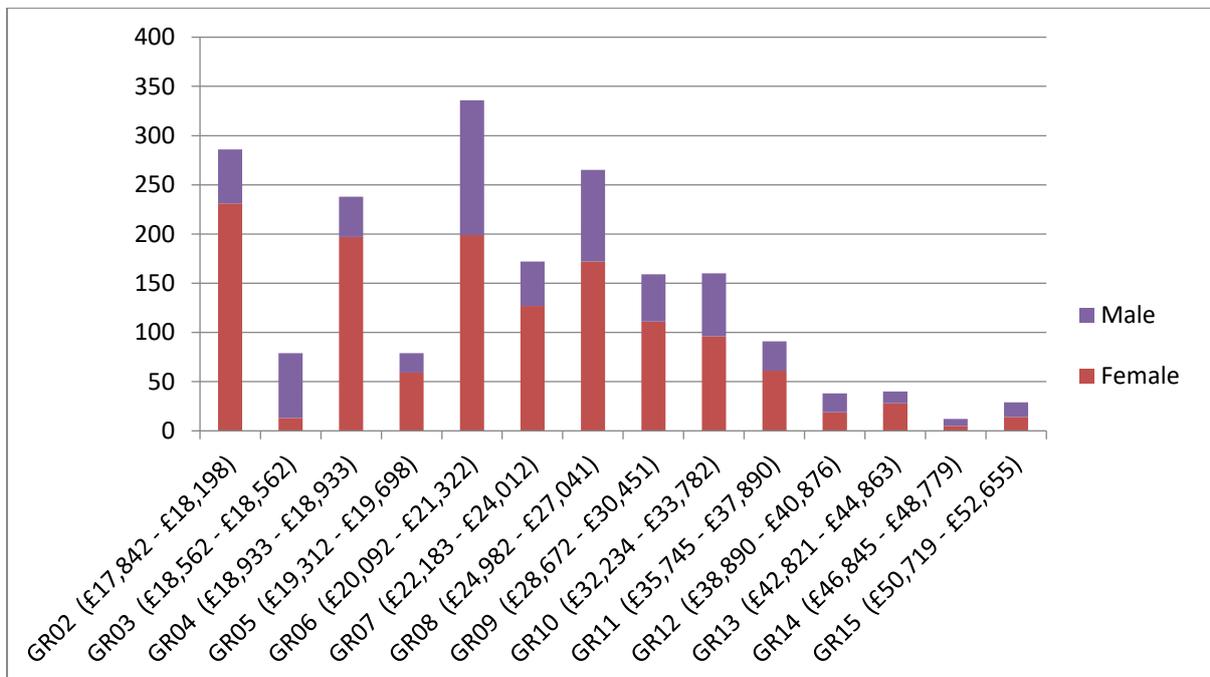


Gender by Grade

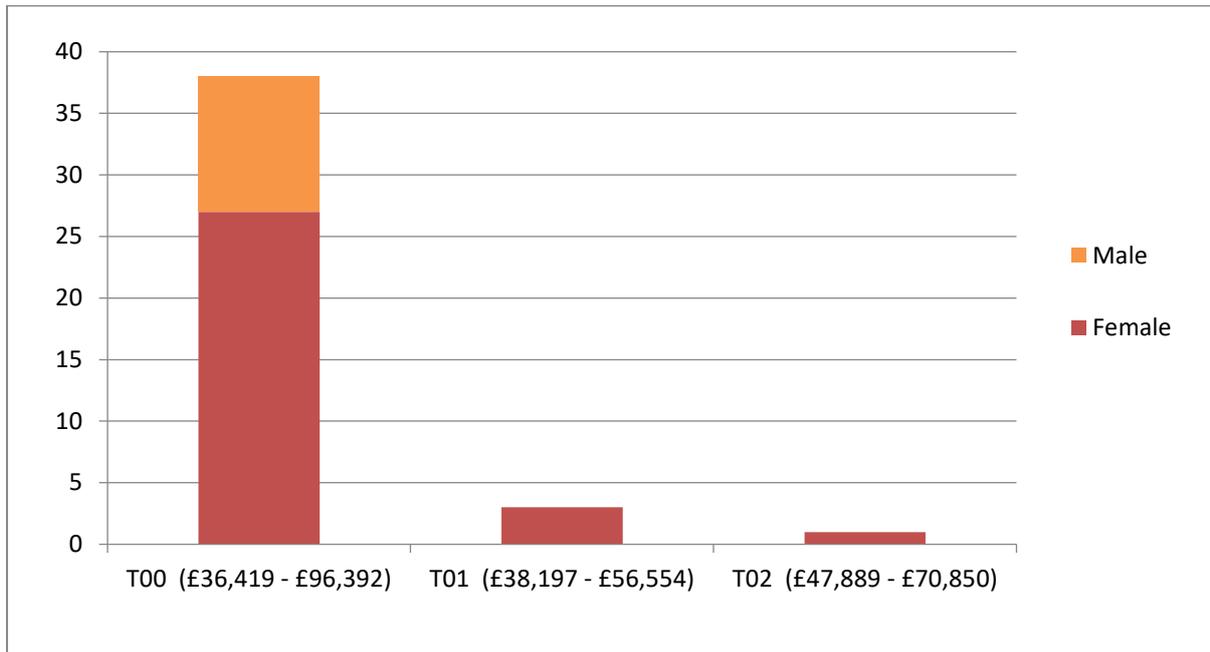
Chief Officers



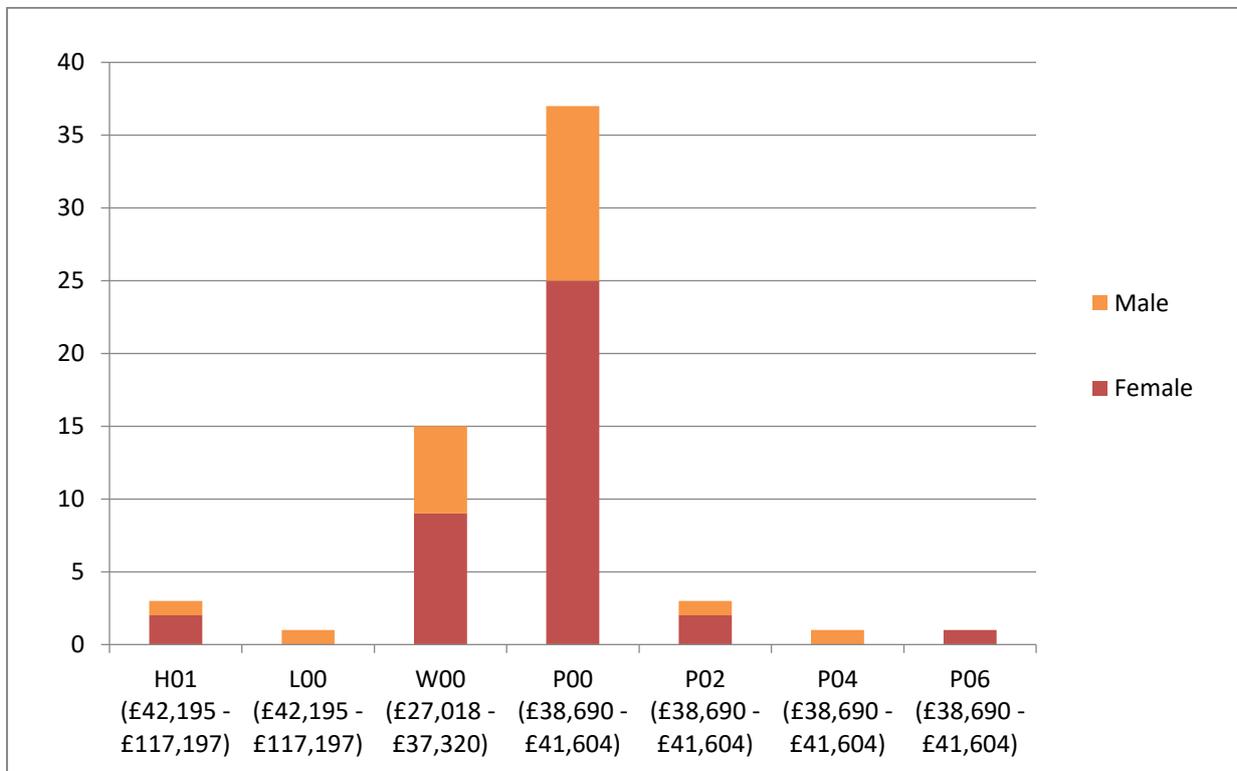
NJC



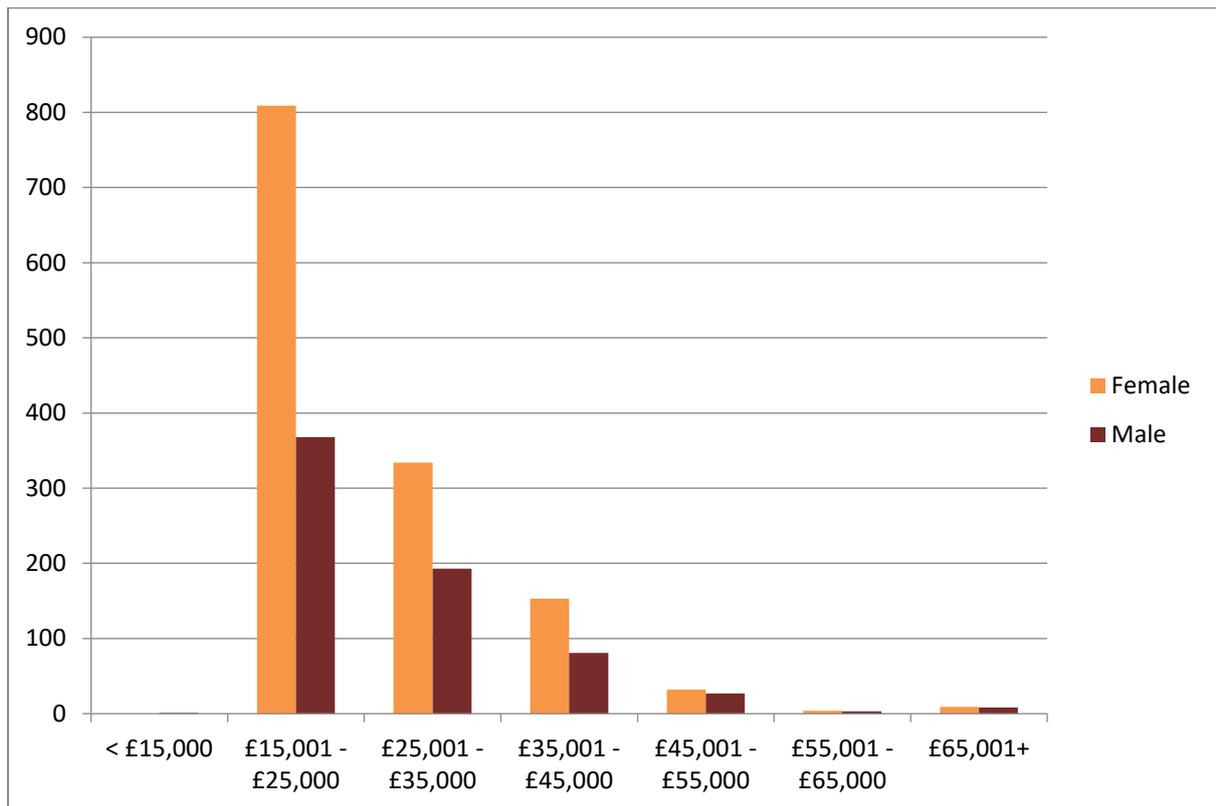
Soulbury



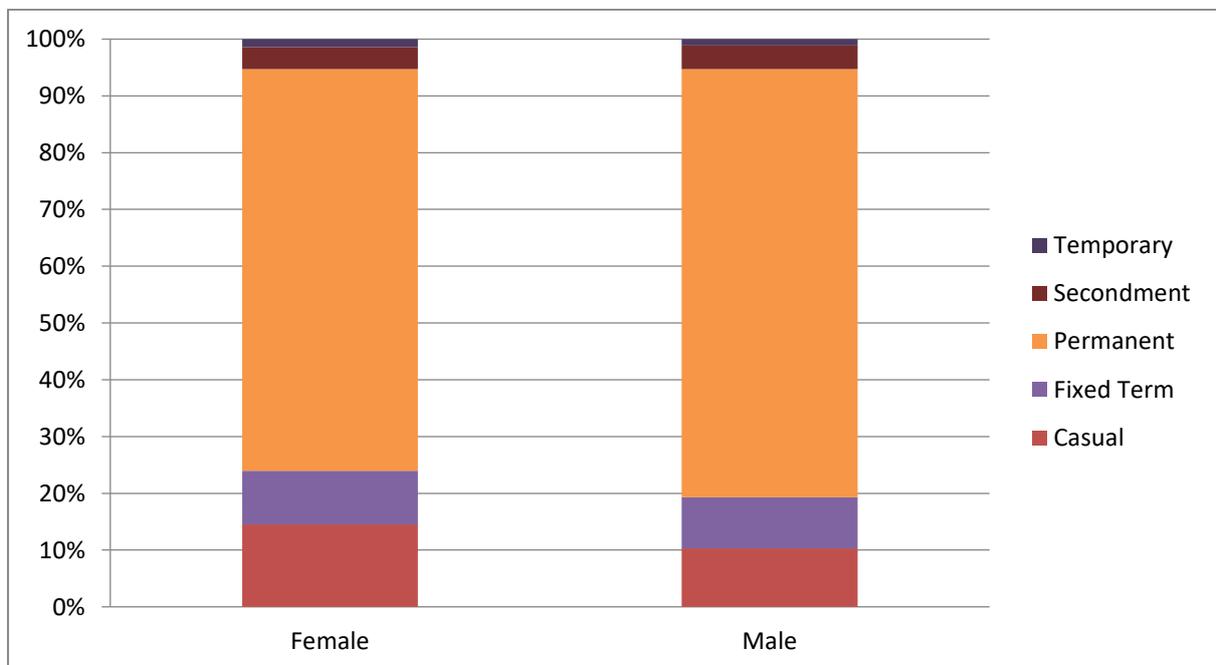
Teachers – Centrally Employed



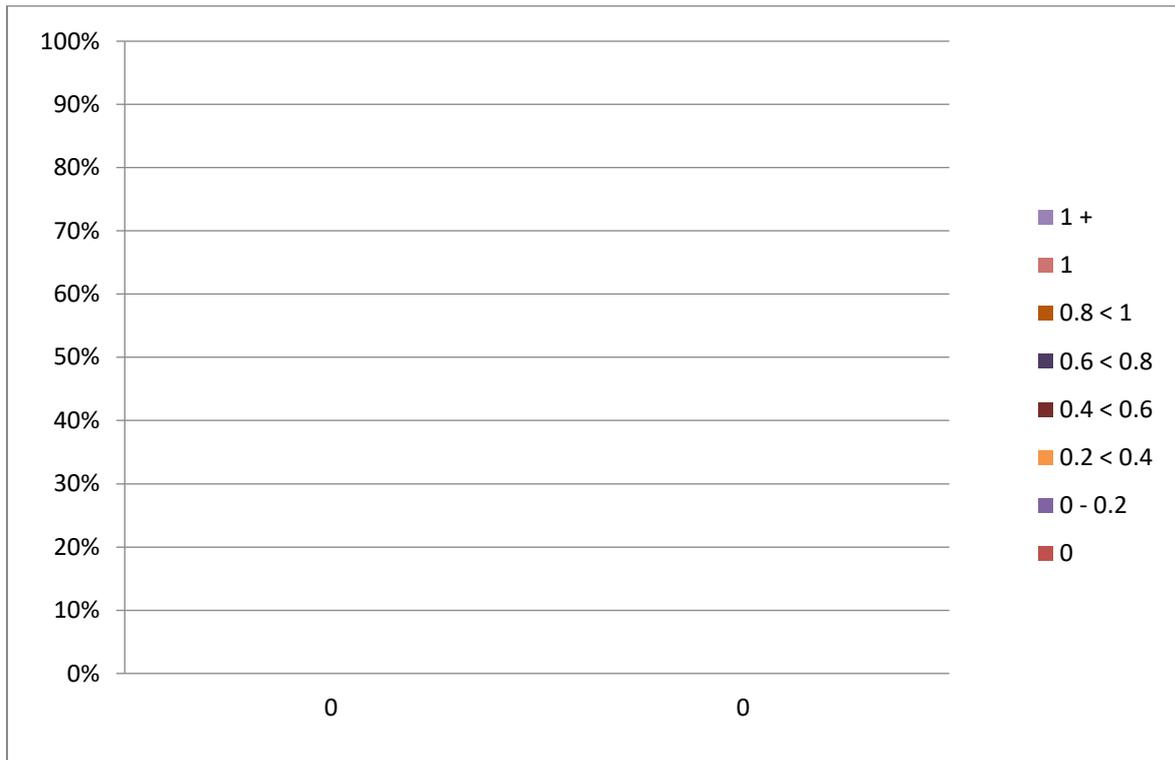
Gender by Pay



Gender by Contract Type



Gender by Working Pattern (FTE)

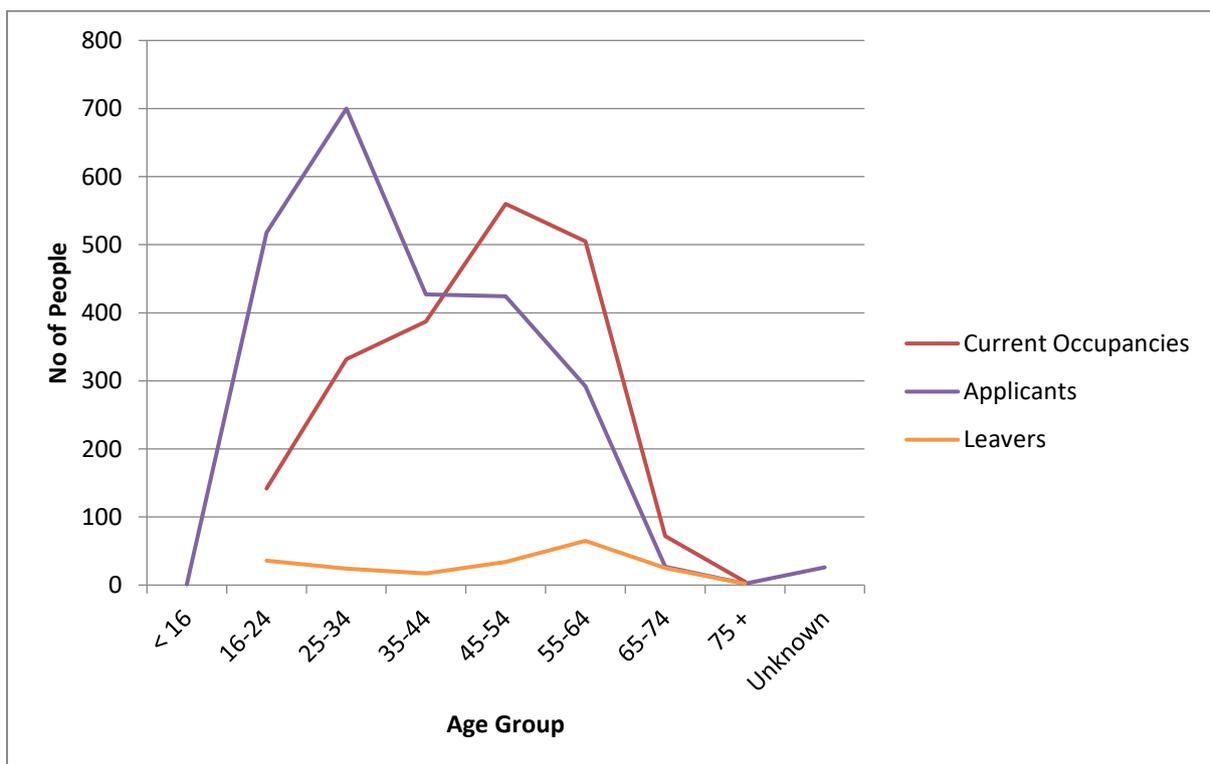


Age

The Authority's current workforce profile consists of 57.0% who are over the age of 44. The largest single group is in the 45 – 54 years old category (28.0%), followed by 55 – 64 years old (25.2%), 35 – 44 years old (19.3%), 25 – 34 years old (16.6%), 16 – 24 years old (7.1%), 65 – 74 years old (3.6%), and over 75 years old (0.2%).

In contrast, 68.1% of applicants were under the age of 45 years old. The largest single group of applicants were in the 25 – 34 years old category at 29.0%, followed by 16 – 24 years old (21.4%), 35 – 44 years old (17.7%), 45 – 54 years old (17.5%) and 55 – 64 years old (12.1%), 65 – 74 years old (1.1%), 75 years old and over (0.1%) whilst 1.1% were unknown.

The data for staff leaving Ceredigion County Council shows that the 55 – 64 years old category had the largest percentage of leavers at 32.0%, followed by 16 – 24 years old category accounted for 17.7%, 45 – 54 years old category at 16.8%. The remaining categories showed a relatively even spread across the age groups. The 65 – 74 years old category accounted for 12.3%, 25 - 34 years old category accounted for 11.8% of all leavers, whilst the 35 – 44 years accounted for 8.4%. The 75 years old and over accounted for 1.0%.



Disability

Of the Authority's current workforce 2.2% declare that they have a disability whilst 66.7% declare that they do not. The status of the remaining 31.1% is not known.

3.3% of applicants declared that they did have a disability, whilst 84.4% declared that they did not. The status of the remaining 12.3% is not known.

The data for staff leaving Ceredigion County Council shows 2.5% declaring that they have a disability, 58.9% declaring that they did not have a disability with the status of the remaining 38.6% being not known.



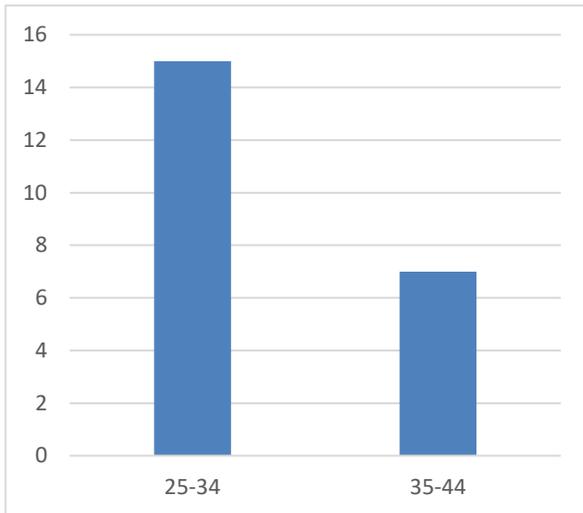
Gender Reassignment

Specific information relating to this protected characteristic has not been published due to the possibility of identification as less than five individuals indicated that their gender was not the same as that assigned at birth.

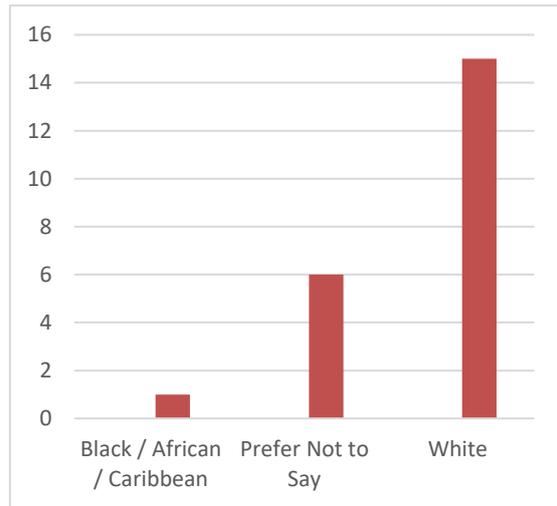
Pregnancy and maternity

There were 22 employees who commenced maternity leave during the year up to 31 March 2021. This represents 1.7% of the female headcount.

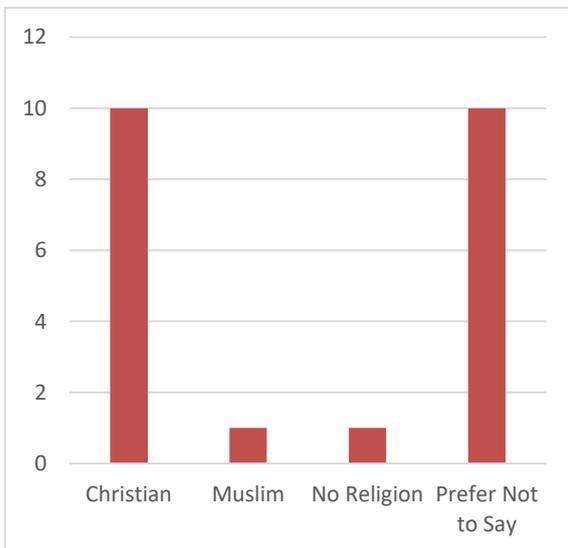
Age



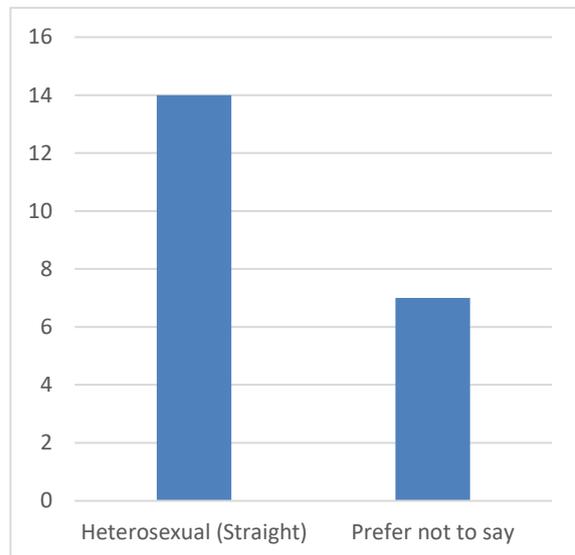
Race



Religion



Sexual Orientation

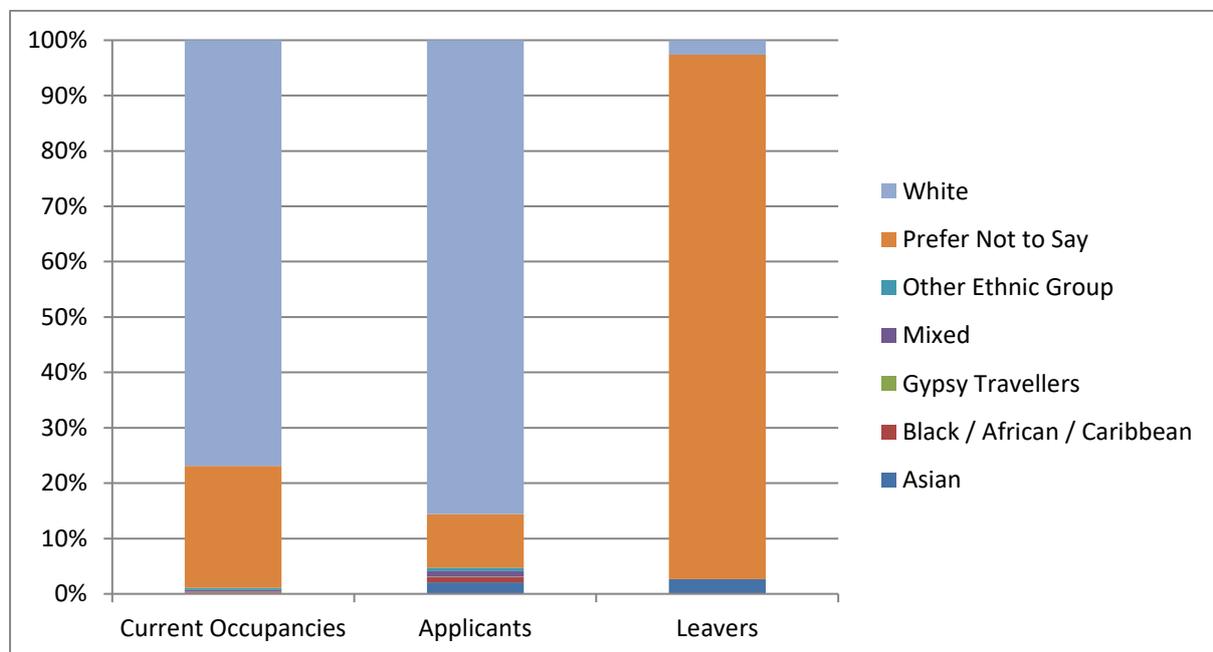


Race - including ethnic or national origin, colour or nationality

The Authority's current workforce consist of 76.9% who chose 'White' as their ethnicity, followed by 'Other ethnic group' (0.4%), 'Black/African/Caribbean' (0.2%), 'Mixed ethnicity' (0.2%), and 'Asian' (0.2%). 22.0% of the workforce chose 'prefer not to say'.

The largest proportion of applicants were White (85.6%), followed by Asian (2.1%), Mixed ethnicity (1.0%), Black/African/Caribbean (1.0%), Other ethnic group (0.6%), and Gypsy Travellers (0.1%). 9.6% of applicants chose the 'prefer not to say' option.

The data for staff leaving Ceredigion County Council shows 67.8% as being White, followed by at Black/African/Caribbean (1.0%), Asian (0.5%), Mixed ethnicity (0.5%), whilst the remaining 30.2% were recorded as 'prefer not to say'.

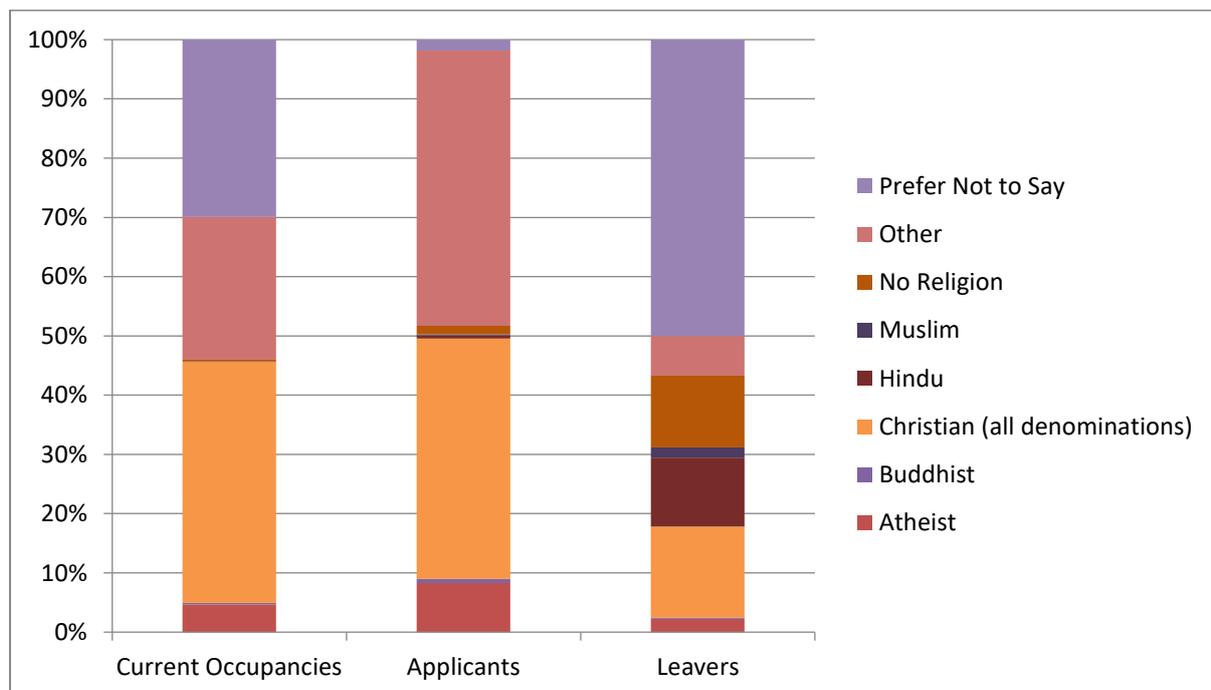


Religion or belief

Of those who chose a religion or belief 'Christian (of all denominations)' form the largest group of the current workforce at 38.4%, followed by 'No religion' (22.7%), Atheist (4.4%), Other (2.2%), Muslim (0.3%), Buddhist (0.2%), and Hindu (0.1%) whilst 31.7% preferred not to say.

The application process had less people (13.2%) choosing the 'prefer not to say' option than either of the current workforce group or those leaving the organisation. The largest proportion of applicants were No religion (40.3%), followed by Christian (35.3%), Atheist (7.2%), Other (1.6%), Muslim (1.3%), Buddhist (0.6%) and Hindu (0.5%).

Similar to the current workforce, the data for staff who left Ceredigion County Council shows a large number of 'prefer not to say' at 37.7%, followed by Christian (30.7%), No religion (23.3%), Atheist (4.5%), Other (3.5%) and Buddhist (0.5%)

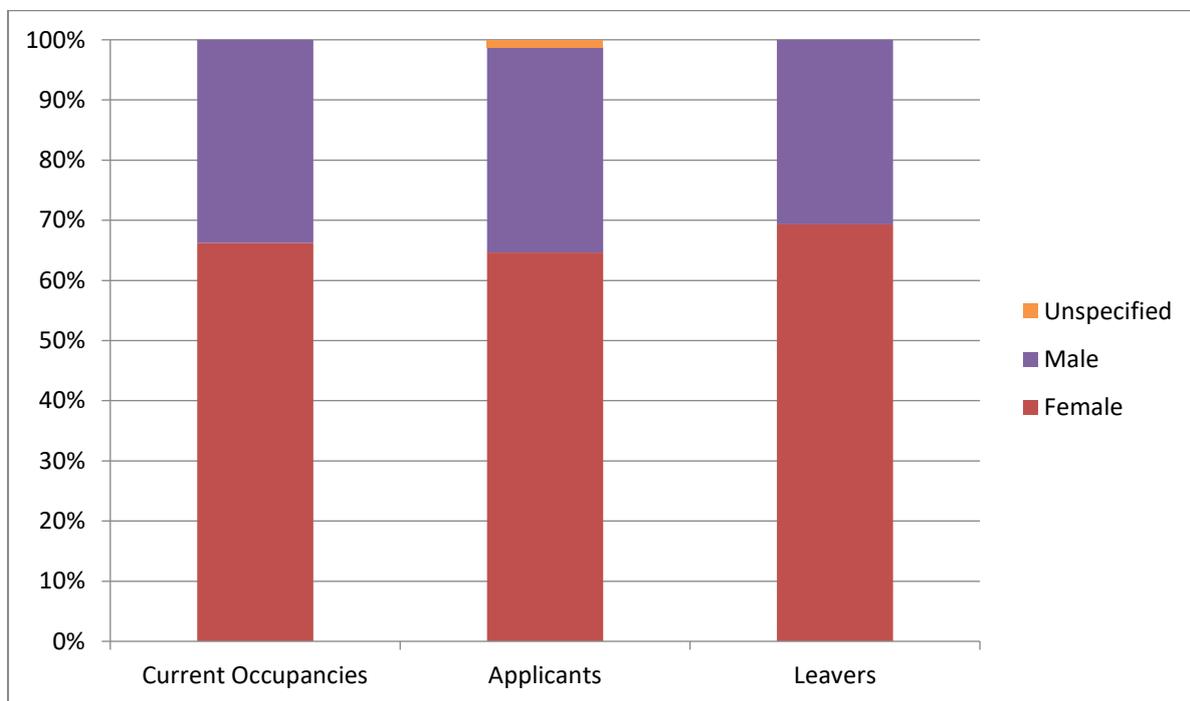


Gender

As at 31 March 2021 Ceredigion County Council employed 2,003 staff. The workforce consisted of 1,327 (66%) females and 676 (34%) males.

This was also reflected in the percentage of males applying for posts, at 34% male applicants although the female ratio was slightly lower at 65%. The remaining 1% of applicants were 'unspecified'.

The data for staff who left Ceredigion County Council during the year differed slightly compared to the current workforce ratio, at 69% female and 31% male.

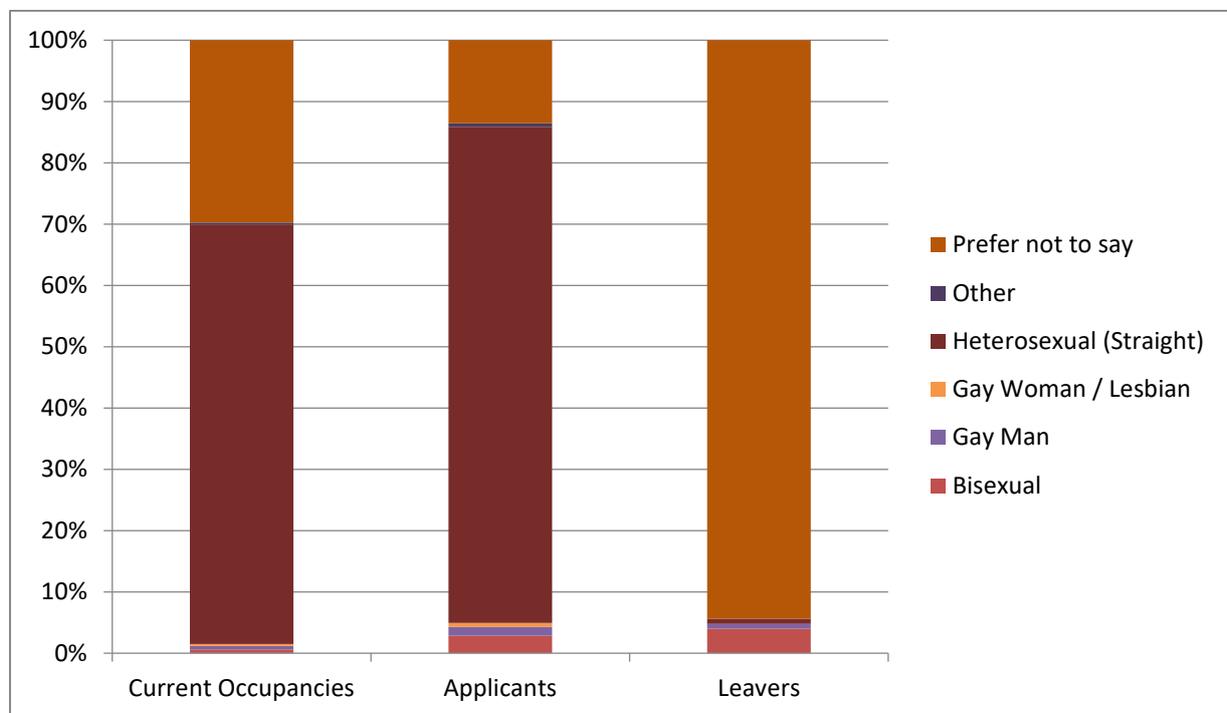


Sexual Orientation

The current workforce, of those who have selected a sexual orientation, consists of 68.5% heterosexual, 0.6% bisexual, 0.6% gay man, 0.3% gay woman, 0.3% other, whilst 29.7% prefer not to say.

The application process has less people (13.5%) choosing the 'prefer not to say' option than either of the current workforce group or those leaving the organisation. The largest proportion of applicants were heterosexual (81.0%), followed by bisexual (2.9%), gay man (1.4%), gay woman (0.6%) and Other (0.6%).

The data for staff who left Ceredigion County Council shows a majority of heterosexual at 57.9%, bisexual at 2.5%, gay man at 0.5%, gay woman at 0.5%, Other at 0.5%, whilst 38.1% prefer not to say.



Employees who have applied for training and how many succeeded in their application

Identification of the need for training, learning and development is carried out through the Council's workforce planning and performance review systems.

During personal development interviews Managers will discuss with employees their training, learning and development needs which are aligned to the performance review and job competencies. The results of these feed in to a Service Training Plan.

The Council does not currently monitor whether training requests are refused as the process used to identify training does not lend itself to this type of monitoring. We are currently considering whether there are processes which would allow this data to be captured, analysed and reported.

Employees who have completed training during the year up to 31 March 2021.

At this time we are unable to provide a report of those employees who have completed training during the year. The implementation of the Learning & Development module of the HR/Payroll system has taken place and it is expected that this will provide the required data. We are currently considering whether there are processes which would allow this data to be fully captured, analysed and reported.

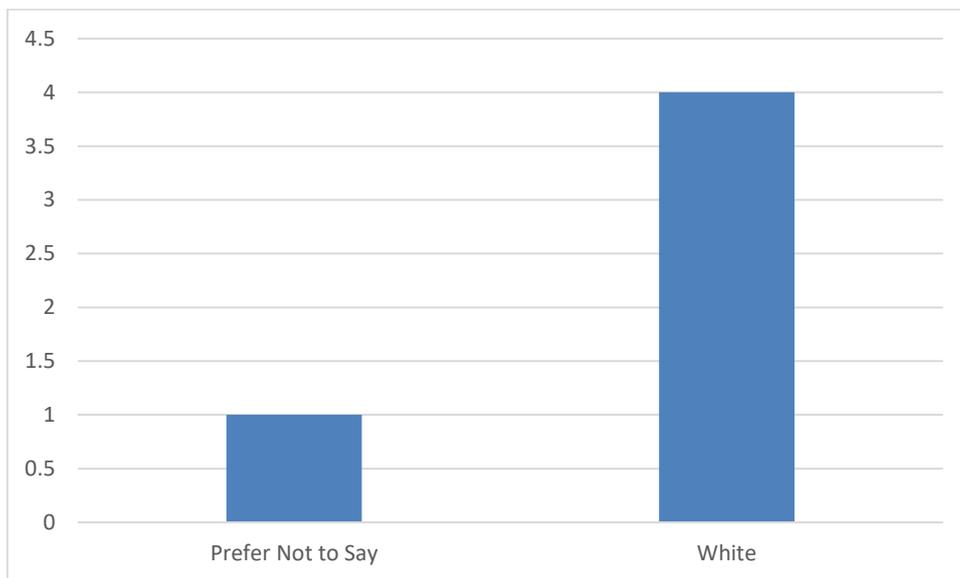
Grievance

Employees involved in grievance procedures either as a complainant or a person against whom a complaint was made.

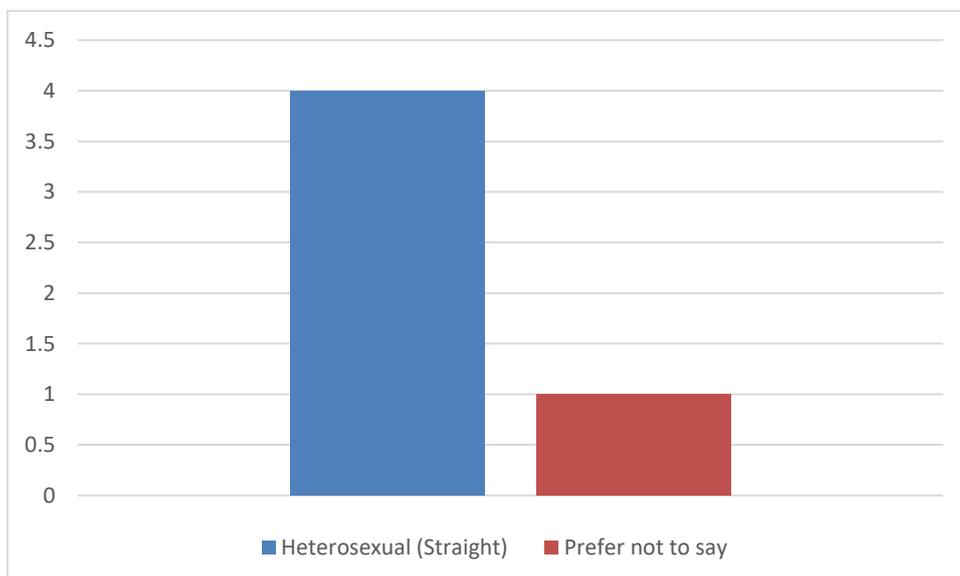
Note: Due to the small number of individuals involved in grievances (five in total) the data shown below only relates to two protected characteristics – ethnicity and sexual orientation. The data relating to religion and age have not been published due to the possibility of identification. There were no other protected characteristics included in this data set.

The total number of employees involved in grievance procedures was 5, all which were Female

Ethnicity



Sexual Orientation



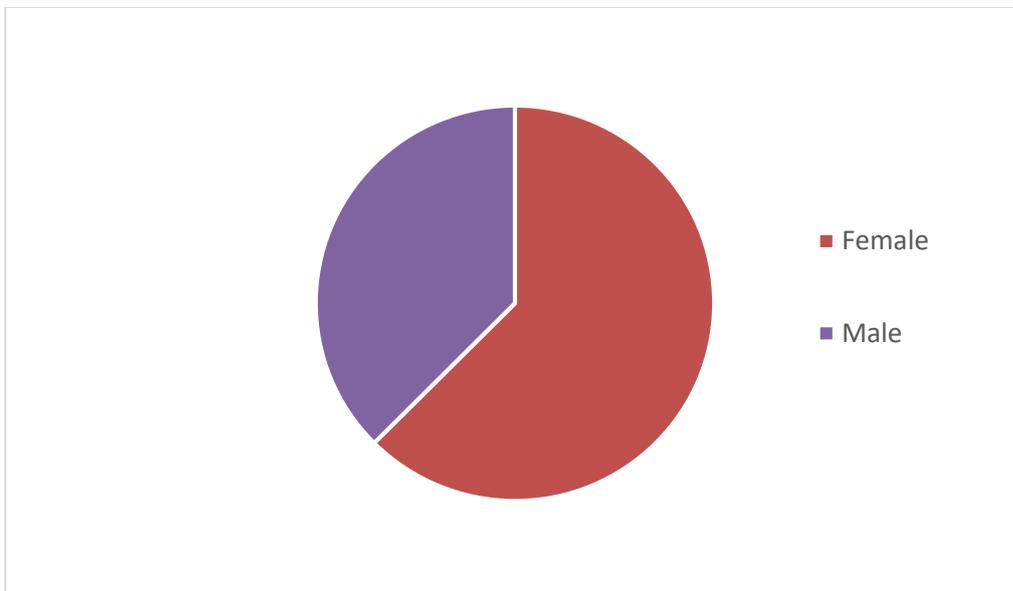
Disciplinary

Employees subject to disciplinary procedures

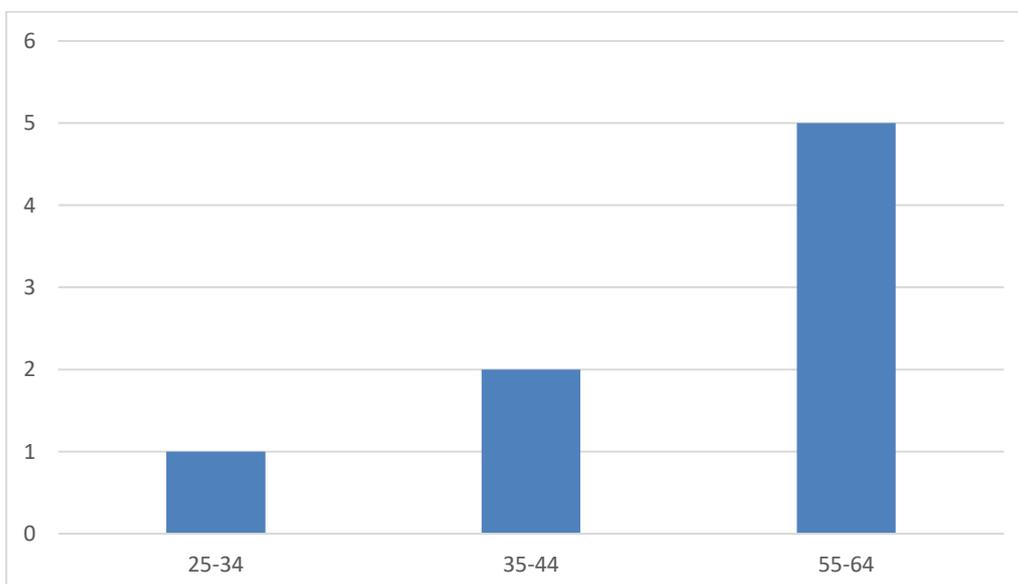
Note: Due to the small number of individuals involved in disciplinary (8 in total) the data shown below only relates to two protected characteristics: age and gender. The data relating to disability and religion has not been published due to the possibility of identification. There were no other protected characteristics were included in this data set.

The total number of employees subject to disciplinary procedures was 8. Of these 3 were Male and 5 were Female.

Gender



Age



"Investing in People's Future"



Gender Pay Report

2021



Cyngor Sir
CEREDIGION
County Council



Ceredigion County Council

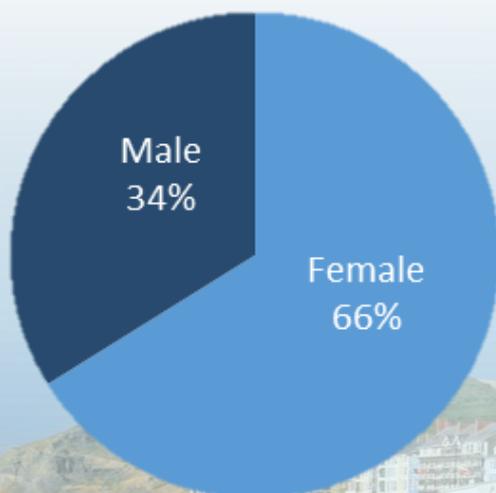
Ceredigion County Council along with all listed public authorities in Wales is **required** to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

This report containing the required information and actions that the Council will undertake in order to address gender pay issues will be published on our website and also be available for staff on the internal Ceri Net intranet site.

Context



The Council workforce as at 31st March 2021 comprised of 66% female and 34% male employees

Gender pay gap figures



The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The **mean pay gap** is the difference between average hourly earnings of men and women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

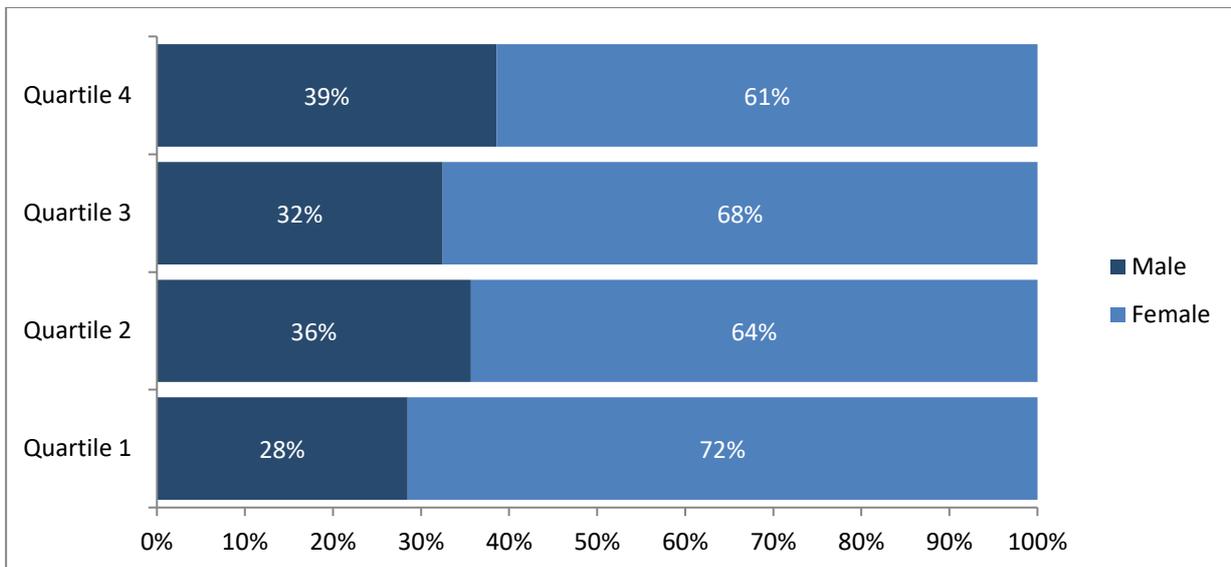
The information provided in the charts is based on the hourly rate of pay as at 31st March 2021.

This rate is a reduction on the previous year (2020): median pay gap rate of -7.6% and mean pay gap of -4.5% but an increase on 2019: median pay gap rate of -2.8% and mean pay gap of -2.9%

Following the introduction of the Single Status Agreement in 2012 Ceredigion County Council does not pay bonus payments (performance or specific) therefore no figures are published for points 3, 4 and 5 above.

Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.



Why we have a gender pay gap

While we are confident that men and women are paid equally for doing equivalent jobs across the Council, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation. At the moment there are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower scales.

How we will continue to address the pay gap

Recruitment - We will attract the right people

- We aim to recruit from the widest possible talent pool. We will continue to develop our Careers site in order to attract as many candidates as possible to work for Ceredigion County Council
- We will ensure that the language in job adverts is gender neutral
- We will continue to explore further platforms to promote the Council recruitment profile on social media in order to attract as many candidates as possible and will monitor these to evaluate the impact on applicant numbers
- We will continue, when it is safe to do so, to increase the number of work experience placements and apprenticeship opportunities to young people allowing them to unlock their potential by earning whilst they learn

Retention - Once we have the right people, we want them to stay.

- We will continue to offer and develop a range of flexible working options at all levels, currently 49% of our staff (excluding school based) work part-time. We will build on the lessons learnt from enforced homeworking during the Covid-19 pandemic to develop new ways of working.
- We will review our family friendly and work-life balance policies to ensure that they offer the best opportunities to retain the staff with the skills and knowledge required to deliver our services
- We have introduced a 'Carers Policy' to support those staff who have carer responsibilities alongside their paid employment.
- The Ceredigion Managers' Programme, introduced in 2018, requires all managers to undertake training in both Recruitment & Selection and Equality & Diversity. We will continue to develop the programme and monitor that all managers attend the training provided
- We will continue to deliver training to staff on 'Unconscious Bias', ensuring that managers understand what unconscious bias is and its impact on management decision making in the workplace.

Development - We need to ensure that all staff have development opportunities

- We will continue to provide opportunities to undertake Institute of Leadership & Management (ILM) qualifications within the workplace.

- We have introduced a Corporate Qualification Panel to ensure that all staff have equality of opportunity to apply for support to undertake qualifications that will progress their careers within Ceredigion County Council.

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CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	5 October 2021
Title:	Care Inspectorate Wales (CIW) Assurance Check 2021
Purpose of the report:	To inform Cabinet of the outcome of the Health Assurance Check carried out during May 2021
For:	For information
Cabinet Portfolio and Cabinet Member:	Councillors Alun Williams and Catherine Hughes

The letter summarises Care Inspectorate Wales' Health Assurance Inspection of Ceredigion County Council's social care services which took place from 10 May to 14 May 2021.

CIW note that they suspended its routine programme in March 2020 in order to enable local authorities to focus fully on responding to the challenges presented by COVID-19, and that a revised programme recommenced in September to provide assurance on the safeguarding and well-being during the pandemic.

The focus of the Assurance Check was on:

1. How well is the local authority discharging its statutory functions to keep people who need care and support and carers who need support, safe and promote their well-being during the pandemic?
2. What is the local authority doing to prevent the need for children to come into care; and are children returning home to their families quickly enough where safe to do so?

Next Steps:

The letter will be published on the CIW website and a national thematic report is expected in due course.

Has an Integrated Impact Assessment been completed? If, not, please state why

Not applicable

Wellbeing of Future Generations:	Summary:
	Long term: N/A
	Integration: N/A
	Collaboration: N/A
	Involvement: N/A
	Prevention: N/A

Recommendation(s): To note the information

Reasons for decision: For information only

Overview and Scrutiny: Policy Framework:	Healthier Communities Overview and Scrutiny Committee 17.09.2021
Corporate Priorities:	
Finance and Procurement implications:	N/A
Legal Implications:	N/A
Staffing implications:	N/A
Property / asset implications:	N/A
Risk(s):	N/A
Statutory Powers:	
Background Papers:	N/A
Appendices:	CIW letter dated 2 July 2021
Corporate Lead Officer:	Sian Howys
Reporting Officer:	Sian Howys
Date:	17.09.21

Sian Howys
Statutory Director of Social Services
Ceredigion County Council
Penmorfa
Aberaeron
Ceredigion
SA46 OPA

Dyddiad/Date: 2 July 2021

Dear Director,

Care Inspectorate Wales (CIW) – Assurance Check 2021: Ceredigion County Council

This letter summarises the findings of our assurance check on 10 May to 14 May 2021. The purpose of this assurance check was to review how well local authority social services continue to help and support adults and children with a focus on safety and well-being.

We focused our key lines of enquiry within the four principles of the Social Services and Wellbeing (Wales) Act 2014 and have recorded our judgements and findings aligned to these People - Voice and Control, Prevention, Well-Being, Partnerships and Integration.

Overview

In March 2020, CIW suspended its routine programme in response to the COVID-19 pandemic to enable local authorities and providers to focus fully on responding to the challenging circumstances. A revised programme with local authorities recommenced in September to provide assurance about how people are being safeguarded and well-being promoted during the pandemic. We considered safety and well-being of people who use or may need to use services, the safety of services they access and the safety and well-being of people who work in services. We focused our key lines of enquiry within the four principles of the Social Services and Well-being (Wales) Act 2014 and have recorded our judgements and findings aligned to these: People - Voice and Control, Prevention, Partnerships and Integration, Well-being.

Our focus was on:

1. How well is the local authority discharging its statutory functions to keep people who need care and support and carers who need support, safe and promote their well-being during the pandemic?

Arolygiaeth Gofal Cymru (AGC)
Swyddfa Llywodraeth Cymru
Sarn Mynach
Cyffordd Llandudno
LL31 9RZ
www.arolygiaethgofal.cymru

☎ 0300 790 0126
✉ CIW@gov.wales

Care Inspectorate Wales (CIW)
Welsh Government Office
Sarn Mynach
Llandudno Junction
LL31 9RZ
www.careinspectorate.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

2. What is the local authority doing to prevent the need for children to come into care; and are children returning home to their families quickly enough where safe to do so?

Summary of findings and priorities for improvement:

People - voice and control - We asked: How well is the local authority ensuring people, carers and practitioners are having their voices heard, making informed choices, and maintaining control over their lives. While also balancing the recommendations and requirements made by Public Health Wales and Welsh Government to limit the spread of COVID-19?

Overall, we found people's voices were heard, their choices respected and people routinely achieved self-identified outcomes. We were told people were able to communicate in their preferred language. There was evidence in most case records of the "active offer" being made.

The local authority gives regard to the rights of children to be offered formal advocacy. From the information provided, we found evidence that children were offered access to the advocacy services and we saw an example of advocacy in relation to one of the looked after children cases we reviewed. The young person identified the significance of the advocate because this had been a consistent relationship in contrast to the changes of social worker. In the adult cases we saw evidence of people being supported by informal advocates to participate in decisions that affect them.

People including carers were given the opportunity to tailor and manage their own support through use of direct payments. Evidence seen of direct payment working well for individuals and carers and used creatively during the pandemic as a means of providing alternative respite.

Carers told us they value the information and support provided by the Ceredigion Carers Unit. We saw examples of carers needs being considered, and a recognition of the additional pressures experienced by carers during the pandemic.

Most practitioners who responded to our survey felt supported by colleagues and managers and regarded their workload as manageable. During the Assurance Check we found staff morale to be good and most practitioners were positive about their experience of working for the local authority. Some practitioners mentioned current sickness levels and how delays in recruitment as well as the local authority's inability to recruit is creating pressures across the teams. Whilst most practitioners and front line managers welcomed the authority's transformation ambitions, it was clear this agenda, particularly combined with Covid, has created uncertainties for the workforce regarding their future working arrangements. The local authority needs to continue their efforts to support staff to understand the benefits of the planned transformational changes and ensure they feel engaged with the discussions and the timetable for change.

Ceredigion County Council continues to support the professional development of practitioners and managers with a number of digital platforms used to enable the workforce to access on-line training. Newly qualified staff told us they are supported in their first years of practice by regular supervision and mentoring arrangements. Whilst the Corporate

Managers told us of the comprehensive programme of training commissioned by the local authority to support them to undertake their new roles and responsibilities and how this was providing a good basis for working collaboratively.

Prevention - We asked: To what extent is the local authority successful in promoting prevention and reducing need for increased or formal support from statutory agencies?

Senior leaders demonstrate a good understanding of the benefits of adopting a preventative approach and are able to convey the rationale for their strategic direction and ambition verbally and through strategic documentation. They have worked hard to re-design the service and developed a through age and wellbeing operating model with the focus on ensuring people receive the right help at the right time and in the right place. Prevention or delaying the development of care and support is closely aligned in Ceredigion to other local authority responsibilities including housing, leisure and education.

The drive for transformation and ensuring services can be sustainable in line with legislation and needs of the community has continued during an exceptional period of response to the pandemic. Whilst some of these services have not been available during the pandemic we heard of communities coming together and developing community support with the local young farmers clubs, providing support with shopping being an example.

Senior managers and officers have a good understanding and knowledge of the profile of children looked after and are confident they are progressing the discharge/alteration of orders that are no longer needed and only those children who need to be looked after are looked after.

Practitioners were alert to the fact that despite best efforts the inability to undertake direct face to face contact with families had adversely impacted on the preventative and care and support services, but they were proud of the Ceredigion response. We heard of on line parenting groups and virtual youth clubs and how given the rurality of the local authority such virtual arrangements worked better for some parents.

The importance of timely hospital discharge continues to be a priority for the local authority. We heard of the implementation of the discharge to assess model and how this was effectively supporting people to regain their independence and enabling people to return home in accordance with their wishes.

The provision of aids and adaptations benefits from positive coordination and good communication with practitioners across teams. We heard how the provision of personal protective equipment [PPE] was timely and well-coordinated from a central base and made a positive contribution to ensuring practitioners felt supported and protected.

Sufficiency of domiciliary care for adults continues to be a challenge. We heard of and saw examples of people not receiving the care and support they need as well as people moving to care homes because the care and support was not available in the community. Senior managers must ensure they do not lose sight of their ability to continue to meet the needs of all people in need of care and support, and must ensure its commissioning arrangements supports the development of good quality services for all.

Partnership and Integration - We asked: To what extent is the local authority able to assure itself opportunities for partnership working are positively exploited to maximise person centred planning and ensure integrated service delivery and service sustainability?

In most of the cases we reviewed we saw evidence of practitioners developing professional working relationships with people built upon co-operation and shared understanding of what matters. People are supported to identify what matters to them and how they might achieve their personal well-being outcomes.

Some partners and people who responded to our surveys told us of early concerns around the transformation of services and introduction of Porth Cynnal and Porth Gofal which has led to a level of depersonalisation and focus on forms, rather than personal communication between people and/or agencies and named contacts with the local authority. Whilst there is recognition that it is early days in the transformation, the local authority must develop its quality assurance framework to enable it through performance management and monitoring to have an accurate and up to date understanding of its effectiveness and the ability to identify areas of achievement as well as those requiring improvement.

We heard and saw positive examples of a multi-agency approach to risk management, and of practitioners and managers working together during the pandemic to share information/intelligence to ensure they meet the needs and manage the risk of people with the most complex needs.

Independent providers of care and support in Ceredigion benefit from timely provision of PPE and generally positive working relationships with the local authority Managers and practitioners described a well-established operational relationships with health, police, education and providers and we saw a clear commitment to collaborative working across the local authority.

The foster carers we spoke to describe the support they received from the local authority as excellent and told us how they valued the team approach between them, children's social workers and their link social worker. The matching of children with foster cares is an area where they have seen improvement and the foster carer recruitment strategy underpins the local authority commitment to recruiting and supporting foster carers and improving placement choice for children and young people.

Well-being - We asked: To what extent is the local authority promoting well-being, ensuring people maintain their safety and achieve positive outcomes that matter to them?

The quality of assessments, care and support plans and recordings seen were varied. Some of the documentation reviewed did not always reflect the positive work being undertaken. We saw some examples where a more explicit focus on strengths would have been beneficial in providing a holistic view of the person and their individual circumstances.

The timeliness and quality of the looked after children statutory reviews seen were good. Minutes were written directly to the child, giving the feeling of a personalised letter. These minutes acknowledge the child's wishes and explained in child-friendly language the outcomes and decisions of their review. Independent reviewing officers (IROs) told us they contact children prior to the review. Cases are escalated as needed with relationships between professionals supporting constructive resolutions.

Managers and practitioners we spoke to expressed confidence that children in the authority were safe and this was mainly evidenced in the files reviewed. Where children are at risk of significant harm, in most of the cases we reviewed the response was timely and effective. The section 47 enquiries seen demonstrated good information gathering and there was evidence of children being seen/seen alone as appropriate at the enquiry stage. In one case we saw a delay in the delivery of ongoing care and support following the removal of the child's name from the child protection register. To ensure support is consistently provided to help to maintain the conditions which led to de-registration, the local authority must ensure it has robust arrangements to monitor the workloads of practitioners when they are absent from work.

Review of case records and discussion with practitioners provided assurance of a timely and proportionate response to adult safeguarding reports. Voices and wishes of adults at risk were embedded within the safeguarding documentation and in most of the cases we saw evidence of good information gathering, liaising with other professionals and the analysis and determination clearly recorded.

People we spoke with told us that the local authority had maintained safe contact with them throughout the pandemic. Where needed, direct safe face-to-face contact has continued, subject to a covid risk assessment, and Public Health Guidance. We saw examples of practitioners and providers working creatively as means of delivering their professional responsibilities. However we heard how some of the looked after children had been significantly affected by the lack of direct contact with their parents/family members and how some have not been able to manage with virtual contact and have therefore had no contact for months.

The early clarity of response and organisation provided by corporate senior managers was appreciated and staff believed the authority had worked hard to promote their wellbeing. Practitioners were positive about the efforts made to maintain good communication but now believed their experience needed to be utilised to inform the permissions regarding future safe agile working practices. Some practitioners would particularly welcome the opening of some office bases to ease the pressures resulting from home working.

Method:

- we reviewed documentation supplied in advance of our visit
- we spoke with carers and people who were receiving or had received care and support
- we reviewed 26 case files
- we held case tracking discussions on a further ten case files
- we administered 7 surveys
- we held six focus groups

Next Steps:

We have identified strengths and areas for priority improvement and we will review the progress of these areas through our performance evaluation review meetings with the heads of service and director. We expect the areas of improvement we have identified to be included in the local authority's improvement plans. We would like to extend our thanks to

all those who helped with the arrangements for this assurance check and to those people and staff who spoke with us.

Please see our Privacy Notice at <https://careinspectorate.wales/how-we-use-your-information>

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lou Bushell-Bauers', written in a cursive style.

Lou Bushell-Bauers
Head of Local Authority Inspection
Care Inspectorate Wales

Cyngor Sir CEREDIGION County Council

REPORT TO: Cabinet

DATE: 5 October 2021

LOCATION: Virtual Meeting

TITLE: Care Inspectorate Wales (CIW) Assurance Check 2021

PURPOSE OF REPORT: To provide feedback from the Healthier Communities Overview and Scrutiny Committee held on 17 September 2021 – Members of the Learning Communities Overview and Scrutiny Committee also present at the meeting

BACKGROUND:

The Corporate Lead Officer – Porth Cynnal and Statutory Director of Social Services attended the meeting to report on a letter received from Care Inspectorate Wales (CIW) on 2nd July 2021 following a Health Assurance Check carried out during May 2021.

RECOMMENDATION:

Members were asked to note and discuss the contents of the letter received from CIW.

Following discussion, Members agreed to note the contents of the letter and praised all Social Services staff for their hard work and commitment to their roles prior to and during the pandemic.

Members wished to note that staff and the service are under increased pressure and are doing the best they can having to work within the current financial constraints.

Councillor Bryan Davies
Chairman of the Healthier Communities Overview and Scrutiny Committee

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CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 5th October 2021

Title: Action and decision log of the Cross Party Transformation and Efficiency Consultative Group

Purpose of the report: To update the Cabinet on the work of the Cross Party Transformation and Efficiency Consultative Group

For: Information

Cabinet Portfolio and Cabinet Member: Councillor Ellen ap Gwynn, Leader of the Council; Councillor Ray Quant MBE, Deputy Leader of the Council and Cabinet Member for Customer Contact, Legal and Governance, People and Organisation; Councillor Gareth Lloyd, Cabinet Member for Finance and Procurement Services and Public Protection Services.

On 3rd September 2019, Cabinet agreed to the amendments to the Terms of Reference of the Council's Transformation and Performance programme. However, the routine reporting of minutes to Cabinet for the purposes of transparency continues; and therefore made available for public scrutiny. The amendment to the Terms of Reference requires the reporting of discussions to Cabinet 'as soon as reasonably practicable following a meeting of the Group'.

The Cross Party Transformation and Efficiency Consultative Group met on 10th September 2021. The draft action and decision log of the meeting is enclosed in Appendix A, for information.

Has an Integrated Impact Assessment been completed? If, not, please state why

Integrated Impact Assessments have or will be presented along with any reports specific to the Transformation projects

Summary:

Wellbeing of Future Generations:	Long term:	N/A
	Integration:	N/A
	Collaboration:	N/A
	Involvement:	N/A
	Prevention:	N/A

Recommendation(s): To note the action and decision log of the Cross Party Transformation and Efficiency Consultative Group.

Reasons for decision: To enable the successful management of the entire Transformation Programme and the routine reporting of progress and benefits realisation necessary to inform the Council's strategic plan and financial monitoring.

Overview and Scrutiny: The Through Age and Wellbeing Strategy and Action Plan was considered by a joint meeting of the Healthier Communities and Learning Communities Overview and Scrutiny Committees on 17th September 2021.

Policy Framework: Transformation programme

Corporate Priorities:

- Boosting the Economy
- Investing in People's Futures
- Enabling Individual and Family Resilience
- Promoting Environmental and Community Resilience

Finance and Procurement implications: Within existing budget / identified budget savings.

Legal implications: None relating to the draft action and decision log – further detail will be provided when individual proposals are presented to Cabinet.

Staffing implications: None relating to the draft action and decision log – further detail will be provided when individual proposals are presented to Cabinet.

Property / asset implications: None relating to the draft action and decision log – further detail will be provided when individual proposals are presented to Cabinet.

Risk(s): None relating to the draft action and decision log – further detail will be provided when individual proposals are presented to Cabinet.

Statutory Powers: Local Government Act 2000
Local Government Measure (Wales) 2011
Social Services and Wellbeing (Wales) Act 2014

Background Papers:

- Cabinet report 1st December 2020 and minute C97;
- Cabinet report 25th February 2020 and minute C154;

- Cabinet report 15th October 2019 and minute C97;
- Cabinet report 3rd September 2019 (including amended Terms of Reference) and minute C73;
- Cabinet report 5th February 2019 and minute C184 (ii);
- Cabinet report 16th October 2018 and minute C100;
- Cabinet report 27th March 2018 and minute C237;
- Cabinet minute 5th September 2017 and minute C65;
- Cabinet report in relation to amendments to the operating arrangements and structure of the Council's Transformation and Performance programme – 5th September 2017.

Appendices:

- Appendix A - Cross Party Transformation and Efficiency Consultative Group Action and Decision log – 10th September 2021 (draft).

Lead Officer:

Eifion Evans, Chief Executive

Reporting Officer:

Lowri Edwards – Corporate Lead Officer: Democratic Services

Date:

10th September 2021

Cross Party Transformation and Efficiency Consultative Group Meeting

Friday, 10th September 2021

2.00pm – 4.10pm

Via video-conferencing

ACTION AND DECISION LOG

Councillors present:	Councillor Ellen ap Gwynn (Chair); Councillors Bryan Davies, Ceredig Davies, Elizabeth Evans, Keith Evans, Gareth Lloyd and Ray Quant MBE
Observers present:	None.
Officers in attendance:	Eifion Evans (EE), Barry Rees (BR), Caroline Lewis (CL), Russell Hughes-Pickering (RHP), Lowri Edwards (LE), Elen James (EJ), Arwyn Morris (AM), Sian Howys (SH) and Arwyn Davies (AD).
Apologies:	Councillors: Clive Davies and Gareth Davies Officers: Steve Johnson Observers: Councillors Rowland Rees-Evans and Wyn Thomas

Agenda item	Action / Decision	Officer(s) responsible	Target date	Comments
Disclosures of interest	There were no disclosures of interest.			
Action and decision log of previous meeting – 26 th October 2020	Action and decision log agreed as correct	-	-	None.
Matters arising	There were no matters arising.	-	-	None.

Agenda item	Action / Decision	Officer(s) responsible	Target date	Comments
Through Age and Wellbeing Strategy	To present the TAW Strategy and Action Plan to a joint meeting of the Healthier Communities and Learning Communities Overview and Scrutiny Committees on 17 th September, followed by Cabinet and Council in October.	CL, EJ, DP, SH & AM	17 th September 2021; 5 th October 2021 and 23 rd October 2021.	<p>The Through Age and Wellbeing (TAW) Strategy and Action Plan had been circulated to all Group members in advance of the meeting.</p> <p>CL gave a presentation regarding the process of developing the TAW Strategy – which sets out the vision and associated approaches The Strategy would be implemented between 2021 and 2027. Officers also presented the Action Plan which supports the delivery of the Strategy.</p> <p>The importance of working in partnership with Hywel Dda University Health Board and Dyfed Powys Police was emphasised, and it was noted that both parties were supportive of the principles of the model. Further discussions will take place in due course.</p> <p>It was noted that CIW was supportive of the Strategy and discussions will take place with WG Ministers following approval by Council.</p>
Presentation on the proposed structure for Growth and Enterprise	The Group welcomed the proposed structure as presented and noted that it would support the delivery of the Economic Strategy as well	-	-	<p>AD presented an outline of the proposed structure for the Growth and Enterprise service.</p> <p>The Ceredigion Economic Strategy has been approved and the proposed structure</p>

Agenda item	Action / Decision	Officer(s) responsible	Target date	Comments
	as short and long term priorities outlined.			<p>has been developed based on the Strategy's priorities as well as short and long term priorities such as Growth and Major development, assets and project delivery as well as the changing funding landscape across many of the service's functions.</p> <p>AD confirmed that they were currently at consultation staff with staff regarding the proposed structure and would be moving to recruitment in October with the jobs filled by January. The key principles of the structure are:</p> <ul style="list-style-type: none"> • Matrix management • Fewer 'silos' • Commercial focus • Improved service delivery • Strong internal and external stakeholder engagement.
The future of the Cross Party Transformation and Efficiency Consultative Group	Agreed to convene one further meeting in January 2022 to monitor the delivery of the TAW Strategy and to be briefed on the restructuring of Phase 3 of Highways and Environmental Services.	LE	January 2022	A discussion was held regarding the future of the Cross Party Transformation and Efficiency Consultative Group.
Any other business:				
None.				