

Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron, Ceredigion SA46 0PA www.ceredigion.gov.uk

PLEASE NOTE: This meeting may be filmed for live or subsequent broadcast via the Council's internet site. The images and sound recording may also be used for training purposes within the Council.

At the start of the meeting the Chair will confirm if all or part of the meeting is being filmed.

Generally, the public seating areas are not filmed. However, by entering the meeting room and using the public seating area, members of the public are consenting to being filmed and to the possible use of those images and sound recordings as outlined above. If you should have any queries regarding this, please contact the Corporate Lead Officer: Democratic Services.

28 March 2023

Dear Sir/Madam

I write to inform you that a Meeting of Cabinet will be held at the Council Chamber, Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron and remotely via video conference on Tuesday, 4 April 2023 at 10.00am for the transaction of the following business:

- 1. Apologies
- 2. **Personal matters**
- 3. **Disclosure of Personal/ Prejudicial Interests**
- 4. 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 3 - 6)
- 5. Any petitions received FOR INFORMATION (Pages 7 - 10)
 a) Reduction of speed limit to 40mph in Tynreithyn, Tregaron
- 6. Reports of any decisions (if any) having been called in from Overview and Scrutiny Committee
- 7. Any feedback from Overview and Scrutiny Committee not otherwise on the agenda
- 8. To consider the report of the Corporate Lead Officer for Policy, Performance and Public Protection upon the Ceredigion Local Wellbeing Plan 2023-2028 including feedback from the Overview and Scrutiny Committee FOR DECISION (Pages 11 - 130)

- 9. To consider the report of the Corporate Lead Officer for Legal and Governance upon the Amended Code of Conduct of Local Government Employees, Declarations of Interest Form and Declarations of Hospitality & Gifts Form including feedback from the Overview and Scrutiny Committee FOR DECISION (Pages 131 - 172)
- 10. To consider the report of the Corporate Lead Officer for Legal and Governance upon the Amendments to the Whistleblowing Policy including feedback from the Overview and Scrutiny Committee FOR DECISION (Pages 173 - 188)
- 11. To consider the report of the Corporate Lead Officer for Porth Cynnal upon the Care Home Fees Setting - Independent Sector & Local Authority Fees FOR DECISION (Pages 189 - 194)
- 12. To note the report of the Corporate Lead Officer for Porth Cymorth Cynnar upon the Ceredigion Youth Council Meeting Minutes (03.02.23) FOR INFORMATION (Pages 195 - 250)
- 13. Any other matter the Chairman decides is for the urgent attention of the Cabinet

Members are reminded to sign the Attendance Register.

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

ledwards

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

Public Document Pack Agenda Item 4

Notice of the Decisions of the **Meeting of the Cabinet** held at the Council Chamber, Penmorfa, Aberaeron and remotely on **Tuesday, 7 March 2023**

This Notice is published at 5.00pm on Thursday, 9 March 2023. Requests to call-in any decision to be delivered to the Head of Democratic Services by 5.00pm on Thursday, 16 March 2023. The decisions will come into force (if no valid call-in application is received) on Friday, 17 March 2023.

PRESENT: Councillor Bryan Davies (Chair), Councillors Catrin M S. Davies, Clive Davies, Gareth Davies, Keith Henson, Wyn Thomas, Matthew Vaux and Alun Williams.

Also in attendance: Councillors Elizabeth Evans, Rhodri Evans, Hugh Hughes, Maldwyn Lewis and Gareth Lloyd.

(10.06am- 11.28am)

165 Apologies

No apologies were received.

166 Personal matters

- i. Condolences were extended to the family of Emlyn Watkin, former Director of Finance of Ceredigion County Council who has recently passed away.
- ii. Condolences were also extended to the family of Ben Davies, Community Councillor for Llanbadarn and former County Councillor who has recently passed away.

167 Disclosure of Personal/ Prejudicial Interests

Councillor Catrin M S. Davies declared a personal and prejudicial interest in relation to item 175 and withdrew from the meeting whilst the matter was being discussed.

168 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 previous Meeting of the Cabinet held on 14 February 2023.

Matters arising: In relation to item 150, it was noted that the decision to withdraw the proposed entrance fee under the Museum Service Fees and Charges (Appendix 3) was an officer-level decision, and that no political decision was required.

169 Any petitions received None.

170 Reports of any decisions (if any) having been called in from Overview and Scrutiny Committee None.

- 171 Any feedback from Overview and Scrutiny Committee not otherwise on the agenda None.
- 172 To consider the report of the Corporate Lead Officer for Finance and Procurement upon Welsh Government's Retail, Leisure and Hospitality Rates Relief Scheme 2023-24

DECISION:

To adopt the Welsh Government's Non-Domestic Rates - Retail, Leisure and Hospitality Rates Relief Scheme 2023- 24 as a Discretionary Non-Domestic Rates Relief under Section 47 of the Local Government Act 1988.

Reason for the decision: To support local businesses using available grant funding.

173 To note the report of the Corporate Lead Officer for Finance and Procurement upon the 2022/23 Controllable Revenue Budget - Financial Performance

Cabinet noted the report.

- 174 To note the report of the Corporate Lead Officer for Finance and Procurement upon the Quarter 3 Capital Programme Monitoring Report Cabinet noted the report.
- 175 To consider the report of the Corporate Lead Officer for Porth Gofal upon the National Empty Homes Grant Scheme DECISION:
 - 1. To agree for the LA's participation in the National Empty Homes Grant scheme and:
 - 2. To enter into a Service Level Agreement with Rhondda Cynon Taf (Lead Authority) for the delivery of the Scheme.
 - 3. To provide the required £165k of matched funding (10%) from the Council's Capital Programme.

Reason for the decision: To comply with the Democratic process.

176 To consider the report of the Corporate Lead Officer for Porth Gofal upon the VAWDASV Grant

DECISION:

To agree that the Welsh Government Grant of £51,786.00 is accepted and that the Council acts in an intermediary role as banker.

Reason for the decision:

To comply with democratic governance requirements.

177 To consider the report of the Corporate Lead Officer for Legal and Governance upon the Revised Coroner Pay Arrangements 2022/2023 & 2023/2024

DECISION:

To amend Cabinet 14/2/23 Minute 155 to reflect the changes recommended by JNC Circular 67 as follows:

1) 2022/2023 (1/4/22-31/3/23):

Senior part-time Coroner:

- Retention Salary of £21,449 p/a to cover retention/out of hours service availability from 1st April 2022 to 31st March 2023.
- ii) Using the daily rate of £472.25 to pay the Coroner an annual salary of £11,806 (@25 days p/a including training days).
 Total annual sum £33,255 per annum (plus on-costs).

Assistant Coroner:

- full day: £403;
- half day: £202.
- 2) 2023/24 (1/4/23-31/3/24):

Senior part-time Coroner:

- Retention Salary of £21,449 p/a to cover retention/out of hours service availability from 1st April 2023 to 31st March 2024.
- Using the daily rate of £472.25 to pay the Coroner an annual salary of £11,806 (@25 days p/a including training days) from 1st April 2023 to 31st March 2024.

Total annual sum £33,255 per annum (plus on-costs).

Assistant Coroner:

- full day: £403;
- half day: £202.

Reason for the decision:

Compliance with relevant legislation and JNC Circulars, mitigation of challenge and safeguarding public funds.

- 178 To consider the report of the Corporate Lead Officer for Legal and Governance upon the Coroner Service Funeral Directors Fees DECISION:
 - 1) Cabinet noted the options outlined out in Appendix 1.
 - To approve adoption of Approach 1 to set the fixed rates for the payment of Coroner funeral director fees for 2023-2026 (01/04/2023- 31/03/2026) as set out in Appendix 2.

Reason for the decision:

Compliance with relevant legislation, mitigation of challenge and safeguarding public funds.

179 To consider the report of the Corporate Lead Officer for Schools and Culture upon the LA Representative on Governing Bodies DECISION:

To confirm the nominations outlined in the report as LA representatives on the Governing Bodies of the relevant School.

Reason for the decision: To nominate representatives of the LA on Governing Bodies.

180 To note the report of the Corporate Lead Officer for Policy, Performance and Public Protection upon the Half Year Report of Compliments, Complaints and Public Services Ombudsman for Wales activity (2022/2023)

Cabinet noted the report.

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

Confirmed at the Meeting of the Cabinet held on 4 April 2023

Chairman:

Date:

Agenda Item 5

CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	4 th April 2023
Title:	Petitions received
Purpose of the report:	To inform Cabinet of any petitions received
For:	Information
Cabinet Portfolio and	N/A

Cabinet Member:

The following Petition has been received by the Council:

Petition Title	Number of signatories	Cabinet Member	Local Member (if applicable)
Reduction of speed limit to 40mph	20	Cllr Keith	Cllr Ifan
in Tynreithyn, Tregaron		Henson	Davies

The relevant service will now consider the contents of the petition.

	Has an Integrated Assessment been comp If, not, please state why	
Wellbeing of Future	-	
Generations:	5	/A
	5	/A
		/A
		/A
	Prevention: N	/Α
Recommendation(s):		pt of the following petition - it to 40mph in Tynreithyn,
Reasons for decision:	To inform Cabinet of the r consideration by the rele	eceipt of petition, for further vant service.
Overview and Scrutiny:	N/A	
Policy Framework:	Council Constitution and Pe	etitions Protocol
Corporate Priorities:	N/A	

Financial and Procurement implications:	N/A		
Statutory Powers:	N/A		
Background Papers:	N/A		
Appendices:	Appendix A – Letter accompanying the petition		
Corporate Lead Officer:	Lowri Edwards, Corporate Lead Officer: Democratic Services		
Reporting Officer:	Lowri Edwards		
Date:	23 rd March 2023		

ATODIAD / APPENDIX A

CEREDIGION COUNTY COUNCIL RECEIVED

15 MAR 2023

CANOLFAN RHEIDOL

14th March 2023

Reduction in speed limit to 40mph in Tyreithyn, Tregaron

Dear Ceredigion Council Highways Dept Cc: Tregaron Town Council, Ceredigion Police Force

I am the owner of the above property, and I am writing to ask you if you would kindly reduce the speed limit before my property and through Tynreithyn to 40mph; its currently 60mph. This was introduced while the Eisteddfod was on in Tregaron and it made it much safer for us all.

I moved into the property above, in July 2022, and cannot count how many times that I have had near misses coming out of my drive due to the speed people travel on the road outside. The residents on the lane, next left from my property, have also explained that it scary coming out of the lane and that their view is very often obstructed by people parking close to the junction. Outside of my property there is 'slow' marked on the road because there are many concealed entrances and lanes coming off the hamlet of Tynreithyn however, this seems to be totally ignored by motorists. The road through Tynreithyn itself is bending and there are many blind spots. We have a large number of HGV vehicles on the road as it is the main route to Aberystwyth.

I have heard a few scary stories of neighbours having to jump onto the grass from vehicles getting too close to them while they are trying to maintain their property boundaries and the grass verges outside of their homes, there have been two serious accidents here in the last two years and numerous other ones over time. There are very large farm vehicles using the road and lane and when they do they take up the whole road. All of this is putting people at unnecessary risk, by reducing the speed limit will help.

Because of this, you will see that my neighbours have completed the petition below in support for the reduced speed limit. Only two sets of neighbours were not available when I went around with the petition. However, they do 100% support this action.

There are many places, not too far from us that have a 30/40mph and they are on straight roads.

If you want to meet with me and others within the community then this can be arranged. Thank you,

Yours faithfully

This page is intentionally left blank

Agenda Item 8

CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	4 th April 2023
Title:	Ceredigion Local Well-being Plan 2023-2028
Purpose of the report:	To gain Cabinet approval for the Ceredigion Local Well-being Plan 2023-2028
For:	Decision
Cabinet Portfolio and Cabinet Member:	Cllr Bryan Davies, Leader of the Council and Cabinet Member for Democratic Services, Policy, Performance and People and Organisation

Background

The Well-being of Future Generations (Wales) Act 2015 gives a legally-binding common purpose of seven Well-being goals and five ways of working designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

The Act also puts a Well-being duty on specified public bodies to act jointly and establish statutory Public Services Boards (PSB) for each local authority area in Wales. Each PSB must improve the economic, social, environmental and cultural Well-being of its area by contributing to the achievement of the Well-being goals and produce a Local Well-being plan every 5 years.

Approval of Ceredigion Local Well-being Plan 2023-2028

The draft Ceredigion Local Well-being Plan 2023-2028 went out to Public Consultation between the 25th October 2022 and the 31st of January 2023.

In total 41 survey responses were received, including 7 written responses and engagement with 13 primary schools, 3 secondary schools and Youth Council. Overall, 88% of respondents in the survey agreed with wellbeing objectives as the right priorities as presented in the draft Local Well-being Plan 2023-2028.

Where appropriate, comments have informed proposed amendments to the Plan. As well as a range of suggestions and comments in the letters received, valuable guidance has been provided by the Future Generations Commissioner for Wales and Welsh Government. These have all been incorporated into the Local Well-being Plan as far as possible and additional elements will influence the development of the delivery plan.

All the comments received through the survey and texts of the letters are reported in full in the Local Well-being Plan Consultation Summary and Analysis Report, **Appendix 1**, together with further analysis.

1

The overall conclusions within the summary and analysis report are that in the main the Plan was well received and many useful comments were provided which will enhance the development of the detailed delivery plan.

Following consultation, amendments were made to the plan incorporating key points identified and this was presented to the PSB at their meeting on the 6th March 2023. All members of the PSB were supportive of the amendments made, resulting in the final Ceredigion Local Well-being Plan being agreed, **see Appendix 2**.

PSB member organisations are now required to approve the Plan through their usual governance arrangements before the PSB can give final approval to publish the Plan in May 2023.

To complete the process for Ceredigion County Council the Plan was firstly presented to the Overview and Scrutiny Coordinating Committee on the 22nd March 2023, at this Cabinet meeting and will go to full Council on 20th April 2023.

An Integrated Impact Assessment has been completed for the Ceredigion Local Well-being Plan and is contained as **Appendix 3** to this report.

	-	•	′es Appendix 3)	
	Long term:	Long term planning has been throughout the development of the aims and actions within the plan developed to directly respond to the issues that were identified in the Assessment of Local Well-being.	e plan. The have been he long term	
Wellbeing of	Collaboration:	All PSB partners have collaborated througho the development of the plan development ar the delivery of the plan will be undertake collaboratively by PSB partners.		
Future Generations:	Involvement:	Key stakeholders have been investages of plan development. Fengagement and co-production championed by the PSB. These has sessions with groups of people wir characteristics (as defined by the 2010).	Participation, have been ave included ith protected	
	Prevention:	The Ceredigion Assessment of being provided an opportunity for identify the root causes of the issue to be addressed. The aims and centred on people acting for them provide a strong focus on preventin occurring or getting worse. The 2	the PSB to es that need actions are nselves and	

endeavour to bring down the level of intervention in people's lives over time wherever possible, with the flexibility to adapt to changing circumstances.

Integration: The PSB has considered how the aims and actions contained within the plan have an impact upon the public bodies within the county. The aims and actions have been developed with an understanding of collective responsibility for outcomes across services and organisations. The principles of the plan are based on public sector organisations working together across

sector organisations working together across the county to add value to what is already being done.

Recommendation(s): For Cabinet to approve the Ceredigion Local Well-being Plan 2023-2028.

Reasons for decision: As a Statutory Member of the Ceredigion PSB the Council needs to approve the Ceredigion Local Well-being Plan before the PSB can give final agreement to publish the Plan.

Overview and CCC Overview and Coordinating Scrutiny committee is designated to take an overview of the overall effectiveness of the PSB by scrutinising decisions made or other action taken by the Board. The work of the PSB is reported to this committee following every meeting of the Board.

Policy Framework: Ceredigion Local Well-being Plan 2023-2028

Corporate Priorities: Boosting the economy, supporting businesses and enabling employment

Creating caring and healthy communities

Providing the best start in life and enabling learning at all ages

Creating sustainable, green and well-connected communities

Finance and Within exiting budget

Procurement implications:

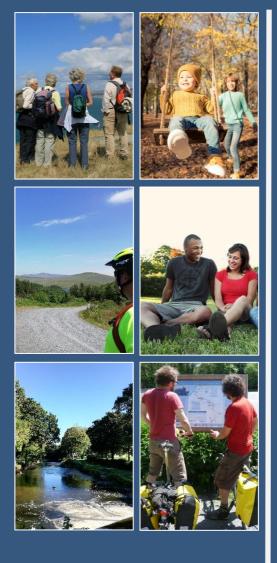
Legal Implications: The Well-being of Future Generations (Wales) Act 2015

Staffing implications:	None	
Property / asset implications:	None	
Risk(s):	N/A	
Statutory Powers:	The Well-being of Future Generations (Wales) Act 2015	
Background Papers:	See below	
Appendices:	Appendix 1 - Local Well-being Plan Consultation Summary and Analysis Report	
	Appendix 2 - Ceredigion Local Well-being Plan 2023- 2028	
	Appendix 3 - Integrated Impact Assessment	
Corporate Lead Officer:	Alun Williams, Corporate Lead Officer: Policy, Performance and Public Protection	
Reporting Officer:	Naomi McDonagh, Partnerships and Civil Contingencies Manager	
Date:	14 th March 2023	

Appendix 1



Local Well-being Plan 2023-2028 Consultation Feedback Report



February 2023

Page 15

Bwrdd Gwasanaethau Cyhoeddus

Ceredigion

Public Services Board

HEADLINE RESULTS

41

Responses received (including 7 written responses)

(13 Primary schools, 3 Secondary Schools and the Youth Council also took part in engagement sessions)

-
-
-



88%

Agree that the 5 well-being objectives are the right priorities (12% disagree)

85%

Agree with the plans to tackle the effects of poverty

(15% disagree)





91%

Agree with the plans to help build a sustainable economy (6% disagree, 3% did not answer)

85%

Agree with the plans to help reduce the inequalities surrounding physical and mental health (15% disagree)





91%

Agree with the plans to help reduce Ceredigion's carbon footprint (9% disagree)

91%

Agree with the plans to help you feel safe and connected to culture (9% disagree)



"We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion."

was identified as the most important well-being objective to respondents



The survey was available online via the Public Services Board's website and advertised by members of the Board A total of 34 responses were received to the consultation survey. The full results and the equalities monitoring information are contained age following pages

Background

Between 25th October 2022 and 31st January 2023, the Ceredigion Public Services Board undertook public consultation on its draft Local Well-being Plan 2023-28. The Local Well-being Plan is a statutory requirement of all Public Services Boards and sets out the objectives the Board will take to improve the economic, social, cultural and environmental well-being for the area.

The aim of the consultation was to record residents' and stakeholders' views on the Public Services Board's suggestions of how it can work to make the biggest difference to the well-being of individuals, communities and Ceredigion as a whole. These views will help the Board to better understand how to enhance the economic, social, environmental and cultural well-being of the area: from growing new businesses to protecting the environment, and from tackling poverty and loneliness to building a sense of community and pride across the county. It will set the foundations for how we can work together in the future, collectively overcoming the challenges and taking the opportunities, which matter most to each of us.

The role of the Public Services Board was formed (alongside other Public Services Boards across Wales) through the Well-being of Future Generations (Wales) Act 2015, which also sets out the '7 wellbeing goals' which are our collective Wales-wide vision. To make a positive difference to well-being for all, Well-being Plans are produced every 5 years, informed by a Well-being Assessment.

The survey was made available online via the Public Services Board's website, through the Ceredigion Have Your Say Forum and was advertised by all members of the Board. Paper copies were available at all Ceredigion libraries and leisure centres. Easy Read and Young Person versions of the draft Plan were also available at libraries and on Ceredigion County Council's Consultations webpage.

Response Rate

There were a total of 34 responses to the consultation survey including 242 written comments. Respondents took on average 37 minutes to complete the survey. There were also 5 separate written responses from key partners, 15 responses posted to the ideas wall and specific sessions with primary and secondary school pupils along with the Youth Council to ensure the voices of younger people were heard. The pages that follow provide a summary of the findings.

Main Findings

Q1: Were you aware of the PSB and its role in Ceredigion before this consultation?

In response to the opening question, only 41.2% or 14 respondents were aware of the Ceredigion Public Services Board before this consultation, despite it being in existence since 2016. Public Services Boards came into existence following the passing of the Well-being of Future Generations (Wales) Act 2015.

Exactly half (50% or 17) of respondents said that they were not aware of the Board, which suggests that further work is needed in the promotion of the Board, the Local Well-being Plan and its activities in delivering the plan.

There were a further two responses who stated that they were only partially aware of the PSB and its role prior to the consultation.

Q2: Please provide us with the first four letters of your post code to help us target our work

Of the 34 responses received, the largest proportion (44.1%) stated they were from the SY23 broad postcode district in the north and mid part of the County, which includes Aberystwyth. There were a further 20.6% of respondents from the SA43 postcode in the very south of the County, and 8.8% in the SY25 to the east straddling the border with Powys. The full distribution of responses by postcode district can be seen in Figure 1. (No responses were received from six postcode districts, these were SY24, SA47, SA46, SA44, SA39 and SA38).

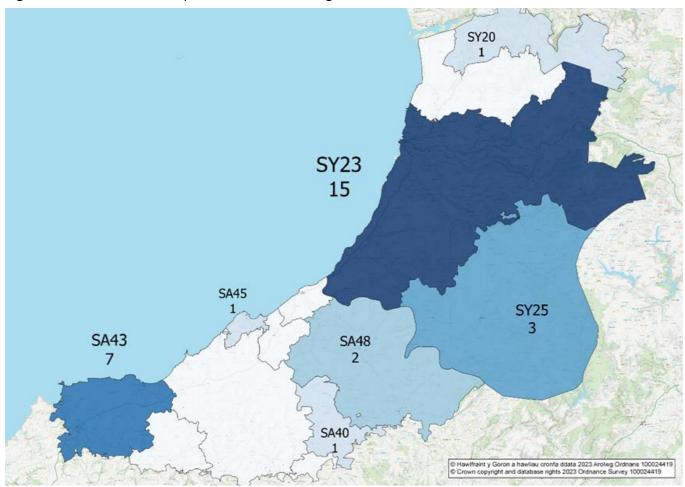
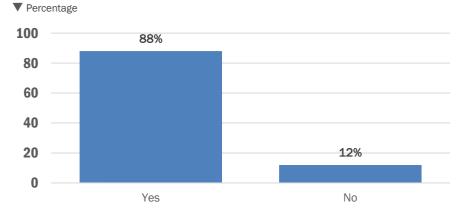


Figure 1: Distribution of responses across Ceredigion

Q3: Do you agree that the 5 well-being objectives are the right priorities to focus on to improve wellbeing in your local area?

Question 3 sought to ascertain the overall levels of support for the 5 proposed well-being objectives in the draft Local Well-being Plan. The overwhelming majority (88%) stated "yes", that they agreed that the 5 objectives are the right priorities to focus on to improve well-being. The remaining 12% disagreed and did not think they were the right objectives.

Q3. Do you agree that the 5 well-being objectives are the right priorities to focus on to improve wellbeing in your local area?



Q4. Any comments

Although the written responses were varied, comments relating to the environment and environmental issues were most common. Two of these written responses mentioned that Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resource, does not mention the biodiversity crisis. One respondent noted that this objective needs to look at "the wider picture of biodiversity loss" and the second respondent commented that this objective "should also reference the biodiversity crisis."

The remainder of the written comments for this question were fairly mixed. One comment stated that Local Authorities need to "get the basics right" before "expanding on their offer". Another written comment noted how important access to nature and better connecting people to the food system is, they also noted that making local food more accessible and cheaper is just as important. Similarly, one respondent suggested that although they agree with the objectives, they "don't go far enough" and there needs to be a total overhaul to agricultural practices because food security depends on this. There is an emphasis that it "needs to be local and sustainable".

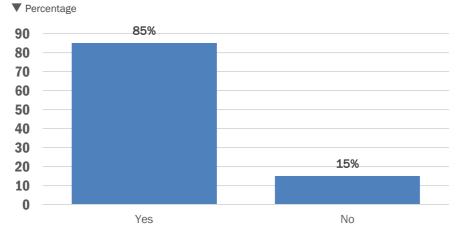
A further response emphasised on opportunities for people with disabilities, including exercise classes, a swimming pool and better access to leisure centres by public transport and / or disabled parking spaces. Another comment suggests that the objectives should have some focus on how the increasing ageing population would be managed. A summary of these comments can be viewed in the table below.

Sample Comments		
"Access to nature is hugely important as is better connecting people to the food system and making local food much more accessible and crucially cheaper."	"Think there is too much focus on cultural development and not enough on infrastructure."	
"With and increasing aging population I would expect to see some focus on how this would be managed."	"Objective 4 is particularly poor, focusing on vague "initiatives" to reduce carbon, rather than considering the wider picture of biodiversity loss."	

"All well and good having these objectives but they need to be delivered otherwise this is just a lot of hot air in particular pollution with poppit and Aberystwyth both coming out top of the sewerage outflows in Wales that is really disgraceful especially with our population of dolphins and porpoises that attract tourism to the area."	"The objective around decarbonisation should also reference the biodiversity crisis".
"Yes but they don't go far enough. Improving	"More inclusive exercise classes for people with
health needs a total overhaul of our	disabilities, access to the local pool for
agricultural practices, food security depends	disabled people, busses that will stop at the
upon this too. It needs to be local and	leisure centre, parking spaces for disabled
sustainable."	people at Teifi leisure centre."

Q5: Do you agree with the plans to tackle the effects of poverty in your local area?

The majority of respondents, 85% or 29 responses, agreed with the plans to tackle the effects of poverty in their local area. The remaining 15% or 5 respondents said they did not agree with the plans. The rationale behind these answers is summarised in the following question.





Q6: Any comments?

Four of the five respondents who did not agree with the plans to tackle poverty in their local area took the opportunity to explain their reasoning in question 6, although there was no comment theme. For example, one comment noted focused on the local economy stating that the County needs "better paid jobs", while another was critical due to high rental prices in the County, stating that they were "abhorrent". Another respondent stated that it was not clear what the Public Services Board will actually do in relation to this objective and this should be made clearer.

There was also one detailed response, providing suggestions of targets which should be measured and assessed under this objective. These suggestions included providing more flexible employment,

Page 20

improving and investing in digital infrastructure, concentrating on keeping libraries and public services open so people can learn, and commit to offering digital skills training to the elderly. A summary of these responses is shown in the table below.

Sample Comments

с , , , , , , , , , , , , , , , , , , ,	 "This is a sticking plaster. The County needs better paid jobs for the in-work poor, not sub- groups and consultations." "Roads lead to development which reduces poverty. Rent prices are abhorrent in this county." "It's not clear what the PSB will actually do, unless this is covered by the sustainable economy objective." 	 "To call these "plans" is not really accurate. There are no concrete objectives or targets within this document beyond partnering with groups. Also, the question above does not relate to exact wording of the objective in the document, so I will assume that you are referring to objective 1. Here are my suggestions of some targets which can be measured and assessed: a) Provide more flexible employment inside the council to act as a leading employer in flexible working. b) Improve and invest in digital infrastructure to enhance the ability of people to work flexibly within Ceredigion. This will reduce isolation in communities and may improve opportunities, particularly for younger people in the county. c) Instead of "identifying skills gaps" concentrate on keeping our libraries and public services open so that non-identified individuals can access learning, not just the people you "identify". d) Commit to offer digital skills training for the elderly people who are remaining in the county, so that they are not isolated from the rest of society as they are "
isolated from the rest of society as they age."		isolated from the rest of society as they age."
isolated from the rest of society as they age.		isolated norm the rest of society as they age.

Amongst the respondents who agreed with the plans to tackle poverty, there were no recurring themes amongst their written answers, instead a variety of different suggestions were put forward. One respondent focused on the environment and the impact that greener travel would have. They highlighted that by adapting to a greener lifestyle with less cars and the costs that come with them, along with improving public transport and encouraging car sharing would "significantly impact poverty".

Other suggestions included the provision of additional childcare for people who would like to return to work, promoting warm spaces due to the cost of living crisis, and more could be done to promote libraries which offer Wi-Fi, study areas and warm spaces. Some specific concerns were raised as well, such as families who live outside of the Flying Start catchment areas being unable to access Flying Start services and are likely to experience increased poverty as the cost of living continues to increase. There were also general comments made that more needs to be said about older people in the community and how poverty affects them. A sample of these comments are contained in the following table.

Sample Comments

benefit residents."

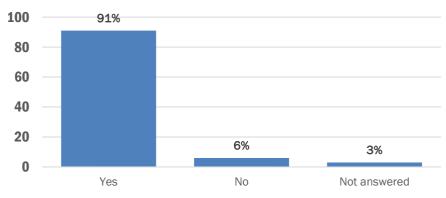
of their would s many p	"In my experience, an initiative to get people out of their cars and adapt to a greener lifestyle would significantly impact poverty. I know of many people who work full time (or more!) and are still in poverty because the cost of running a	"Invest in more free childcare for people who would like to return to work but find that the cost of childcare makes working actually lose them money."
	are still in poverty because the cost of running a car is so high (along with the cost-of-living crisis). We need to adapt our lifestyle now for the future and financial incentives or other forms of help (childcare, working tax credits etc) to encourage people to get rid of their cars would immediately give people a lot more disposable income to send back into our local economy. Better public transport would be a key factor in how feasible this is.	"I have seen a lot of promotion of warm spaces in the council which is pleasing especially with the cost of living rising. Perhaps more could also be done to promote the county's libraries which offer not only a warm space, free wifi, study spaces etc but also a wealth of other free resources."
		"Poverty also affect the elderly not much being said about them, heating costs especially."
	"Aberporth is a recognised area of deprivation; some families would benefit from being able to access Flying Start services but are not included in the catchment area With cost of living increases and less disposable money; The high levels of in work poverty will increase; it is important that they have access to registered childcare in order they can benefit from childcare assistance schemes. Aberporth community council is going to consider ways to support families to access after school activities by supporting local community groups to deliver services. Aberporth community council will continue to support Aberporth Village Hall management to deliver community projects to	"But they don't go far enough, supporting local businesses to fulfil local needs, especially in agriculture would create a more circular economy. Where there is no money it is very difficult to achieve things. Banks no longer lend where there is need; The government could lend similar to student loans to improve the circulation of money in the circular economy. so that needs can be met."

Q7: Do you agree with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion?

A large majority of survey respondents (91% / 34 respondents) agreed with plans to help build a sustainable economy for the benefit of the people who live and work in Ceredigion (Well-being Objective 1). A small proportion of respondents did not agree (6%/ 2 respondents), whilst 3% left the question unanswered.

Q7. Do you agree with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion?

Percentage



Q8: Any comments?

Just under half (41%) of the respondents provided further comments to question 7, which asked if they agreed with the plans to help build a sustainable economy for the benefit of people who live and work in Ceredigion. Although the written responses varied, comments could be grouped under three themes, which included:

- Suggestions to change/diversify the focus of the ambitions under Well-being Objective 1 (*e.g., to move away from placing attention on skills and education to focusing on better pay*).
- Suggestions on how to contribute to a sustainable economy (such as, providing better support for business start-ups, supporting independent stores, procuring locally, building short supply chains, and creating incentives for young people to stay within the area).
- Concerns regarding the economic issues within the County (*e.g., rurality, access to services, lack of affordable housing and low incomes*).

A sample of the comments are provided in the table below:

Comp		m	monto
Samp	le (2011	ments

Sample Comments	
"Skill and education levels are already high; it is about the right type of skills and better pay."	"A sustainable community needs to be able to retain its young people and a lack of affordable housing has a negative impact"
"There is a huge opportunity here for re-training people for a green economy."	"Need more emphasis on building SHORT supply chains and on using local resources to meet local needs, thereby adding value."
"Provide more support for those starting off in business, more generous loans, lower business rates and help with shop rental. Do not allow more chain stores to base themselves in Ceredigion, instead support independent shops that keep money circulating locally."	"There is a perception that living in Ceredigion / the countryside is cheaper than living in a city. But, from experience, this is not true. This can be seen and felt with public transport and accessibility in particular - you have to travel by car everywhere as there are no regular buses"

Furthermore, written feedback relating to question seven (on Well-being Objective 1) from PSB partners (statutory members and invited participant organisations) and from stakeholder engagement workshops (such as, engagement with Ceredigion primary and secondary schools), was sought. Feedback has been grouped under three key themes, which include:

- Further considerations to current ambitions
- Further detail on how the ambitions will be measured/benchmarked
- Further detail/suggestions on how the ambitions will be delivered

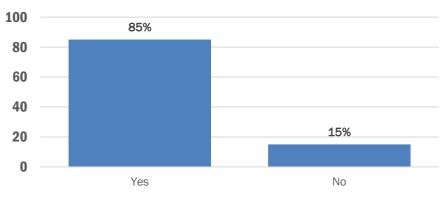
Key themes	Summary of comments
Further consideration to current ambitions	 Need to ensure that the principles of the Well-being of Future Generations Act (Wales) 2015 is applied as the PSB delivers the UK Shared Prosperity Fund ambitions. Suggestion to make clearer connection between Mid Wales Growth Deal and regional economic framework across energy, economy, and skills. Suggestion to include steps which address the potential implications of Brexit on sustainable farming. Suggestion to include socially and environmentally responsible public procurement to benefit the local supply chain. Secondary school children want greater opportunities to learn practical skills, more opportunities for work-experience and sustainable transport. Primary school children wanted to see good jobs in the area that will help them stay in Ceredigion, with no gender pay gap and with better pay in the farming and education sectors.
Further detail on how the ambitions will be measured/benchmarked	 Information on how the greater efficiency of supply chains will be measured. Concerns raised with the lack of measures to benchmark progress on ambition and action to drive more inclusive participation in fair, sustainable work.
Further detail/suggestions on how ambitions will be delivered	 Further detail which sets out how the ambition of fair work will be achieved. Further information on how the PSB will deliver the CLES recommendations and if they align to a Foundational Economy priority and support local businesses.

Q9: Do you agree with the plans to help reduce the inequalities surrounding physical and mental health in your community?

Most respondents (85%/ 29 respondents) agreed with the plans to help reduce the inequalities surrounding physical and mental health in their community (which relates to Well-being Objective 2 in the Well-being Plan). The remaining 15% of respondents (5 respondents) disagreed with the plans to help reduce inequalities. Although, a high proportion of respondents agreed with the plans, it was one of the areas where respondents' opinions were slightly more divided. This result was similar to the overall response to question four, relating to the plans to tackle poverty in the area.

Q9. Do you agree with the plans to help reduce the inequalities surrounding physical and mental health in your community?





Q10: Any comments?

Approximately two fifths of respondents (38%/ 13 respondents) provided comments to question 9, which asked if they agreed with the plans to help reduce the inequalities surrounding physical and mental health in their community. Furthermore, written feedback relating to question nine (on Wellbeing Objective 2) from PSB partners (statutory members and invited participant organisations) and from stakeholder engagement workshops (such as, engagement with Ceredigion primary and secondary schools), was sought.

Feedback varied; however, the general consensus welcomed the focus on promoting social, green and blue prescribing within the draft Plan, which was descried as a "real forward-thinking ambition".

Suggestions on further additions to Well-being Objective 2 were put forward. The most prevalent suggestion (in both the survey feedback and written feedback from partners and stakeholders) related to the need to include sustainable transport and active travel within the plan, due to the social, environmental and health benefits associated with it. Specific reference was made to improving and maintaining Ceredigion's footpaths and pavements, Wales Coastal Path, access to services and the need for better and more accessible public and sustainable transport.

In addition, recommendations on areas for further development under Well-being Objective 2 were made. It was generally felt that the issue of adequate and affordable housing needed to be given greater prominence within the draft Plan. In addition, the importance of ensuring that houses are connected to services and sustainable transport is taken into consideration was noted. School children also highlighted the importance of affordable homes and the provision of sheltered housing for the homeless.

Furthermore, survey respondents highlighted the importance of nutrient rich and sustainable, locally sourced food. Specific references were made about factors to reduce food inequalities, such as resilience and reducing our dependency on the global food market.

Less prevalent comments, however, equally as important included:

Page 25

- Suggestion to increase PSB engagement with communities from the outset to support their own understanding of, and potential contribution to, building resilience.
- Suggestion to include specific actions to address the social prescribing ambition
- Suggestion to refine ambition 2.3 (which relates to food), to ensure that the activities being sought are clear and achievable.
- Suggestion to review consideration given to adding reference to sport and leisure, including outdoor and indoor facilities.

Amongst school children, the most important issues and areas for consideration relating to Well-being Objective 2 included:

- Better protection of the natural environment (includes more environmentally practices and initiatives e.g., tree planting, more green working opportunities, gardening etc.).
- A reduction in littering (suggestion included litter fines, further education on damages of littering, better provision of bins etc.)
- Better support for people on low incomes/ experiencing hardship (e.g., more affordable fresh food, more food banks)
- More support to understand finances and budgets (e.g., education on managing budgets, mortgages, debt etc.).

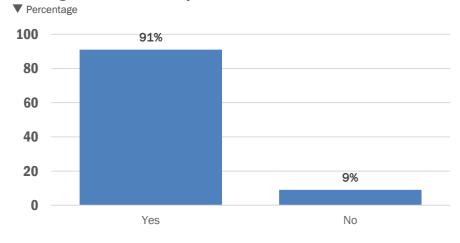
A sample of the comments from the Survey and written feedback from stakeholders and partners are provided in the table below.

Sample Comments	
"Instead of "prescribing" green spaces, why not stop the continuous erosion of quality of our green spaces? For example, public footpaths are a key part of our green space infrastructure and is chronically neglected with huge under investment"	"To a degree - though it should be about helping people to help themselves."
"Agreed, but we need a lot more footpaths, which are accessible. You have to travel half an hour for a route that doesn't go through a field or near a busy road.	"Start more food growing projects in Ceredigion, working with farmers to produce staples like oats which were historically grown here, reduce people's dependence on food flown in and cut carbon in the food chain. This must be backed up by local organizations commissioning food from local growers"
"We have to first acknowledge the impact that food/nutrition has on physical and mental health - fossil fuel intensive artificial fertilizers blight the health of plants and those that eat them which attracts the use of biocides in farming and pharmaceuticals in public health which impacts the wider environment"	"Pleased to see Sustainable Food Partnership but green and social prescribing need actions as well as ambitions. e.g., work with and build on the Dyfi Biosphere's Trywydd Iach / Outdoor Health project."

"The Ceredigion Public Service Board Well-Being Plan (2023-28) makes little mention of sustainable transport, which has a significant impact on rural communities from a wellbeing and decarbonisation perspective, and the role of the PSB to safeguard and enhance rural services for the benefit of its residents." "The issue of inadequate housing stock in Ceredigion is highlighted on page 13 of the draft Plan. It is well-known that not only is inadequate housing a factor in higher energy costs, but it is also linked very closely with health inequalities and poorer health outcomes...consider if housing as an issue could be given greater prominence."

Q11. Do you agree with the plans to help reduce Ceredigion's carbon footprint?

There was also a strong level of support of for reducing Ceredigion's carbon footprint with 91% of responding stating that they agreed with this priority. The responses to question 15 where respondents were asked to identify which of the objectives were most important, suggests that this priority is considered one of the biggest challenges to tackle as we move forward. There were two respondents or 9% who did not agree with this objective, and their reasons are discussed in Q12 below.



Q11. Do you agree with the plans to help reduce Ceredigion's carbon footprint?

Q12: Any comments?

The majority of the respondents took the opportunity to emphasize the importance of this objective and offer suggestions as to how this can be achieved. There were for example, further calls for more and better public transport, particularly rural bus services and efforts to reduce fares or provide free subsidised services. There were also calls for a greater push towards green energy schemes and the use of renewable energy as one way of helping to deliver this objective. One respondent suggested that this should be backed up with funding available to all residents. There were two respondents who supported the proposed objective to reduce the County's carbon footprint, but did not feel that there was enough clarity on how this would be achieved and that the plans did not go far enough to reduce carbon emissions. They suggested that further education was required to ensure residents understand their carbon footprint.

However, two respondents did not agree with this objective. Their objections were twofold - firstly that it

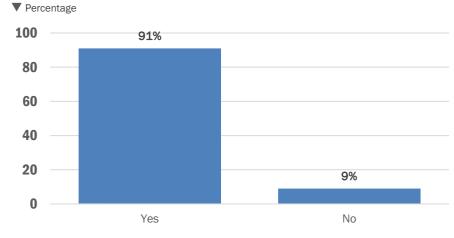
was not clear how this would be achieved without causing a resulting impact on some of the other objectives. Secondly, that the commitment to decarbonisation is not a plan in its own right and that the PSB should be committing to actual steps or actions to decarbonise and improve biodiversity in the County. They provided a series of possible actions that could be considered to achieve this. The table below provides a sample of the comments received.

Sample Comments	
"It is very important to think long term on this issue and this can involve controversial decisions."	"Creating more locally owned green energy schemes that can subsidise electricity costs for our residents will enormously help our economy. We are currently being penalised for living "far from grid" when we net export electricity from Ceredigion."
"I believe this will be challenging given limited public transport services. A push on renewable energy would be welcome with funding for all - not just those claiming benefits."	"Town and Community Councils have a responsibility under the Environment Wales Act to support biodiversity in their communities. Improved partnership working to develop projects to protect and enhance our communities would be beneficial. Better engagement with schools and community on recycling; energy efficiency, biodiversity. Pollution of the River Teifi is a concern. The consideration of phosphates and the impact on planning applications is an issue that needs to be resolved."
"There isn't enough detail here - where and how will you deliver decarbonisation and net zero by 2030 do this?"	"Plans do not go far enough, we should be educating people on reducing their carbon footprint and provide public transport."

Q13. Do you agree with the plans to help you feel safe and connected to culture in your local area?

There was a similarly high level of support for the final proposed objective around feeling safe and connected to culture. Overall, the majority of respondents agreed with the objective with two respondents or 9% disagreeing.

Q13. Do you agree with the plans to help you feel safe and connected to culture in your local area?



Q14: Any comments?

While the majority of respondents supported this proposed objective, they took the opportunity in the written comments to express some specific concerns they have around safety and culture. The importance of promoting Welsh language and culture was emphasised, as was the promotion of other groups not connected to culture. A number of different specific concerns were also raised – the importance of tackling poverty and inequality was raised as being essential to feeling "safe" in Ceredigion's communities, further support for carers and their families was requested and that children's education should remain in local communities and that learning locally is vitally important. A sample of these comments are contained in the table below.

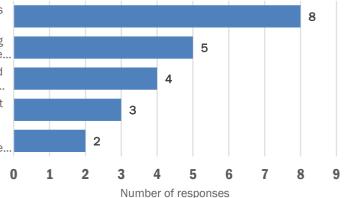
Sample Comments	
"I feel safe but there is a need to foster the Welsh culture."	"Ceredigion is a relatively safe place to live. The continued use of the Welsh Language and opportunities to promote culture in our communities is important."
"We won't feel 'safe' until everyone has enough to live on - you'd need to tackle inequality and poverty, a universal income might solve this. Opportunities to meet up end up being too expensive, no transport."	"Day Care Centres are closed, there is nothing for elderly/dementia/disabled people. There is exclusion/discrimination in help for carers not claiming because they are trying to make a living being self-employed whilst still caring for their loved ones and being at home. Relief/Cover is short, unreliable and not regular."
"All of your objectives involve partners, but do not outline specific actions or objectives with measurable results."	"There are many more cultural groups within Ceredigion that deserve support than just those connected to the Welsh language. I hope that's reflected in the action plan."

Q15: Which of the suggested well-being objectives are the most important to you?

Respondents were then asked to rank, in order of importance, which was the most important to them. The objective to **deliver decarbonisation initiatives** within Ceredigion received the most highest priority votes with 8, followed by the ambitions for tackling poverty and inequalities in Ceredigion with 5, as shown in the chart below.



We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural...
Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the...
We will work together to enable communities to feel safe and connected and will promote cultural diversity and increase...
We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of...
We will work together to reduce inequalities in our communities and use social and green solutions to improve...



However, this does not take account of the lower rankings. A simple weighting system was therefore applied to score each of the proposed objectives by multiplying the number in each ranking by a score of 5 to 1, with 5 being the highest. The results show that overall, the **working to achieve a sustainable economy** objective was ranked as the highest priority, followed by the **tackling poverty** objective and then **reducing inequalities**. Although delivering decarbonisation initiatives received the highest number of top priority votes, its overall score was much lower as it also received a high number of 4 and 5 votes. The overall weighted scores are shown in the table below.

Weighted Responses							
▼Proposed Objective	Rank ► 1	1	2	3	4	5	Total score
We will work together to achieve a sustainable econom benefits local people and builds on the strengths of Cer	,	4	8	3	4	3	72
Working together to deliver shared ambitions for tacklin poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - ec social, environmental, and cultural well-being.	e	5	6	5	3	0	70
We will work together to reduce inequalities in our com and use social and green solutions to improve physical mental health.		2	4	10	4	1	65
We will work together to deliver decarbonisation initiati within Ceredigion to protect and enhance our natural resources.	ves 8	8	0	1	6	6	61
We will work together to enable communities to feel sa connected and will promote cultural diversity and increa opportunities to use the Welsh language.		4	2	1	3	10	47

Q16: What can we do that would enable you, or groups that you are involved with, to help improve well-being in Ceredigion?

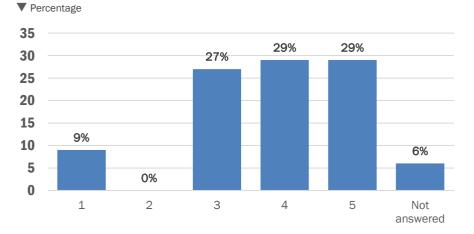
Respondents then had the opportunity to identify additional activities and groups that might help to improve well-being in the County. Most of the respondents took this opportunity to convey a variety of different ideas and suggestions which are summarised in the table below. Three key trends emerge:

- There were growing calls for improved public transport, particularly bus services and investment in cycling.
- The importance of community groups and events in connecting people to maintain health and well-being was emphasized. Asset Based Community Development was raised as one way of building communities.
- The need to support younger people to fulfil their aspirations.

Suggestions for Improving Well-being in Ceredigion			
 Supporting young people 	• Commit to Asset Based Community Development and employ community builders and participatory budgeting	• Community events. Connecting people. Connecting individuals' needs with social events to maintain healthy well-being.	
 Develop community hubs 	 Fund the basic services properly, such as highways and environmental 	 Lack of leisure and sports facilities and the distances needed to travel due to rurality 	
 Improvements to disabled access 	 Improvements to public transport to enable everyone to take part 	 Improve public transport to aim to get significantly less cars on the road. Invest in green cargo bikes for small businesses and pedestrianise touristic towns to make them more appealing. 	
 Keep libraries open 	 Members of staff from PSB organisations could be given time that they can use to volunteer for their community without salary sacrifice 	• Keep funding work to support access to the countryside	
 Walking routes to connect communities which are wheelchair or buggy accessible 	• Provide an improved bus service.	• Free exercise classes in village halls.	
• Alternative public transport to a bus. More effective ways of connecting the communities and towns of Ceredigion	• Provision of equal leisure facilities of countywide.	Affordable leisure facilities	
• Re-open day care centres and have more well-being groups (for example walking)	 Supported volunteering experiences 	• Tackle cost of living crisis and reduce prices	
Improved communication on available well-being initiatives	• Affordable loans to invest and make communities more resilient and self-sufficient such as through renewable energy, car pools, social gatherings and assistance with applications to support projects	• Support for youth groups and minority groups such as LGBT+, disabled, ethnic minorities, that allow people to come together and talk about changes that need to be made	

Q17: Are you happy with the way that we have consulted with you today?

Overall, respondents were broadly happy with the way in which the consultation had been conducted. 29% gave the highest score of 5, a further 29% scored the consultation at '4' and a further 27% scored 3. There were however, three responses that provided the lowest score of '1', representing 9%.



Q17. Are you happy with the way that we have consulted with you today?

Q18: Any comments?

A small number of respondents took the opportunity to comment on the way in which the consultation had been undertaken. Some had found it easy to complete, but there were three specific concerns raised. These were:

- That the point scale 1-5 hadn't been labelled clearly
- Whether residents without internet access would have the opportunity to respond
- Better promotion was needed to ensure that all groups have the opportunity to respond, particularly younger people.

Of the three respondents who gave a score of '1', only one took the opportunity to explain their rationale. They felt that the consultation was confusing and suggested that the proposed objectives should have been numbered and that the wording of the consultation should match the consultation questions.

Q19: Is there anything else that you would like to tell us?

The final question was open-ended to allow respondents to raise any other issues for the PSB to take into consideration. Several additional suggestions were made – public transport was again raised as being essential particularly for younger people, as was support for carers to attend community groups and training. Two different suggestions were put forward – firstly that water quality in rivers and seas should be a priority due to the deterioration they have seen in recent years and which will have an effect on the income generated by those use the natural resources. Secondly, that community schools, childcare establishments and youth clubs are key to encouraging communities to work closely together.

The final comment emphasized the need to keep the momentum and enthusiasm going for delivering

Page 32

the Local Well-being Plan when its approved. In particular, they highlighted the importance of keeping the public involved and communicating regularly regarding the achievements as the Plan is delivered. A sample of the comments received is shown in the table below.

Sample Comments	
"Community schools, childcare establishments and youth clubs are the key to encouraging communities to work closely together. Low wages are the single greatest factor in creating a brain drain of the young and leading to in work poverty. Sustainable futures should not be dependent on hospitality and retail sectors."	"Public transport: access to an affordable, efficient public transport service that allows young people and residents to meet with others; access services; be independent. A priority for Aberporth community is a school that is fit for purpose and a safe environment for our children to learn."
"This seems like an energetic proposal at the moment. Don't let it fizzle out; keep the public involved, keeping taking action and inform regularly of achievements."	"Water quality in rivers and seas should be a priority, standards have deteriorated considerably in recent years, and this has significant effect on the income generated by those who use the natural resource."
"Where is the cover available for carers to attend coffee mornings/afternoons or training for their own well-being? I am grateful for this questionnaire to have my say on health and social care in the real world."	

The "Ideas Wall"

The public consultation included the use of an "Ideas Wall" on the Ceredigion Have Your Say website. The Ideas Wall allowed respondents to post any additional ideas and suggestions to improve wellbeing. There were 15 comments posted and the main themes are summarised in the diagram below. There were no common themes emerging, but several themes raised throughout this consultation exercise were reiterated, most notably public transport and the provision of Welsh language courses for beginners.



Schools Engagement

Primary Schools

A session was held with school council representatives from 13 Ceredigion primary schools across the County. Pupils in attendance were in Years 3,4,5,6 with ages ranging from 7 to 11 years old. All of the

pupils agreed that the four overarching objectives of the Well-being Plan were very important issues to tackle, and all were keen to continue the relationship with the PB and be involved in future consultations. A summary of the themes raised are shown below and the number of pupils in agreement with each statement show in parentheses.

Tackling Poverty & Sustainable Economy

- Pupils wanted to see support for people who don't have enough money (x 7)
- Pupils wanted to see good jobs in the area that will help them to stay in Ceredigion, with no gender pay gap and with better pay in the farming and education sectors (x 6)
- Pupils were concerned about the cost of living and want lower bills (x 4)
- Pupils want to ensure everyone has a home (x 4)

Climate & Nature

- Greater protection of the natural environment, including tree planting programmes (x 8)
- Want to see a reduction in anti-social behaviour: litter (x 6)
- Encourage and educate on environmentally friendly practices (x 4)
- More sustainable and renewable energy production and use to help tackle the climate crisis (x 4)
- Concerned about animal welfare (x 3)
- Reducing carbon footprint by supporting the local economy (x 3)

Culture

- Pupils want to see more promotion of the Wales' heritage and language (x 4)
- Pupils want to see action to prevent racism (x 4)
- More inclusive communities (x 4)

Safe, Diverse and Cohesive Communities

- Access to affordable recreational facilities (x 13)
- Parents having the time and money to facilitate play (x 4)
- Safer communities (x 2)
- More clubs (x 2)
- Having healthy relationships with friends (x 1)

Secondary Schools

A similar facilitated session was held with three secondary schools across the County, with 29 pupils taking part whose ages ranged from 11 to 16 years old. The main themes identified are summarised below:

We will reduce pollution to improve air, water and environmental quality

- Environmentally friendly practices and initiatives, including recycling, reducing plastic use and tree planting
- Access to green spaces
- Sustainable transport
- Preventing the pollution of our waters
- Anti-social behaviour: litter
- Impacts of pollution on mental health

We will help give you the skills needed for future jobs, including green jobs, and provide more apprenticeships

- Education shouldn't just focus on the academic subjects, provide more opportunities to learn practical skills:
- Want the ability to learn about and experience different types of the jobs in different ways

We will tackle hardship and poverty in response to the cost-of-living crisis

- Support people who are experiencing hardship and ensure they can access food
- Support to understand finances and budgets

Youth Engagement

Engagement was also conducted with Ceredigion Youth Council to capture the views of younger people. Across the five themes discussed, there were a wide variety of both suggestions made and concerns raised affecting younger people's lives. Amongst the cross-cutting Tackling Poverty theme, there was no one issue that dominated the conversation, but the breadth of suggestions made demonstrate a good understanding of the challenges faced in the local economy in relation to poverty. One point that was raised and is visible throughout this engagement exercise was the call for subsidised or free bus travel for children from low income households. A summary of the points raised across each of the five themes is contained in the tables that follow.

Tackling Poverty

Increase council housing available	Petrol + diesel
Lessons in school about saving money	Schools being open for longer after hours
Life skills that help with finance	• Somewhere to go and stay warm
New buildings, more efficient	Community Centres and charities
Better insulation	Free period products
Environmentally friendly heat / electricity	NHS
Non School buses should be free for GCSE and	Food banks and donations more accessible
6th form	
• "School dinners -more available -more variety"	• Minimum wage to at least the living wage
Free school meals	Nationalise energy companies
"Clwb Brecwast available in morning"	Pay rises in general for needed jobs (30%)
Water available during the day	Cap on rent prices
Heat and electric	• Student discount cards for GCSE + 6th form
 "More pay for teachers - less strikes" 	• Services such as bus / school meals / gym leisure centre should be discounted or free for low-income children
Working conditions need improving	

The most prevalent themes raised in relation to the economy focused on the support for younger people entering the workforce. Firstly, there were several responses emphasizing the need for different training, including 'life skills', management and the specific industries such as the green economy and the creative industries. Secondly, there were also calls for better support for apprenticeships, both in terms of communicating the opportunities that

Page 35

exist and also the level of pay, both of which would likely attract more candidates. A variety of other issues were raised which are shown in the table below. The issues of improved transport was again raised in this theme.

Boosting the Economy, Supporting Businesses and Enabling Employment

More jobs in tech / computer / IT sector	• Better pay for apprenticeships - attract more people to do an apprenticeship
• Make sure students are aware of apprenticeships	More information about career paths
Promote apprenticeships like universities are promoted	Workshops
How to look good in an interview	Work experience
• "Practical work + experience - tactile learning"	More life lessons (management)
More educational support	• More apprenticeships in the creative industry
Presentations for different jobs	Learn relevant legal information
Financial training for green jobs	 Skills and experience are provided for more creative jobs
 More training for people who come from a farming background - help keep up with the change in economic structure 	• Stronger resources for people dealing with a lack of work e.g. job centres
• Specific lessons about these as a subject at school	 learning more important things in school for self- employment
• Life skills - money, savings, life, things we need to know about the future that we don't currently know	Better transport to get to a job

In relation to local communities, there were two issues that were most prevalent in the discussion. Firstly, the issue of funding for community projects was raised in order to provide general youth support. This included the need for more accessible grants to improve the youth support provided. Secondly, cycling was raised particularly the need for improved cycle routes and for these routes to be safe. These are summarised in the table below.

Creating Caring and Healthy Communities

• More accessible grants and funding to improve youth support	Not pay for public toilets + more toilets
 Community spaces – clubs -activities - electricity charging spaces - cymorth - period products - food donations - Parks and fitness areas communal open spaces 	Homeless shelters
 Environments - public walks / dog walking paths, bins - inconsistency with rubbish collecting - safer outside e.g. glass on floors" 	Bee sanctuary
• Fund raising in communities for community spaces (sports, cake sales, tug of war etc)	4G (astroturf) around Ceredigion
• Public water fountains to refill plastic bottles	• Youth clubs (Aberystwyth and Aberaeron)
 "Community gardens - good for mental health - any age - locally grown food - community involvement" 	More funding for public gardens in small communities
Make people more aware	BMX / bike tracks
"More environmentally friendly community space -more plantation"	Cycle paths (more and better quality)

•	"Community cafes -with computer access"	•	Safer Cycle paths
•	Walking paths (nature trails)		

The responses showed a high level of understanding of environmental issues and a wide variety of suggestions were made. The need for more green spaces and for tree planting were highlighted as was the need to reduce traffic and pollution and maximise the use of green energy. Interestingly there were also multiple references to the provision of allotments in order for communities and individuals to grow their food. Linked to this, one respondent also highlighted that food production should be local. The breadth of the responses received is showj in the table below.

Creating Sustainable, Green and Well-Connected Communities

•	Dog parks	•	Save the bees (more planters in communal areas)
•	"Increase pedestrianised areas - green spaces"	•	Bins for period products
•	Increase knowledge on the environment (eg.	•	Limiting light pollution in order to ensure that
	Why it should be respected like not standing on		nocturnal animals can live in peace while the quality
	dunes, sand - wildlife lived)		of local people's sleep improves
•	Plant more plants to promote wildlife	•	Wind turbines
•	Green public transport	•	Public transport (buses)
•	Little swampy area (good for water life etc)	•	More water fountains around the place - promote reusable bottles rather than buying bottles everywhere
•	Plant more trees	•	Nets in seas
•	Stop cutting down trees for building	•	Reduce one use plastic products
•	Plant more trees / plants / flowers	•	Car sharing programme
•	Public allotment / gardens	•	More green spaces
•	Community greenhouses	•	Solar panels
•	Public packaging (non-plastic)	•	More local food production
•	Meadow areas (better for biodiversity) (great for	•	Walking paths / nature trails-public bikes, city bikes
	carbon)		-more bins
•	Better drainage systems	•	More allotments in order to plant vegetables and local bread
•	More bins around schools / parks / public areas	•	Reduce air miles expanding local food production by diversifying what is grown, and the kinds of local fuel available

Culture

When considering the culture of the County, Welsh language was in a multitude of ways – some felt that more education should be provided through the medium of Welsh, some felt that more could be done to actually celebrate Welsh language and culture, and some felt that teachers and those providing training could use Welsh. The variety of these views are shown in the table below. Two other key themes emerge – firstly that there should be more Welsh events particularly music, and secondly that the County's cultural diversity should be celebrated to help create inclusive communities. In fact, "celebration" and "promotion" appeared throughout the engagement responses in relation to Welsh language and culture.

• Learning about other cultures in order to understand people who migrate from other countries and of a different race	I think it is important to celebrate all cultures & diversity
• Learn more about communities within the Welsh language	How do we celebrate the Welsh language?
Lessons through the medium of Welsh	 It should not be over - prioritising Welsh - speakers or idolising Welsh - speakers with bad opinions only because they speak Welsh
Welsh Baccalaureate, maths, science	• I think it's important to include all communities and help support diversity in Welsh speaking places, by using education to help join people together
• More Welsh sites for small children so they can	• Culture week - have a week in school to learn about
grow up confidently speaking the language	different cultures in the school
 Promote Welsh speaking in bilingual schools All teachers in Wales must be able to speak Welsh 	 Celebrate people of ethnic heritage in Wales Celebrating cultural diversity: allowing and encouraging all identities and cultures (including Welsh) to celebrate and partake in their cultures and traditions
 Two-way respect between languages - respecting and learning other languages / cultures + vice versa 	• Making sure it does not impact or get prioritised over education, mental health, environment, world issues, public transport
• Securing committees is a school puzzle	Celebrate Welsh history, Welsh history month
• More event workers e.g. football etc using Welsh as their first language.	• We need to celebrate the Welsh language without alienating those who don't speak it. Inclusivity is key.
• More Welsh events – music -drama etc.	The importance of the Eisteddfod
Compulsory to learn Welsh in primary school over Wales	More Welsh events - music
 More Welsh books in shops and schools - updating more modern books. 	Availability of Welsh classes - for older people
Celebrate Welsh schools	

Written Responses from Partners and Stakeholders

In addition to the 34 completed survey forms, there were 7 individual written responses from key regional and national partners. These were Aberystwyth University, Natural Resources Wales, Dyfed-Powys Police, Mid and West Wales Fire and Rescue Services and The Language Society. Two of the responses were detailed feedback from Welsh Government and the Office of the Future Generations Commissioner. All seven written responses expressed their thanks for being able to take part in the consultation and comment on the draft Local Well-being Plan.

Feedback from PSB Partners and Local Stakeholders

The four PSB partners who provide a detailed written response explicitly stated their support for the draft Local Well-being Plan, but with some adjustments and suggestions to be considered which are summarised below.

Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion

• Align with the Mid Wales Growth Deal and encourage a more environmentally focussed approach within this initiative

- Take a more inclusive and innovative approach to measuring economic benefit and success.
- Given the importance of the rural economy in Ceredigion, further enhance of the details referencing agriculture
- Clearer connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, the economy and skills.
- Consider more of a focus around supporting socially and environmentally responsible public procurement, to benefit the local supply chain.
- Concerns around the over-emphasis on the tourism industry in the County and the drawbacks of less stable and reliable income. The Public Services Board's partners could contribute to creating sustainable tourism in the County through a joint strategy, and which should feature as a step in the Local Well-being Plan. (Sustainable tourism = tourism that considers its economic, social and environment in the present and the future fully, addressing the needs of visitors, the industry, the environment and communities that receive visitors).
- The Public Services Board's partners should contribute to the economy by creating a policy for buying locally where possible, in order to create a circular economy which is sustainable, and prioritise local or Welsh companies.

Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health

- Greater mention of sustainable transport is needed, which has a significant impact on rural communities from a wellbeing and decarbonisation perspective, and the role of the PSB to safeguard and enhance rural services for the benefit of its residents.
- Active travel should be included as part of the Welsh Government's Active Travel initiative, to encourage communities to engage with sustainable travel and the social and health benefits associated with it.
- Consider the disproportionate impact on specific communities in relation to environmental risks and hazards, such as flood risk, poor air quality, noise pollution, water quality and Invasive Non-Native Species.
- Increase engagement with communities to support their own understanding of, and potential contribution to, building resilience.
- Consider training for partners in the 'Three Horizons' model to help support the incorporation of future trends into the next phase of well-being Planning.
- Greater detail should be included on the key issue of access to sport and leisure opportunities across the County.

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources

- Include water quality and pollution, specifically in relation to the rivers within Ceredigion.
- Include detail on the marine environment (and associated economy and recreation).
- Consider undertaking a Climate Risk and Opportunity Assessment, in accordance with the Application of the Climate Change Risk Assessment for Wales (CCRA3), to inform how to progress a targeted approach for delivery for climate adaptation within Ceredigion.
- Include the new Sustainable Farming Scheme and how it may impact rural communities and deliver the wellbeing objectives.

Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language

- Further reference to the role that physical spaces play in contributing to cultural wellbeing, in the context of arts, language, culture and heritage spaces that are unique to Ceredigion.
- Give due consideration to the real impacts of rural and environmental crime (such as fly tipping, off-road biking and wildfires etc) and how the PSB can tackle these issues.
- Greater detail should be included on the key issue of public and sustainable transport for the County.
- On page 19 of the plan, remove the reference to students in relation to the Ceredigion being considered as

Page 39

one of the heartlands of the Welsh language. This does not present a balanced view as many students are Welsh speakers and contribute to a vibrant bilingual culture.

- As one of the strongholds of the Welsh language, the Public Services Board needs to be more ambitious with its actions in relation to promoting the Welsh language and this should go beyond merely encouraging and increasing the use of the Welsh. All PSB partners should provide training and consider apprenticeships for people work directly with the public enabling them to relate to the public confidently through Welsh.
- The right to a home locally should be included within this objective, as housing affordability is having an impact on local communities. The Public Services Board could be more proactive in identifying people's needs and local circumstances, and this find and facilitate suitable solutions such as social rented, middle market housing and local market housing. The Local Well-being Plan should be more ambitious an set target to make a real difference to the people of the County.

Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing

- Seek every opportunity promote climate adaptation measures, such as the retrofitting of buildings to reduce carbon footprint and improve cost effectiveness, installing more sustainable drainage systems and green infrastructure, thus improving the local environment around traditional grey infrastructure.
- A climate change risk assessment is a necessary 'next step' for identifying how to apply much of the wellbeing plan into the local needs within Ceredigion, and help us prioritise issues with available resources to improve community resilience and adaptation measures for a changing climate.
- Consider if greater prominence should be given to the key issue of adequate housing and housing affordability in the County.

Feedback from Welsh Government and Office of the Future Generations Commissioner

Welsh Government and the Office of the Future Generations Commissioner provided detailed feedback on the draft Local Well-being Plan. Due to their length, their full responses are attached for reference (Attachment 1 and 2), but a summary of their main points is displayed below.

Welsh Government

- Overall, the draft plan was well-received. It is a clearly thought-out draft plan and it is evident that a lot of work has gone into considering the key priorities emerging from the well-being assessment.
- The plan is well structured and clearly written and presented.
- The section on the well-being objectives is well set out and flows well with the three headings 'Why this objective', 'Our ambitions', and 'What we will do'; this provides a good, clear explanation of the process.
- More demonstration of how longer-term thinking (i.e., for future generations) has been incorporated in the plan would be welcome.
- More clearly reflect the longer term thinking to identify the objectives in the plan.
- References to the other corporate strategies, plans and work programmes already in place within the county is a strength.
- The well-being assessment has been used effectively to help identify the priorities to be addressed in the plan.
- Including more consideration of the strengths and gaps of developing the plan, for example, engaging different communities and delivery partners would help to strengthen it.
- The evidence gap on protected characteristics data since Covid-19 is mentioned, but there is very little detail on this and no reference to other gaps in the evidence which may have affected the development of the plan.
- Give consideration to the 'what works' evidence base as to why certain actions have been chosen and developing a theory of change to explain how these actions are expected to lead to the stated ambitions would help to strengthen the plan.
- Demonstrating plans for evaluating the implementation of the ambitions and the impact of them would also help to strengthen the plan.

Office of the Future Generations Commissioner

The Office of the Future Generations Commissioner have been kept informed of progress in developing the draft Local Well-being Plan and the Well-being Objectives. Two sets of feedback from the Commissioner's Office were received on 22nd August 2022 and 20th September. The following provides a summary of the main feedback and the suggestions made.

Overall Feedback

- The draft plan is clear, reads well and is ambitious in its scope and the potential action it outlines.
- It's great to see the way you have framed the draft document: using the four dimensions of well-being; considering the findings of your well-being assessment; understanding what needs to be achieved (strategically) and then looking at what the PSB can do about it.
- In the supporting text, it's positive to see reference to the changing demographics, changes to working patterns and the importance of digital infrastructure/connectivity.
- Some of the steps outlined in the draft plan are broad in scope and we encourage your PSB to ensure the proposed activities are clear and achievable.
- Ensure the activity proposed in the well-being plan is specific, measurable, achievable, relevant and timebound (SMART).
- Further consider the interconnections between the emerging priorities to help maximise your contribution to all of Wales' well-being goals.
- Building on the information contained within appendix one "How these contribute to the Seven Well-being Goals", there are opportunities for the PSB to further consider how the activity being proposed can contribute more broadly.
- Be bold in the action you plan to take for your communities over the next five years.

Cross-Cutting Objective: Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing

- It's clear the thinking on your cross-cutting objective on tackling hardship and poverty has developed from the first draft, particularly with the inclusion of 3 steps.
- The success of this cross-cutting objective will largely depend on the quality of conversations you're having with your communities, in this case, Cardigan.

Objective 1: Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion

- Ensure you're looking longer-term at the skills and training needed to help address some of the challenges facing Ceredigion.
- Consideration should be given to what targeted and sustained action might be needed to ensure entry for those furthest from the labour market in your area, e.g. disabled people, women and Black, Asian and minority ethnic people.
- Are there any opportunities to make the links here to point 4d within NRW's supporting paper, which sets out how PSBs can help incentivise a regenerative local economy whereby the environmental impacts of production and consumption are reduced?
- Comments on specific steps:
 - 1.1 Welcome the addition of the text that says 'including up-skilling and re-training for a green economy.'
 We encourage you to make clear links to the importance of collaboration and involvement in the supporting text.
 - 1.2 As you will be aware, the criteria for applying to the UK Shared Prosperity Fund does not include or refer to the requirements of the WFG Act. Any projects that are taken forward should be in line with the progressive long term policy approach we have established in Wales through the Well-being of Future Generations (Wales) Act 2015. This means that any proposals must illustrate how the funding would

enable you to take all reasonable steps to meet your well-being objectives and comply with the sustainable development principle.

- 1.4 We refer you to our earlier advice where we sought assurances you have considered the broader picture on the foundational economy in Wales, and shared various links. If the focus is solely on the CLES report, it would be helpful to know what recommendations, in particular, you are seeking to deliver.
- 1.5. Welcome the addition of the PSB's commitment to fair work. Public Health Wales have resources on fair work here which you may find helpful.

Objective 2: Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health

- Welcome the strong, clear focus on taking a place-based intervention in Cardigan to help reduce inequalities
 and share what works beyond. For clarity, it would be helpful if the supporting text for draft objective 2 could
 include an explanation on what 'place-based interventions' are, what they might look like for your area and
 how they might be different from previous approaches.
- While collaboration has come across as a strength in our discussions so far, and your well-being assessment, this way of working could be emphasised more within this objective.
- Based on the current wording of draft objective 2, further consideration could potentially be given to reflecting the existing strengths and examples in the area and how these might be a basis from which to learn and progress.
- What consideration has been given to work and activity that will have already taken place to map assets and resources in the area.
- Integrate health and wellness into your other well-being objectives.
- We encourage you to identify and set out any barriers or tensions that may exist with this objective, and any potential steps you (or others) can take to remove them.
- Comments of specific steps:
 - Step 2.1.2. Welcome the additional reference to social, green and blue prescribing.
 - Step 2.3 Reiterate our earlier comment that while it's very positive to see a step focussed on food, the draft step as worded (i.e. 'explore the opportunities...') is potentially a little vague and may need further consideration to ensure the activities you are seeking to achieve are clear and achievable.
 - Step 2.4 Note that step 2.4 has been moved from well-being objective 3 (first draft) to well-being objective 2, which is a better fit and should complement the other steps set out in objective 2.

Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources

- It would strengthen the draft plan if the collaboration between PSB partners and other important partners could come across more, either in the wording of the steps or supporting text.
- If you're finding it challenging to get further detail in a step, we recommend trying to make the links and connections within the supporting text.
- Comments on specific steps:
 - Step 3.1 As worded, the step only refers to 'decarbonisation activity'. Can this go further and include some of the areas the PSB will potentially focus on? For example, fleet, buildings, procurement etc?
 - Step 3.2 Maybe unclear to readers and members of the public exactly what 'supporting pollution prevention measures' means and there appears to be little connection between the step itself and the supporting text under objective 3.
 - Step 3.3 Refer you to step 4b on 'Improve the health of our ecosystems' in NRW's supporting paper for further consideration of some of the areas it highlights that are relevant here, as well as consideration of consistency of language.
 - 3.4. Strong links here to the actions highlighted by NRW in their paper, particularly 4a, 4c i and ii and 4d.
 As above, we appreciate flexibility will be important but recommend further consideration is given to areas
 4a, 4c and 4d of NRW's paper to help provide some clarity on the specific action/s you'll be looking at.

• It's reassuring to see the focus on addressing climate change and to see reference to your well-being assessment in showing the value local people place on their local environment and the crucial role it plays in their well-being.

Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language

- Given the scale and breadth of activities within this objective, our advice is to recommend you explore and identify opportunities to integrate some of the activity outlined within your other objectives and steps. For example:
 - Are there potential links between supporting a cultural strategy for the area (step 4.1) and the step within objective 1 to support the foundational economy and the steps within objective 2 where you're seeking to take a place-based approach?
 - Are there opportunities to pursue and integrate your ambitions for the Welsh language through other activities, such as your steps focused on skills, place-based interventions, the foundational economy and/or cultural strategy, thereby strengthening their impact beyond a statutory duty?
- We encourage you to consider the interconnections between your emerging priorities to help inform your decisions about the most effective steps and who will need to be involved.
- As you develop your objectives and steps, it would be helpful to understand:
 - How this work is being shaped by key stakeholders over the summer period, and particularly their needs and challenges?
 - How the key stakeholders affected by the objectives and steps can continue to influence the project throughout its life?
- Comments on specific steps:
 - On step 4.2, the Welsh Language Commissioner's Office have advised that your well-being plan should align with your Welsh Language Promotion Strategy and this may be helpful for you in identifying which local partners to engage with. Attached is the Welsh Language Commissioners resources 'Considering the Welsh language in the Local Well-being Plans' which we hope you will find helpful.
 - Building on the inclusion of step 4.6 it would be helpful if further context could be provided within the supporting text. For example, information on what partnerships the PSB is intending to form and what they intend to achieve.

Equalities Monitoring Questions

The Council's standard demographic and equalities monitoring questions were asked as part of the survey.

13. Welsh Language - We would like to know your views on the effects that this proposal would have on the Welsh

language, specifically on:

- opportunities for people to use the Welsh language
- on treating the Welsh language no less favourably than the English language

What effects do you think there would be? How could positive effects be increased, or negative effects be mitigated?

The overwhelming majority of respondents felt that the Local Well-being Plan would have a positive impact on the Welsh language. However, they highlighted several key points in order for this to be improved further:

- Communities should be encouraged to provide inclusive groups and activities.
- Increased opportunities for learning Welsh should be provided and free of charge.
- Organisations to work closely with Welsh-language organizations to promote their objectives through the medium of Welsh.
- Encouraging local businesses to ensure they have Welsh speaking staff.
- Promoting the benefits and making it the language of work and life.

A sample of the comments received are shown in the table below.

Sample Comments					
"Important that everything is guided through Welsh, and the opportunity for people to learn basic Welsh when involved in different activities. It is very important that the Welsh language is promoted and that the Welsh language is first in all aspects of our communities"	"Need more ready access to Welsh classes at all levels as most people who move into the area are keen to learn some Welsh"				
"Some businesses may not have any Welsh speakers working for them, so perhaps businesses should be required to have a certain amount of Welsh speaking staff or translators. A lot of English speaking people may be interested in taking Welsh classes in their spare time and so there's an opportunity here to set up social events or groups where people can practice speaking Welsh so that they can be more inclusive in their daily lives."	"To treat the Welsh language as our right not as a secondary thought. This is pretty much being achieved by public bodies but more could be done to try and get non Welsh speakers to understand how important the history and culture of the Welsh Language is to us as a Nation."				

14. Welsh Language - Please also explain how you believe this proposed proposal could be formulated so as to have:

- positive effects or increased positive effects on opportunities for people to use the Welsh
- language and not to treat Welsh language less favourably than English language
- so that there are no adverse effects on opportunities for people to use the Welsh language
- and not to treat Welsh language less favourably than English language

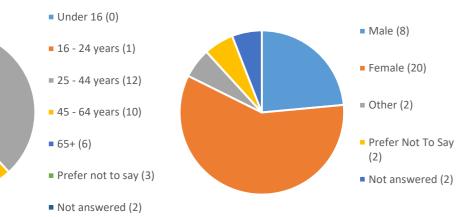
There were a variety of ideas of how the Local Well-being Plan could be implemented to have a positive impact on Welsh language and the opportunities for people to use Welsh. These were:

- Highlight the importance of having Welsh language skills when applying for employment.
- Supporting communities who would like to increase use of the language and the idea of Welsh citizenship.
- Public facing workers to identify that they speak Welsh.
- Official signs and documents should be bilingual.
- Request that websites or businesses in Ceredigion have their default language as Welsh instead of English, since Welsh is the official language of the country and is culturally significant.
- Also ensure that all information on signs, posters and websites is always translated into Welsh.

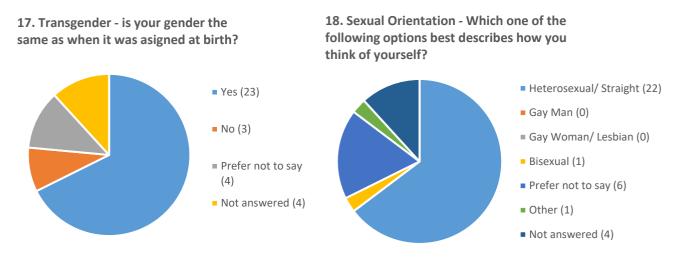
A sample of some of these comments are shown in the table below.

Sample Comments				
"By supporting communities who would like to increase use of the language and the idea of Welsh citizenship"	"Perhaps request that websites or businesses in Ceredigion have their default language as Welsh instead of English, since Welsh is the official language of the country and is culturally significant - also ensure that all information on signs, posters, websites etc is always translated into Welsh if it is originally written in a different language, especially English"			
"By adopting methods to measure the impact of the proposed proposal occasionally and putting measures in its place if that impact does not show positive results in terms of the Welsh language"	"Public facing workers to identify that they speak Welsh - unfortunately, I often start in English to avoid embarrassing them if they don't understand Welsh. Everything should be bilingual - signs, documents etc and promote use of basic everyday Welsh phrases"			

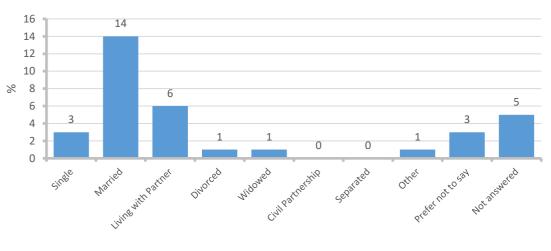
15. Age - What is your age group?



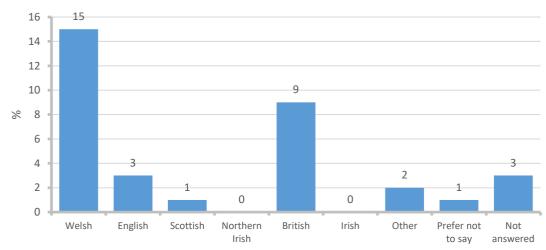
16. Gender - What is your gender?



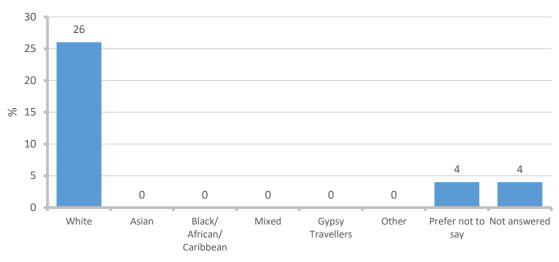
19. Partnership - Which of the following options describes your partnership status?



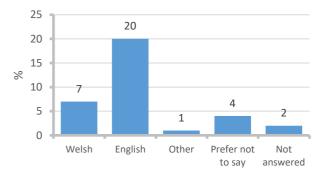
20. National identify - How would you describe your national identity?



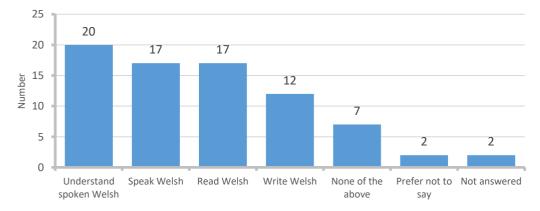
21. Race - What is your ethnic group? Choose one option that best describes your ethnic group or background.



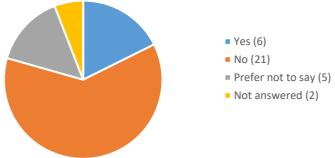
22. Language - What is your preferred langauge?



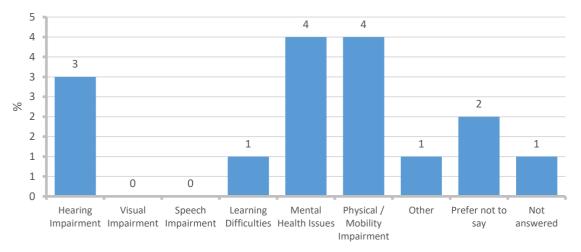
23. Lanuage - Can you understand, speak, read or write Welsh?



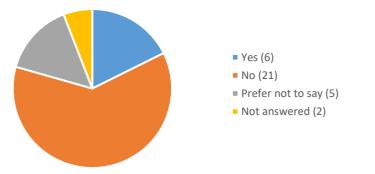
24. Disability - Do you have a long term physical or mental health condition or illness that reduces your ability to carry out day to day activities?



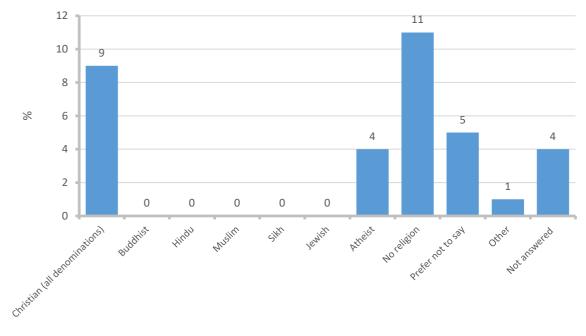
25. Disability - If you answered 'Yes' to question 25, please indicate which applies to you?



26. Caring Responsobilities - Do you look after or give help or support to family members, friends, neighbours, or others because of either: long term physical or mental ill-health / disability; or problems related to old age?



27. Religion or Belief - What is your religion?



Attachment 1a: Office of the Future Generations Commissioner Response



Public consultation of Ceredigion PSB's draft well-being plan

Advice of the Future Generations Commissioner for Wales

Dear Ceredigion PSB and supporting officers,

Thank you again for meeting with our office during the statutory advice period to help inform your draft well-being plan. As you're aware, our written advice was shared with the PSB on 11th October 2022.

Your draft well-being plan is now open for public consultation. To fulfil the Future Generations Commissioner's statutory duty of advising PSBs on how they might take steps to meet their draft objectives, this short letter represents our response to your public consultation.

Consulting on your draft well-being plan

The public consultation currently underway is an opportunity for organisations, networks and residents to share their views on what they believe the PSB can do to improve well-being in your area. It is also an opportunity for your PSB to ensure it's applying the five ways of working in the development of the plan. For example, meaningfully involving people and collaborating with key partners and organisations, alongside using our advice and the feedback of others (from the consultation) to draw out the opportunities for prevention, integration and longer-term solutions.

We encourage you to fully consider the feedback you receive and reflect on how it can help influence the action the PSB might take to drive change in your area.

Our advice on your draft well-being plan

The advice we shared in October 2022 was based on a version of the draft well-being plan dated 14th September 2022. As we have discussed, the draft plan is clear, reads well and is ambitious in its scope and the potential action it outlines.

Based on the draft well-being plan currently online for public consultation, there appears to be no significant difference between the two versions except the step to 'strengthen the work of the Growing Mid Wales Digital Programme...' has been transferred from well-being objective one to two, and a step to 'Maximise the opportunity to upskill and re-train for a green recovery' has been included under well-being objective three.

As only a couple of amendments appear to have been made, our advice is therefore attached again alongside this letter for your reference, and we encourage you to reflect on it again as you continue to refine the draft plan and develop your delivery plan.

For example, we shared our view that some of the steps outlined in the draft plan are broad in scope and encouraged your PSB to ensure the proposed activities are clear and achievable. To highlight one example, it is good to see the step to '*Deliver decarbonisation activity to support Welsh Government's ambition of a net-zero public sector by 2030*' but it's not clear from the information set out in the draft plan what the 'decarbonisation activity' is or might be.

While we note the draft plan states "Our next step will be to develop and implement a delivery plan with detailed steps and actions to complete..." our advice to all PSBs is to ensure the activity being proposed in their well-being

plans is specific, measurable, achievable, relevant and time-bound (SMART). Involving the right people during the public consultation period of your draft plan is a good opportunity to help your PSB achieve this.

In our earlier advice, we also encouraged the PSB to further consider the interconnections between the emerging priorities to help maximise your contribution to *all* of Wales' well-being goals. In this regard, the inclusion of Appendix one is helpful as it clearly sets this out.

Building on the information contained within appendix one, there are opportunities for the PSB to further consider how the activity being proposed can contribute more broadly. For example, while we would expect to see steps 4.1 and 4.2 included against the 'Wales of Vibrant Culture and Thriving Welsh Language' well-being goal in the appendix, the activity proposed in relation to steps such as 2.1.2 (Social and green prescribing), 2.2 (sustainable food place) and 2.3 (connecting people to nature) can be planned and delivered in a way that would also make a significant contribution to the cultural well-being of Ceredigion.

Next steps

While there are significant challenges in the here and now, we encourage you to be bold in the action you plan to take for your communities over the next five years. We will continue to work with our key partners to provide ongoing support to PSBs and wish to reassure you we will not be seeking to penalise PSBs for taking risks and trying things aimed at driving change.

As you continue to receive feedback via the public consultation and work collaboratively to shape your final plan, we will be happy to continue providing our advice and assistance. Please contact Jenny McConnel (your regional lead) and Christian Servini in the first instance if this would be helpful.

Office of the Future Generations Commissioner for Wales

30th January 2023

Resources

For your reference, included below is a list of our resources. These are shared for the consideration of the PSB and its delivery groups as your work on particular themes and topics takes shape:

The Future	Summary of recommendations	Already shared with PSBs and helpful in understanding the type of
Generations		action PSBs can take in relation to topics and themes.
Report	Setting good well-being	Chapter 4 of the Future Generations Report.
	<u>objectives</u>	
	Bite-size products	Drawn from the Future Generations Report, the 'bite-size' products
		are tailored to areas of work such as planning, transport etc, and
		include the most relevant ideas and recommendations.
Implementation	Section 20 Review Maturity	A helpful tool that details steps organisations can take to further
	Matrix	embed the Well-being of Future Generations Act and help us
		achieve the national well-being goals of Wales.
	The 'Future Generations	A framework for ensuring public bodies (and others) are using the
	Framework for Projects'	Act as a framework for thinking.
Long-term	Three Horizons Toolkit	An easy-to-use guide to help public bodies think and plan better for
		the long-term, by keeping a clear vision and taking future trends into
		account.
Cost of living	Cost of living: now and in the	While some of these policy decisions are not within the remit of the
	<u>future</u>	PSB, we encourage you to consider what is possible and the power
		of the PSB to advocate to Welsh Government (and others) on policy
		change that would benefit your communities.
Procurement	Procuring well-being in Wales	A review into how the Act is informing procurement in Wales, as
		well as recommendations for public bodies.
Climate change	Inequality in a Future Wales	Our report with Public Health Wales which highlights the future of
and inequality		work, changing demographics and climate change could increase
		existing inequalities if the impacts on different groups in society are
		not factored in.

	Inequality in a Future Wales, part	Focussed on involvement and includes resources for policymakers to
two: Communities and Climate		implement similar creative futuring techniques to involve
	Change in Wales	communities in long-term thinking.
Skills	Skills through crisis: up-skilling	Analysis showing the potential of investment in green jobs and skills
	and re-training for a green	for a prosperous, green and equal recovery.
	recovery in Wales	
Decarbonisation	Homes fit for the future: the	Aimed at the Welsh and UK Governments, estimating the funding
of homes	retrofit challenge	needed for the decarbonisation of homes in Wales, identifying
		funding gaps and approaches to addressing them.
Good practice	Case studies	Good examples of how the Act is being implemented on the ground
		across Wales.

Attachment 1b: Office of the Future Generations Commissioner Response



Ceredigion PSB's draft well-being plan

Advice from the Office of the Future Generations Commissioner 7th October 2022

Thank you for sharing your draft well-being plan with us on 13th July. As your work developed over the summer, you also shared an updated version of your plan with us on 14th September for our consideration.

In response, we have provided two sets of advice to you: on 22nd August and 20th September. For your records, this advice is set out below in one document.

Advice shared with Ceredigion PSB on 20th September 2022

Thank you for sharing your latest draft well-being plan with us on 14th September 2022. We're grateful for sight of your latest draft plan. It reads well and is ambitious in its scope and the potential action it outlines.

As you're aware, we shared our early advice on your first draft plan with you on 22nd August 2022. The advice set out below does not replace our earlier advice. Instead, it is intended to be helpful as you continue to refine the plan, and both sets of advice should be read in conjunction.

While we have had limited time to reflect on your latest plan, we hope the advice below is helpful.

Cross-cutting objective

- It's clear the thinking on your cross-cutting objective on tackling hardship and poverty has developed from the first draft, particularly with the inclusion of 3 steps.
- The success of this cross-cutting objective will largely depend on the quality of conversations you're having with your communities, in this case, Cardigan. We refer you to our comments further below on involvement and the importance of embedding co-production.

Well-being objective 1

- 1.1 Welcome the addition of the text that says 'including up-skilling and re-training for a green economy.' We appreciate exact clarity on this step may not be clear yet, but understanding, progress and success for this step (along with many others) will largely depend on who you're working with and involving. We therefore encourage you to make clear links to the importance of collaboration and involvement in the supporting text.
- 1.1. cont. It's positive to see the links to the Regional Skills Partnership in the ambitions text, but this relationship should work both ways, where the Regional Skills Partnership are also taking into account the extensive data and information you have presented within your well-being assessment. This is critical for their thinking and planning.
- 1.2 As you will be aware, the criteria for applying to the UK Shared Prosperity Fund does not include or refer to the requirements of the WFG Act. The PSB has an important role to play and we remind all PSBs that the Future Generations Commissioner wrote to all local authorities reiterating that any projects that are taken forward are in line with the progressive long term policy approach we have established in Wales through the Well-being of Future Generations (Wales) Act 2015. ("the Act"). These obligations continue to apply to

everything public bodies and PSBs do, including when applying for funding from outside of Wales. This means that any proposals must illustrate how the funding would enable you to take all reasonable steps to meet your well-being objectives and comply with the sustainable development principle.

- 1.4 We refer you to our earlier advice where we sought assurances you have considered the broader picture on the foundational economy in Wales, and shared various links. We anticipated this may have been incorporated into updated wording for this step but the wording remains unchanged. If the focus is solely on the CLES report, it would be helpful to know what recommendations, in particular, you are seeking to deliver.
- 1.5. Welcome the addition of the PSB's commitment to fair work. Public Health Wales have resources on fair work <u>here</u> which you may find helpful.
- General: Are there any opportunities to make the links here to point 4d within NRW's supporting paper, which sets out how PSBs can help incentivise a regenerative local economy whereby the environmental impacts of production and consumption are reduced? They include examples such as local procurement, repair cafes, local food systems, sourcing energy from waste and renewables, reducing packaging, payments for ecosystem services, incentivising integrated active travel networks. This cuts across all four of your objectives.

Well-being objective 2

- 2.1.2. Welcome the additional reference to social, green and blue prescribing.
- 2.3 Reiterate our earlier comment that while it's very positive to see a step focussed on food, the draft step as worded (i.e. 'explore the opportunities...') is potentially a little vague and may need further consideration to ensure the activities you are seeking to achieve are clear and achievable.
- 2.4 Note that step 2.4 has been moved from well-being objective 3 (first draft) to well-being objective 2, which is a better fit and should complement the other steps set out in objective 2.

Well-being objective 3

In the latest draft, the steps are clearer and stronger than the original draft. As per our earlier advice, collaboration between PSB partners and other important partners will be critical for making progress in this area. It would strengthen the draft plan if this could come across more, either in the wording of the steps or supporting text.

We've discussed the importance of flexibility within the plan and finding a balance in your steps between aspiration and detail. It is challenging to get this balance right, and we appreciate your consideration of this. If you're finding it challenging to get further detail in a step, we recommend trying to make the links and connections within the supporting text. This is critical for providing the right context within the plan.

- 3.1 As worded, the step only refers to 'decarbonisation activity'. Can this go further and include some of the areas the PSB will potentially focus on? For example, fleet, buildings, procurement etc?
- 3.2 Welcome addition of step 3.2 but it may be unclear to readers and members of the public exactly what 'supporting pollution prevention measures' means and there appears to be little connection between the step itself and the supporting text under objective 3. As above, it would be helpful if this could be expanded slightly so it more easily understood, or further context given in the supporting text.
- 3.3 Welcome the addition of this step and refer you to step 4b on 'Improve the health of our ecosystems' in NRW's supporting paper for further consideration of some of the areas it highlights that are relevant here, as well as consideration of consistency of language.
- 3.4 Welcome the inclusion of this step and its ambition. Strong links here to the actions highlighted by NRW in their paper, particularly 4a, 4c i and ii and 4d. As above, we appreciate flexibility will be important but recommend further consideration is given to areas 4a, 4c and 4d of NRW's paper to help provide some clarity on the specific action/s you'll be looking at.

Well-being objective 4

As there are no substantial changes to the objective or its supporting steps, we refer you to our earlier advice.

On step 4.2, the Welsh Language Commissioner's Office have advised that your well-being plan should align with your Welsh Language Promotion Strategy and this may be helpful for you in identifying which local partners to

engage with. Attached is the Welsh Language Commissioners resources 'Considering the Welsh language in the Local Well-being Plans' which we hope you will find helpful.

Building on the inclusion of step 4.6 it would be helpful if further context could be provided within the supporting text. For example, information on what partnerships the PSB is intending to form and what they intend to achieve.

Further advice on involvement and co-production

As we have discussed, the success of your plan will largely depend on the extent to which the PSB and its supporting groups apply the 5 ways of working.

It's fantastic to see the focus your draft plan has on taking a place-based approach, and the intent on working with your communities to help drive change and improve well-being. With this in mind, we're reminding PSBs that the involvement of communities should happen throughout the next five years of Well-being Plan delivery, not just during its development, and that a move towards a more co-productive way of working is considered good practice. The support you will receive as a regional cluster from the Co-production Network for Wales will be invaluable here.

Involvement and co-production practice are specific ways of working and successfully embedding these ways of working requires an investment of time and resource for staff to develop these skills. Accessing the necessary training and support collaboratively is beneficial both in terms of commitment and cost.

Provision of regular training through regional and national forums is an important way to continue provide value to members of these forums, and to grow membership. We're encouraging PSBs to invest in joining in these mechanisms to share practice, work through challenges in partnership with other PSBs and to learn from one another. Meaningful involvement and co-production takes people who are genuinely passionate about putting it into practice.

At a decision-making level, we're also encouraging PSBs to undertake an exercise in identifying where there are meaningful and achievable opportunities to change ways of working, and the demonstrable benefits of doing so, as well as looking at the challenges. This is particularly relevant given your steps on taking a place based approach.

'Hard to reach' groups and children and young people

With your place-based focus in Cardigan, improved involvement of and co-production with 'hard to reach' groups and children and young people in the well-being planning process will be critical. You're encouraged to undertake an exercise in identifying the individuals and groups who are best placed to involve specific communities in the wellbeing planning process. Use involvement conduits who are already carrying out this work successfully, such as frontline staff and third sector projects. PSBs should also involve their local third sector organisations in this work, where there are great examples of dedicated relationships between 'hard to reach' communities and the services they access facilitated. Work of this nature should be ongoing.

Well-being and the work of the PSB are not always tangible topics of conversation. The most successful conversations through which to learn about how individuals and communities feel about well-being are not necessarily about well-being. PSBs should try talking to communities about what they want to talk about and drawing out the well-being messages, not the other way around.

2 Advice shared with Ceredigion PSB on 22nd August 2022

We're grateful for early sight of your 4 draft well-being objectives and steps, shared with us on 13th July 2022. As you stated, the objectives are high level, with each one sitting under one of the dimensions of well-being. You also highlighted 'Tackling hardship and poverty' will be a cross-cutting theme.

We noted your comments on the potential scope of the work, and importance of focussing on where the PSB can best add collective value. In our initial meeting, it was reassuring to hear you say your draft steps could and would reflect the engagement you were undertaking, and that there would be flexibility.

Overall, it's great to see the way you have framed the draft document: using the four dimensions of well-being; considering the findings of your well-being assessment; understanding what needs to be achieved (strategically) and then looking at what the PSB can do about it.

Draft well-being objective 1: economic well-being

In the supporting text, it's positive to see reference to the changing demographics, changes to working patterns and the importance of digital infrastructure/connectivity. It's also good to see you highlight your ambition to support the work of the Regional Skills Partnership to help ensure local needs and skill gaps are addressed.

Objective 1, step 1.1

- Great to see the collaborative focus of the step.
- While it refers to identifying gaps, we encourage you to ensure you're looking longer-term at the skills and training needed to help address some of the challenges facing Ceredigion and Wales. For example, research tells us the environmental sector has the potential for significant job creation to help tackle the climate and nature emergencies, but we don't currently have the people or skills in place in Wales to fill those jobs. Our report on upskilling and retraining for a green recovery in Wales is <u>here</u>.
- Going further, could consideration be given to whether the ambition of the step could go beyond addressing gaps and potentially seek to lead the way in a specific area? The specifics of this step will be important, and likely to be shaped through involvement of other organisations and members of the public. What can each organisation do themselves? How can they play a role as key public sector 'anchor institutions' in encouraging training and employment in other sectors?
- Consideration should be given to what targeted and sustained action might be needed to ensure entry for those furthest from the labour market in your area, e.g. disabled people, women and Black, Asian and minority ethnic people.
- If the ambition is to help address existing inequalities in the area, this could be made more explicit in the step or supporting text.

Objective 1, step 1.2

- As above, it's positive to see the collaborative focus of this step.
- Any proposals submitted to the UK's Shared Prosperity Fund must illustrate how the funding would enable you to take all reasonable steps to meet your well-being objectives and comply with the sustainable development principle.

Objective 1, step 1.3

- In their consideration of the four dimensions of well-being in the areas, PSBs have a unique and significant role to play in their regions and the broader partnership landscape. Instead of being 'aware of', we recommend the wording is strengthened to reflect the important role PSBs can play in influencing this broader landscape (e.g. regional growth deals, CJCs etc).
- To give an example, NRW are advocating PSBs make clearer connections to their respective growth and regional economic frameworks across a range of areas such as energy, the economy and skills, and seek to influence these partnerships to take a more 'inclusive' approach to measuring economic success to help reduce the growing socio–economic pressures on biodiversity.

Objective 1, step 1.4

We welcome the step on the foundational economy. Given the specific focus on CLES, which forms one (important) part of the foundational economy landscape in Wales, we would seek assurance you have considered the broader picture. For example:

- Welsh Government's <u>Foundational Economy Delivery Plan (April 2021</u>), outlining policy interventions to strengthen the foundational economy. This refers to the work of CLES as one of the deliverable areas.
- The 2020 report 'Procurement in the Foundational Economy'
- Business Wales
- Wales' Economic Action Plan
- The work of the Foundational Economy Ministerial Advisory Board.

Draft well-being objective 2

Overarching comments

It's great to see recognition of the wider determinants of health and it'll be important to prioritise opportunities to work in partnership on primary and secondary preventative activities. The Future Generations Report 2020 recommends public bodies and PSBs look to collaborate beyond traditional partners to address the wider determinants of health. While collaboration has come across as a strength in our discussions so far, and your well-being assessment, this way of working could be emphasised more within this objective.

Welcome the strong, clear focus on taking a place-based intervention in Cardigan to help reduce inequalities and share what works beyond. For clarity, it would be helpful if the supporting text for draft objective 2 could include an explanation on what 'place-based interventions' are, what they might look like for your area and how they might be different from previous approaches.

Based on the current wording of draft objective 2, further consideration could potentially be given to reflecting the existing strengths and examples in the area and how these might be a basis from which to learn and progress. For example, through 'Asset Based Community Development'.

The Future Generations Report 2020 recommends investing in and valuing the important role biodiverse green and blue space plays in supporting people's health and community well-being. It's therefore positive to see the ambition on social, green and blue prescribing. While the focus of this is strong within the supporting text, it is lost somewhat in the current wording of the steps. Are there links to be made to national developments in this area, such as Welsh Government's proposed national framework for social prescribing?

Objective 2, step 2.1

- It would be helpful to understand what consideration has been given to work and activity that will have already taken place to map assets and resources in the area. NRW for example, will already hold extensive information on the Cardigan area.
- 'Place based interventions' are being explored by other PSBs, and this may be an area where learning and progress can be shared through collaboration. For example, we're aware Cwm Taf Morgannwg are using GIS to map their community assets.
- The Future Generations Report 2020 recommends integrating health and wellness into your other well-being objectives. With this in mind, can connections be made between this step and your step in objective 3 to 'Work with and support communities who want to manage and improve their local environment'? The Future Generations Report recommends prioritising placemaking and designing-in community health and well-being enabling places to support the health and well-being of people and communities.
- We encourage you to identify and set out any barriers or tensions that may exist with this objective, and any potential steps you (or others) can take to remove them.
- As per comments below on the links between draft objectives 2 and 4, can consideration be given to help integrate culture into this objective as much as possible too, given the emphasis on the place based approach?

Objective 2, step 2.2

- While it's positive to see a step focussed on food, as set out, the draft step is broad and may need further consideration to ensure the activities set out are realistic and achievable.
- Can wider links be made to the introduction of free school meals for primary school children in Wales (from September 2022), other key local and national progress in this area as well as your own procurement? For example, we understand Ceredigion procure Catering Packaging and Products as part of the procurement pipeline and that this is up for renewal in Sept 2022. This is potentially timely and helpful in consideration of reducing carbon emissions – see WRAP's support <u>here</u>.
- Involving people passionate about food equality and community prosperity will be critical for developing this
 step further and there may be potential to use and integrate the support you'll be receiving from the CoProduction Network for Wales in this area, ensuring you're 'working with' your local communities to help
 realise your ambition of Ceredigion becoming a sustainable food place. For example, while <u>Planna Fwyd!</u> is
 no longer running and was located just outside the official boundary of Ceredigion, many of the successful

small enterprises it helped set up are still running and are helping local communities, such as the family seed packs, land army and solidarity veg boxes.

• We are in regular discussions with Public Health Wales on PSBs and work focussed on health, inequalities and the cost of living. We would be happy to signpost you for potential support and/or links to other PSBs if this would be helpful.

Draft well-being objective 3

It's reassuring to see the focus on addressing climate change and to see reference to your well-being Assessment in showing the value local people place on their local environment and the crucial role it plays in their well-being.

The information presented in the draft document focusses on renewable energy schemes, Aberystwyth achieving netzero status by 2030 and supporting communities who want to manage and improve their local environment. As you state: *"decarbonisation will be challenging and requires careful consideration as to how its implemented."* With this in mind, it would be helpful to know:

- If the PSB is clear on what might make the largest contribution to decarbonisation in the area?
- Which groups/organisations have you identified who are working towards similar goals in the area/region? For example, is the PSB involving representatives from higher education in the area to its work, such as the University of Wales Trinity Saint David, Aberystwyth University and the Centre of Alternative Technology (CAT) located in nearby Machynlleth, Powys? This objective will require a broad range of people to be involved and the 'unusual suspects' sometimes have the best solutions to long-standing problems.
- Ceredigion is blessed with an outstanding natural environment and strong cultural heritage. Can these assets help drive some of the thinking behind the draft objectives and steps? For example, what is the potential role of the coast and/or agriculture within this objective? Are there links to objective 2 around promoting health and green solutions? Are there potential links to objective 1 with training opportunities?
- Could the steps consider cross-generational opportunities within communities, as well activity focussed on young people?

Attached alongside these comments is a helpful 3 page document produced by NRW for our office to share with PSBs. It focusses on potential steps PSBs can take to help address the climate and nature emergency.

While we recommend you consider the four areas set out in the paper, based on the draft objectives and steps you have shared, we recommend particular attention is paid to '2 Ensure a Just Transition' (with your step on Aberystwyth achieving net-zero in mind), and '4 Deliver collaborative interventions' which you could consider with the other PSBs in your region (as well as other organisations/academia), building on the strong relationships already present.

Please note, their advice relating to '3 Influence change in the measures of economic success' has been referred to above in relation to objective 1, step 1.3.

Draft well-being objective 4

This a broad objective covering community well-being, safety, cultural diversity and the Welsh language. Given the scale and breadth of activities within this objective, our advice is to recommend you explore and identify opportunities to integrate some of the activity outlined within your other objectives and steps. For example:

- Are there potential links between supporting a cultural strategy for the area (step 4.1) and the step within objective 1 to support the foundational economy and the steps within objective 2 where you're seeking to take a place-based approach?
- Are there opportunities to pursue and integrate your ambitions for the Welsh language through other activities, such as your steps focused on skills, place-based interventions, the foundational economy and/or cultural strategy, thereby strengthening their impact beyond a statutory duty?
- It would be helpful to understand how community enterprise is being considered within this objective? There are clear links to step 1.4 on the foundational economy and the ambitions within objective 2 on placebased interventions. And linked to objective 1, are there collaborative interventions the PSB could consider to incentivise a regenerative local economy whereby the environmental impacts of production and

consumption are reduced? As NRW have set out in their attached paper, examples of this might include local procurement (step 1.4), repair cafes, local food systems (objective 2), sourcing energy from waste and renewables (objective 3), reducing packaging, payments for ecosystem services, incentivising integrated active travel networks.

• From the draft wording, there doesn't appear to be much specific reference to sport or art (with possible links to draft objective 2). While these may not be priorities for the PSB at this stage, there may be opportunities to explore these areas further with Sport Wales, Arts Council of Wales and the National Library of Wales (based in Aberystwyth).

We encourage you to consider the interconnections between your emerging priorities to help inform your decisions about the most effective steps and who will need to be involved. This will help you maximise contribution across Wales' 7 well-being goals.

On involvement, we understand the Co-Production Network for Wales will now be supporting Ceredigion, Carmarthenshire and Pembrokeshire PSBs. As you develop your objectives and steps over the summer, it would be helpful to understand:

- How this work is being shaped by key stakeholders over the summer period, and particularly their needs and challenges?
- How the key stakeholders affected by the objectives and steps can continue to influence the project throughout its life?

Summary of activity between Ceredigion PSB and the Office of the Future Generations Commissioner during the 14 week consultation period

- · · · · · · · · · · · · · · · · · · ·			
Below is a record of	correspondence d	uring the consul	tation period:

Date	Activity	Comments
1 st July 2022	Email triggering start of 14 week consultation.	 Shared 4 draft objectives.
13 th July 2022	First meeting between Ceredigion and OFGC	 Positive introductory meeting. Agreed 14 week timescales. Update from Ceredigion on period between well-being assessment and drafting of objectives and steps. Ceredigion agreed to share draft objectives and steps for OFGC's early thoughts. Ongoing dialogue welcomed and agreed to meet again in late August.
13 th July 2022	Email from Ceredigion to OFGC	Shared draft objectives and steps with OFGC.
17 th August 2022	Second meeting between Ceredigion and OFGC	 Updates from Ceredigion and OFGC OFGC agreed to share initial comments on Mon 22nd August. Agreed to meet 1st September before PSB meeting on 20th September to continue discussing progress and advice.
22 nd August 2022	OFGC email to Ceredigion	 Initial advice and comments to Ceredigion, based on draft plan shared on 13th July.
24 th August 2022	Ceredigion email to OFGC	 Shared synergy matrix being used to illustrate synergy between other key plans and strategies.
1 st September 2022	Third meeting between Ceredigion and OFGC	 Discussed updates, progress and timescales.
2 nd September 2022	Email correspondence between OFGC and Ceredigion	 Ceredigion asked for more information on how the PSB might address skills gaps in Ceredigion – a local response to the green economy growing.

		 OFGC responded, providing resources, information and offering to meet.
14th September 2022	Email from Ceredigion to OFGC	 Updated draft well-being plan shared with OFGC for advice and comment. Asked for comments by 20th Sept to inform PSB meeting.
20 th September 2022	Email from OFGC to Ceredigion	 Shared second set of advice from OFGC to Ceredigion, based on updated draft plan.
28 th September 2022	Email from OFGC to Ceredigion	Shared summary of FG Report recommendations.
7 th October 2022	Email from OFGC to Ceredigion	Final letter from OFGC shared with Ceredigion.

Attachment 2: Welsh Government Response



Llywodraeth Cymru Welsh Government

Welsh Government response to the consultation on the draft local well-being plan for Ceredigion PSB, required by the Well-being of Future Generations (Wales) Act.

Thank you for sight of Ceredigion PSB's draft Local Well-being Plan as a partner among what is clearly a wide range of stakeholders consulted.

Welsh Government acknowledges that the preparation of a local well-being plan is a significant undertaking, and we recognise the amount of work that has been accomplished. These are the second round of plans, and it is hoped that there will be lessons learned from the first iteration, building on what happened previously.

We have structured our response to the consultation in a similar way as 2018 which is as follows:

- General comments providing an overview of thoughts on the plan;
- More specific comments on the way in which the plan has been prepared, such as observations on the approach the PSB has taken to choosing the objectives;
- A final summary table which identifies the areas we would suggest could benefit from further development. We are adopting a consistent approach to these matters, similar to the local well-being assessments, which have been categorised as follows:
 - Category A these are significant issues which we hope would be addressed prior to publication of the final plan. They might relate, for example, to compliance with the statutory requirements or major concerns with key elements of the plan
 - Category B these are issues which, if addressed prior to publication, would strengthen the final plan. While we acknowledge in the time remaining that may not be possible, we think these important matters will add genuine value to the plan and prioritised alongside early development.
 - Category C these are matters which would strengthen the plan but could be addressed as it continues to develop and evolve.

We will be using the same approach in responding to each of the plans. This time we have also added an accompanying annex which highlights some of the feedback we have received from policy leads within Welsh Government on the specific steps that you have chosen.

Overall Thoughts

This a clearly thought-out draft plan and it is evident that a lot of work has gone into considering the key priorities emerging from the well-being assessment. We look forward to hearing more about how you will be implementing your ambitions as part of the delivery plan.

Comments on particular aspects of the draft plan

Structure and Format

The draft plan is well structured and clearly written and presented. The introduction is a useful 'scenesetter' for those readers who may be unfamiliar with the work of the PSB. It explains clearly how the evidence gathered from the well-being assessment has been used to inform the plan. The section on the well-being objectives is well set out and flows well with the three headings – 'Why this objective', 'Our ambitions', and 'What we will do'; this provides a good, clear explanation of the process.

Timescales

The ambitions generally cover what will be done over the five-year plan, with a vision of what Ceredigion will look like in ten years. Whilst it is normal to develop plans aligned with electoral terms, we would suggest that genuine, longer-term thinking needs to be more thoroughly considered i.e., around twenty-five years. More demonstration of how longer-term thinking (i.e., for future generations) has been incorporated in the plan would be welcome. The introduction acknowledges that the assessment highlighted long-term trends and projections for the population, economy and environment and helped to establish the well-being objectives on which the plan is based. We would suggest that this longer-term thinking could be more clearly reflected in the plan, for example it is implied in certain ambitions such as climate change, the Welsh language, education and skills, physical and mental health and well-being, but could be drawn out more in each of the chapters.

It is worth noting that there are different understandings of long-term in relation to different issues. There are a number of resources available to support you in making better decisions for the long-term, including the <u>Future Trends Report 2021</u>

Involvement

It would be helpful if the plan could provide more specific information on how you have used or plan to involve communities in the design and delivery of the objectives. The plan mentions the involvement of communities during the preparation of the assessment – which was informed by data, evidence, and listening to people - but there is only a small amount provided on involvement in developing the plan ('engaging with businesses, communities, and members of the public to gather views...'). There is no real detail beyond this brief overview, so it is difficult to comment fully on this aspect. For example, it would be interesting to learn more about any challenges and/or opportunities you have experienced in this process.

Involvement of communities and partners has been reflected in some of the actions that will be taken to reach ambitions, but again there is little detail provided on who these communities and partners are and how and when they are engaged and involved. It would be useful to know, for example, how you have worked with 'seldom heard' groups and children, if indeed you have. The Welsh Government is committed to recognising, respecting and fulfilling children's rights and supporting public bodies to think about the reality of this in practice. If you would like more practical support on implementing a children's rights approach, please visit <u>The Right Way - A Children's Rights Approach - Children's Commissioner for Wales (childcomwales.org.uk).</u>

Your work with the Co-Production Network for Wales, along with Pembrokeshire and Carmarthenshire PSBs, will be a helpful means of support to successfully engage citizens and bring together diverse groups of individuals to co-produce solutions to local problems, helping deliver some of the activities you have outlined. We look forward to hearing more about this as the project develops.

Collaboration

It is good that there is recognition in the plan that PSB partner organisations have individual programmes and strategies, and that the PSB will look to enhance these where possible. We would encourage you to provide more detail about what this will involve. Some specific examples are named,

and the plan mentions cross-organisational working and oversight, but there is little detail beyond that. However, it appears the intention is there.

In some instances, it would be good to understand more about who the PSB will involve in terms of achieving its ambitions. When identifying who is best placed to take the proposed actions forward, or collaborate to deliver them, we would encourage the board to think laterally about who might contribute to each action. It is important that the people with whom the PSB engages can potentially bring the broadest range of insights, constructive challenge, data and solutions to the PSB.

To this end, we would suggest reaching out to partners with an interest in the interventions being proposed, such as existing equality networks, youth forums, employability support services and County Voluntary Councils.

Finally, it would be beneficial if the plan could include the role community and town councils in the area will play towards meeting the objectives, particularly those councils under a duty to do so. We note that a representative from One Voice Wales sits on the Board, so hopefully some engagement is planned.

Integration and Prevention

The decision to have an over-arching cross-cutting objective will hopefully have the potential to contribute to impacts across the four well-being pillars; the individual objectives also recognise overlaps and will potentially deliver against multiple goals.

The plan could further benefit from showing how climate change also has the potential to affect delivery across several of the well-being objectives identified and taking this into consideration when planning actions across the different objectives. For example:

- Climate change has the potential to exacerbate existing inequalities. It could impact digital infrastructure as a result of extreme weather events such as excessive heat and flooding. Additionally, adaptation of housing stock is likely to be needed for both decarbonisation and to mitigate the effects of climate change (such as more extreme heat and flooding) – lower income households may find this harder to achieve.
- It could exacerbate health inequalities, for example linked to poorly adapted housing, as well as access to healthy food, whose production both locally and globally (impacting supply chains) could be impacted by climate change.
- When undertaking the proposed initial baseline study which focuses on tackling hardship, it may be helpful to consider the effects of climate change, the need to decarbonise, and the need to adapt.

It is not clear from the plan whether the objectives you have chosen are similar to the well-being objectives of the statutory members of the board. It would be good to get a sense of how much integration is planned between the PSB and other organisations. In a similar vein, the plan could be stronger where it shows the added value for the PSB in contrast to separate bodies carrying out their own actions.

There is scope to be more explicit and to elaborate on the theme of prevention. More specifically, it would be useful to explore how the actions proposed might prevent problems/key priorities from getting worse, and to consider the implications of preventative approaches on the way the board will operate and deploy resources.

Balance and Comprehensiveness

The plan is well-balanced, with an overarching cross-cutting objective (to tackle poverty and hardship), and a specific objective for social, economic, environmental and cultural well-being. Our colleagues leading on culture policy in the Welsh Government thought that the cultural objective had been watered down somewhat by combining it with connected and safer communities, which could be considered as more of a social objective. There would be value in explaining more explicitly how cultural well-being is being supported, or how culture will help improve connected and safer

communities. Each of the objectives has a clear justification as to why it was chosen (based on evidence from the assessment) and has a set of ambitions, with actions that will be taken.

It is a strength that you have referenced the other corporate strategies, plans and work programmes already in place within the county (including Natural Resources Wales Mid Wales Area Statement, Green Infrastructure plans, Social Model of Wellbeing, Ceredigion County Council Economic Strategy, Sustainability and Environment Strategy (Mid and West Wales Fire and Rescue Service). It is clear that these other plans and programmes will be considered, where appropriate, and relevant links made to ensure that the plan can contribute to the work undertaken.

Reflective and Critical Approach

The well-being assessment has been used effectively to help identify the priorities to be addressed in the plan and it sets out clearly the justification for each of the objectives. It could be strengthened by including more consideration of the strengths and gaps of developing the plan, for example, engaging different communities and delivery partners.

The evidence gap on protected characteristics data since Covid-19 is mentioned, but there is very little detail on this and no reference to other gaps in the evidence which may have affected the development of the plan.

Use of evidence

Although, evidence from the assessment has been used effectively in choosing the objectives and developing the plan, we think that the plan could be strengthened by:

- Giving consideration to the 'what works' evidence base as to why certain actions have been chosen and developing a theory of change to explain how these actions are expected to lead to the stated ambitions (there is some indication in the plan that you have begun to implement theory of change thinking e.g., through the discussion on the benefits of surf therapy, but this could be built on).
- Demonstrating plans for evaluating the implementation of the ambitions and the impact of them. The theory of change approach mentioned above could provide a helpful framework for building evaluative approaches.

Areas for development

Category A

Further consideration of short, medium and long-term actions (see 'Timescales')

Category B

More detail on engagement and involvement (see 'Involvement')

Greater emphasis on prevention (see 'Integration and Prevention')

More consideration given to gaps in the evidence (see 'Reflective and Critical Approach')

Category C

<u>ANNEX</u>

Objective		Advice from policy leads
Tackling hardship and poverty: working		We welcome the idea of having a cross-
together to deliver s	hared ambitions for	cutting objective which will feed into all of the
tackling poverty and inequalities in		other objectives, particularly on such an
Ceredigion, as these have the potential to		important issue. Welsh Government will
impact across the four well-being pillars –		shortly be consulting on its new Child
economic, social, ei	•••	Poverty Strategy and we would encourage
cultural well-being.		you to feed into that on ways in which the
5		Welsh Government could help the PSB to
		achieve this objective.
Objective	Ambition	Advice from policy leads
Work together to	The work of the	The Regional Skills Partnership have
achieve a	Regional Skills	recently launched their Employment and
sustainable	Partnership is	Skills Plan. It will be important to work closely
economy that	supported to ensure	with the Partnership on this ambition to
benefits local	local needs and skill	ensure there is no duplication.
people and	gaps are identified and	
builds on the	addressed.	
strengths of		
Ceredigion		
	Future funding	A review of how the work of PSBs are funded is
	opportunities are	currently underway by Welsh Government. The
	maximised for delivery	review aims to look at the funding which PSBs can
	against the PSB	 draw on to deliver their priorities and objectives by; Exploring how PSBs are funded by
	objectives	statutory members.
		Exploring what other funding resources
		available for PSBs to access to deliver their priorities and objectives.
		 Identifying good practice to resourcing
		PSBs through pooling of funding and other
		resources and exploring whether
		developing a common approach would be useful.
		We hope the outcomes of the review, once
		completed, will prove useful to you.
	Innovative ways are	We would be interested in understanding
	explored to make	more about the plan for delivering the CLES
	supply chains more	recommendations and if these align to
	efficient whilst	Foundational Economy priorities and support
	supporting the local	local businesses, would be happy to consider
	economy.	the potential for providing financial support.
		How will greater efficiency of supply chains
		be measured and are there specific sectors
		within the local supply base where focus will
		be prioritised?
	Organisations of the	From a fair work perspective, we welcome
	PSB drive more	the detail which sets out how the ambition

	inclusive participation in fair, sustainable work as part of efforts to develop a well- being economy.	will be achieved, in particular the pledge that: "All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all." This articulates an approach that we would be entirely supportive of – with individual organisations within the PSB doing their bit to lead by example on fair work as employers in their own right, as policy- makers, as funders of external partners and in championing fair work and its benefits to business and the wider community. There would definitely be potential for the Welsh Government to engage with the organisations of the PSB on these issues. Concern lies in a lack of measures that can be used to benchmark progress against the stated ambition and action.
Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.	Improve unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion	Public Health Wales have produced a briefing on fair work which may be helpful and this is attached. There are some interesting things already happening in Ceredigion that could be built upon with a platform "Connect Ceredigion" <u>Connect Ceredigion - Boost your wellbeing</u> – This could be useful for you to consider. We note you intend to explore opportunities to become a Sustainable Food Place. Cardiff currently have silver status as a Sustainable Food Place and you may wish to make contact with them about their experiences. In developing Ceredigion as a Sustainable Food Place, how will this link to/benefit from work to develop the Community Food Strategy?
	Social, green and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement.	This is a really forward-thinking ambition which seeks to benefit from the advantages that Ceredigion's geographical location brings. We look forward to hearing more about how this ambition is delivered. The Welsh Government is currently developing a model for social prescribing and a

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	 Seek to deliver decarbonisation activity within communities. To achieve Net Zero status by 2030 Upskill and re- train for a green recovery Prepare for impacts of climate change. 	consultation took place last year. We recommend you keeping up to date with developments on this. <u>Developing a national</u> <u>framework for social prescribing </u> <u>GOV.WALES</u> This objective speaks specifically about protecting the environment and mitigating the impacts on the environment and biodiversity, but this could be viewed more broadly by also considering impacts on health, inequality, and infrastructure. It may be helpful to include more detail in this objective on what the PSB's role will be as more specific details are given for the other well-being objectives compared to this one. For example, how will the PSB help deliver decarbonisation activity? What role will they take? How will they help develop resilient communities – and can they look across the different well-being objectives to deliver adaptation and resilience to climate change? It is good to see that the plan outlines steps for up-skilling and re-training for a green economy.
Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language	Ceredigion is a place where cultural diversity and Welsh language are celebrated.	It is good to see culture reflected at the highest level of the plan as pillar four – Cultural Wellbeing. However, the objectives under cultural wellbeing aren't quite aligned with the goal of a Wales of vibrant culture (and thriving Welsh language). Culture does contribute to social cohesion if the offer is 'vibrant' but this is very underdeveloped and linked (weakly) to 'community safety'. There is so much that could be said about how culture contributes to social wellbeing and a sense of belonging, but it is not apparent. Ceredigion – Aberystwyth in particular, is a very significant and national player in terms of Wales' cultural offer – for example, The National Library, Royal Commission, Books Council, the Arts Centre, Arad Goch, Yr Hen Goleg and the University, and excellent libraries and museums. The top-level ambitions could reflect Ceredigion as a centre of national cultural importance.

Although the actions you intend to take in relation to the Welsh language are welcomed, we would encourage you to review the wording of the ambition, given the recent census results.The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communitiesIt is definitely welcome that you have created the nuance between the reality of crime figures and people's perceptions of the numbers, as well as the link between feeling safe and community identity more broadly. Connecting your Strategic assessment to your CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does somewhat imply)		
welcomed, we would encourage you to review the wording of the ambition, given the recent census results.The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communitiesIt is definitely welcome that you have created the nuance between the reality of crime figures and people's perceptions of the numbers, as well as the link between feeling safe and community identity more broadly. Connecting your STP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
review the wording of the ambition, given the recent census results.The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communitiesIt is definitely welcome that you have created the nuance between the reality of crime figures and people's perceptions of the numbers, as well as the link between feeling safe and community identity more broadly. Connecting your strategic assessment to your CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		00
Image: construct of the sector of the sect		
The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communitiesIt is definitely welcome that you have created the nuance between the reality of crime figures and people's perceptions of the numbers, as well as the link between feeling safe and community identity more broadly. Connecting your strategic assessment to your CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
 involved to allow people to feel empowered and informed, to ensure they feel safe in their communities the yfeel safe in their communities the numbers, as well as the link between feeling safe and community identity more broadly. Connecting your strategic assessment to your CSP is a sensible move. It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other wellbeing objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		
 people to feel empowered and informed, to ensure they feel safe in their communities It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		
empowered and informed, to ensure they feel safe in their communitiesnumbers, as well as the link between feeling safe and community identity more broadly. Connecting your strategic assessment to your CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does	involved to allow	
 informed, to ensure they feel safe in their communities safe and community identity more broadly. Connecting your strategic assessment to your CSP is a sensible move. It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other wellbeing objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 	people to feel	figures and people's perceptions of the
they feel safe in their communitiesConnecting your strategic assessment to your CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does	empowered and	numbers, as well as the link between feeling
communitiesyour CSP is a sensible move.It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to:• Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does	informed, to ensure	safe and community identity more broadly.
It is not clear from the drafting exactly what the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: • Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does	they feel safe in the	ir Connecting your strategic assessment to
 the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well-being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 	communities	your CSP is a sensible move.
 the Strategic Assessment will focus on and how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well-being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		It is not clear from the drafting exactly what
 how it will be undertaken. We would encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		3 .
 encourage you to: Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well-being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		
 Think about the broader drivers of crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does 		
crime – how can partners work together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
together to address poverty, intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
intergenerational trauma, substance misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
misuse etc? Many of the other well- being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
being objectives and actions here will contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		-
contribute towards reducing crime as well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
well, and we would encourage you to think about crime as a social or public health issue (which the drafting does		
think about crime as a social or public health issue (which the drafting does		•
health issue (which the drafting does		- ,
		•
somewhat imply)		
Embed an anti-racist approach, in line		
with the Criminal Justice in Wales		
Anti-Racism action plan – we would		Anti-Racism action plan – we would
hope that any strategic assessment		hope that any strategic assessment
would include action to reduce the		would include action to reduce the
over-representation of people from		over-representation of people from
Black, Asian and minority ethnic		Black, Asian and minority ethnic
backgrounds in the justice system.		backgrounds in the justice system.



Page 69

Page 70

Appendix 2



CEREDIGION LOCAL WELL-BEING PLAN

Ceredigion Public Services Board

2023-2028



Contact us

By Post:

Ceredigion Public Services Board Canolfan Rheidol Rhodfa Padarn Llanbadarn Fawr Aberystwyth Ceredigion SY23 3UE **)** By Telephone : 01545 570881

A **Plain Text Version** or **Easy Read Version** of this document is available from Ceredigion County Council Status: Draft Approved by PSB: Publication date:

(Front cover has been designed using resources from Freepik.com)







CONTENTS

1.	Foreword	4
2.	Introduction	5
3.	Plan on a Page – Summary of objectives and ambitions of the Well-being plan	6
4.	The Wellbeing Plan and why we need it:	7
	The seven Well-being goals	7
	Sustainable Development	8
	The Five Ways of Working	8
5.	PSB Ceredigion - working together in Ceredigion	9
6.	Other key strategies, plans and work programmes	10
7.	How we developed the plan	10
8.	Our wellbeing objectives	11
9.	Delivery and Monitoring Progress	24
10.	Contribution to the seven Well-being Goals	25

I am pleased to introduce Ceredigion Public Services Board's (PSB) Well-being Plan. This is the second 5year Well-being Plan and builds on the plan of 2018-2023, reflecting on the requirements and expectations set out in the Well-being of Future Generations Act (Wales) 2015.

66 What Wales is doing today the world will do tomorrow

-United Nations The Well-being of Future Generations Act is unique to Wales and offers a huge opportunity to make a long-lasting, positive change to current and future generations ensuring all public services work together for the benefit of the Well-being of Wales.

We have always been fortunate to have good working arrangements between partners in Ceredigion

and this Act provides the ambition, permission, and legal obligation to improve our social, cultural, environmental, and economic well-being.

Through the well-being assessment and hearing from our communities, we value the environment in which we live but we know that we have challenges; not just because of the impact that Covid-19 has had, but the cost-of-living, population projections and skill shortages will have far reaching affects. We also expect to see increasing effects of climate change on communities.

These are complex issues, which are entwined throughout our communities but need to be tackled in a collaborative way. This provides an opportunity for communities to shape their long-term future and we are committed to shaping and delivering better with communities to improve well-being in Ceredigion.

Cllr Bryan Davies - Chair of the Public Services Board for Ceredigion and Leader of Ceredigion County Council

Introduction

Ceredigion Public Services Board (PSB) is committed to working together to improve wellbeing in Ceredigion now and in the future. Working in partnership is not new and we have a long history of working in such a way. Our well-being plan outlines the things that Ceredigion PSB will work together on over the next five years; our wellbeing objectives and steps, as well as how we want Ceredigion to look in 10 years' time. More information about Ceredigion Public Services Board can be found <u>here</u>.

This Well-being Plan has been informed by the comprehensive <u>Well-being Assessment</u> which was carried out during 2021-2022. This assessment looked

Ceredigion Public Services Board Members



at both assets and challenges that our communities are faced with in terms of their social, economic, environmental, and cultural well-being and importantly involved engagement with communities in Ceredigion. We looked at a wealth of data.

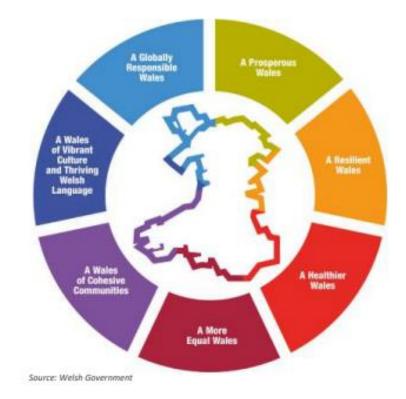
This wealth of data, including long term population projections, environmental and economic trends was collated and helped to establish the proposed Well-being Objectives on which this Wellbeing Plan is based. We engaged with our communities, partners, Welsh Government, and the Future Generations Commissioner, among others to further gain opinions and suggestions as to whether they were appropriate and reflected the well-being needs of the county. The Ceredigion Services Board sees this Wellbeing Plan as a huge opportunity to strengthen and bring together work programmes with no organisational boundaries.

Our next step will be to develop and implement a delivery plan with detailed steps and actions to complete, we will continue to involve our communities to shape our work, apply continuous review principles and share our progress as we go. The well-being objectives and our ambitions to achieve these are summarised on the following page.

CROSS- CUTTING	TACKLING HARDSHIP AND POVERTY Working together to deliver shared ambitions for tackling poverty and inequalities in Ceredigion, as these have the potential to impact across the four wellbeing pillars - economic, social, environmental, and cultural wellbeing			
Wellbeing Pillar	1. Economic Wellbeing	2.Social Wellbeing	3.Environmental Wellbeing	4. Cultural wellbeing
Objectives	Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.	Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.	Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.
Ambitions	 Work of the Regional Skills Partnership is supported to ensure local needs and skill gaps are identified and addressed. Future funding opportunities are maximised for delivery against the PSB objectives. Innovative ways are explored to make supply chains more efficient whilst supporting the local economy. Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy. 	Geographical inequalities are addressed through place-based work that is embedded within the community in order to ensure long term empowerment. Improve unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion. Social, green, and blue prescribing, provided by well- coordinated services, is seen as a normal and accepted referral mechanism for health improvement. Opportunities are maximised to improve and promote the potential of digital connectivity.	Deliver decarbonisation activity within communities and PSB organisations. To achieve Net Zero status by 2030. Upskill and re-train for a green recovery. Prepare for impacts of climate change.	Ceredigion is a place where cultural diversity and Welsh Language are celebrated. The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities. Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.

SUMMARY OF THE OBJECTIVES AND AMBITIONS OF THIS PLAN:





The seven well-being goals

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental, and cultural well-being of Wales.

The Wellbeing of Future Generations Act asks all public services, e.g., councils, health, police, environment, fire and third sector organisations to work together to improve wellbeing for everyone in Wales and to work towards the seven well-being goals;

- A prosperous Wales
- A Resilient Wales
- A Healthier Wales
- A more Equal Wales
- A Wales of Cohesive Communities
- A Wales of Vibrant Culture and Thriving Welsh Language
- A Globally Responsible Wales

The Act also details the ways in which specified public bodies must work together to improve the well-being of Wales. It makes the public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Wales that we all want to live in, now and in the future.

Sustainable Development

The Wellbeing of Future Generations (Wales) Act has the sustainable development principle at its heart. This means that we need to work in a way that improves well-being for people today without doing anything that could make things worse for future generations of babies, children, young people, adults, and older people, in other words, all our families, young and old, and our friends and neighbours. We have used the sustainable development principle to develop our plan.

The Ceredigion Public Services Board sees this Wellbeing Plan as a huge opportunity to strengthen the work undertaken together to improve the wellbeing of our communities and its contribution to the wider National and International impact.

The Five Ways of Working

To help us to apply the sustainable development principle to our planning and decision-making, the Act requires public bodies to apply the "Five Ways of Working". These ways of working, help us to work better together as one public service to address the challenges we face as a county, whether it is to reduce poverty, improve inequality, create a low carbon economy, or contribute to viable, safe, and well-connected communities.

Long Term

The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs

Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies

Involvement

The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves

Collaboration

Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives

Prevention

How acting to prevent problems occurring or getting worse may help public bodies meet their objectives

Source: Future Generations Commissioner for Wales

Working together in Ceredigion

Public Services in Ceredigion have agreed to come together to develop a collaborative service that puts communities at its centre. They have agreed to remove barriers between public services and work in a preventative way to improve the economic, social, environmental, and cultural well-being of the area by contributing to the achievement of the national well-being goals. The Ceredigion PSB is comprised of senior representatives from the following organisations who have worked together to develop this plan.

None of our four objectives can be effectively delivered independently by just one organisation and therefore all partners of the PSB as below, will have a role to play in delivering the commitments identified in this plan.

Statutory Member Organisations

Ceredigion County Council Natural Resources Wales Hywel Dda University Health Board Mid and West Wales Fire and Rescue Service

Invited Participant organisations

Welsh Government Dyfed Powys Police and Crime Commissioner National Probation Service Public Health Wales Aberystwyth University Coleg Ceredigion One Voice Wales Dyfed Powys Police Department for Work and Pensions University of Wales Trinity St David National Library of Wales Ceredigion Association of Voluntary Organisations

Heddlu Polic Cyngor Sir GIG | Bwrdd Iechyd Prifysgol DYFED CEREDIGION Hywel Dda County Council IHS University Health Board Prifysgol Cymru lechyd Cyhoeddus Cymru GIG Bwrdd Gwasanaethau Cyhoeddus Y Drindod Dewi Sant Ceredigion University of Wales NHS Public Health Frinity Saint David Wales **Public Services Board** colegceredigion Un Llais Cymru LCC Cyfoeth **1** Naturiol Cvmru Department Natural Police and Crime Co for Work & Resources Wales Pensions Gwasanaeth Tân ac Achub PRIEYSGO Canolbarth a Gorllewin Cymru BERYSTWYTH Prawf Cymru Mid and West Wales Wales Probation Fire and Rescue Service

Ceredigion Public Services Board Members

Other key strategies, plans and work programmes:

Ceredigion PSB recognise that there are other Corporate strategies, plans and work programmes already in place within the county and where appropriate the impact of these can be further enhanced through collaborative working. Examples include; NRW Mid Wales Area Statement, Green Infrastructure plans, Social Model of Wellbeing, Ceredigion County Council Economic Strategy, Sustainability and Environment Strategy (Mid and West Wales Fire and Rescue Service) amongst others.

The PSB will ensure these are considered where appropriate and contribute to the work undertaken, ensuring relevant links are made and delivery strengthened.

Resources

Although there are no added resources to support this plan and the different ways of working, we recognise that in working together and involving communities we can be more efficient, provide more focused services, share our assets, and have a much bigger impact.

How we developed the Plan

Before we developed this plan, we undertook a wellbeing assessment. The purpose of the Assessment is to gain a comprehensive picture of the state of wellbeing of Ceredigion's local people and communities, now and for the future. It was used as the evidence-base to set the objectives in this plan and help inform what Ceredigion PSB will do over the next 5 years to improve the well-being of people and communities in the County. Figure 1.5 displays the PSB's planning cycle under the Well-being of Future Generations Act (2105).

Our assessment told us a great deal about the social, economic, cultural, and environmental well-being of people and communities in Ceredigion. The conclusions drawn are based on all the evidence collected during the Assessment, both quantitative and qualitative, and were formed over the course of the data analysis, engagement and writing stages of the Assessment.



The Assessment is informed by data, research and evidence gathering, from listening to people and stakeholders, and through consideration of future trends and the things which we can project might happen tomorrow, which we need to start planning for today.

The findings from this Assessment were used to help start more detailed work to find out what is most important and what can be done to improve people's wellbeing. The following objectives were agreed, which form the foundation of the Local Wellbeing Plan 2023-2028.

Our Well-being Objectives:

1. **Economic Wellbeing**: We will work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.

2. **Social Wellbeing:** We will work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.

3. Environmental Wellbeing: We will work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.

4. **Cultural Wellbeing:** We will work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

In addition to these four objectives, it was felt that tackling hardship and poverty needed a specific focus as it has the potential to link to each of the objectives. This has therefore been identified as a cross cutting theme.

Conversations continued with our communities and others, such as Welsh Government and the Future Generations Commissioner to gather views on the objectives and what the PSB should do to achieve them.

These responses were explored and further refined through a PSB working group, with advice from the Future Generations Commissioner for Wales. Consideration was also given to individual Well-being Objectives of the PSB statutory organisations across the county and regional priorities, resulting in the Draft Wellbeing Plan, accompanied with an Easy Read and Young Person's versions which were consulted upon during November, December 2022 and January 2023. Feedback was invited via paper and on-line surveys, as well as through engagement with specific interest groups such as, LGBTQ+ (Winter Pride 2022), Mencap Ceredigion and forums such as the Disability Forum. Specific workshops were also held with primary and secondary school pupils as well as youth council to gather their views. Social media postings, staff bulletins and posters with QR codes were also on display and Town and Community councils were contacted directly promoting opportunities to contribute and feedback. Ceredigion PSB are grateful to the Co-Production Network for Wales for advising on the content of the consultation documents and delivery of the young people's workshops. A summary of responses are contained in Appendix 1 (Local Well-being Plan 2023-2028 Consultation Feedback Report) and due regard has been given to these with the final Well-being Plan 2023-2028.

Project Dewi 2021-2026

Ceredigion PSB is fortunate to have the input and expertise from the Co-production Network for Wales who received National Lottery Community Funding to support, guide and advise on improving co-production and involvement whilst preparing for and during the delivery of the Well-being Plan 2023-2028.

This will involve professionals working in partnership with people who have lived experiences to develop solutions to challenges in Public Services and communities. Involving people with an interest will help achieve the well-being goals and reflect the diversity of the area.

It is recognised that involvement and co-production practice are specific ways of working and successfully embedding these ways of working requires resource for staff to develop these skills. Co-production Network for Wales will be assisting and guiding the PSB on improving co-production and involvement throughout the course of the Wellbeing Plan and will be active in supporting delivery of all the objectives below.

Cross Cutting Objective: Tackling hardship and poverty

Why this is a priority and cross cutting theme:

- Child poverty in Ceredigion is higher than average and has seen the second highest increase nationally since 2014/15. In Ceredigion 3,459 children are living in poverty¹.
- The data available suggest that in-work poverty is increasing and remains a key challenge for households, particularly in Aberystwyth North, Cardigan & Aberporth and Aberystwyth South².
- Income poverty relative to the UK median is one of the Welsh Governments National Indicators. This indicator measures income inequality, not living standards. Ceredigion is underperforming on this measure, nearly one third of households in Ceredigion (10,250) are living in poverty (living on less than 60% of the UK average income)³ and this figure is increasing. Between 2018 and 2020 the number of households living in poverty increased by 9% (or 856 households).
- Children and young people from areas of poverty were subject to increased risk of poor mental health and well-being. The COVID-19 Pandemic presents new challenges for Social Services in identifying children at 'risk'. Since the pandemic, the region has experienced a rise in Children and Young People seeking support with complex emotional and mental health difficulties⁴.
- The Well-being Survey highlighted the level of concern amongst survey respondents regarding families facing food poverty and the affordability of food in the future. When asked 'what concerns you most about your county's global responsibility in the future?' food poverty was identified as the top concern, with 61% of respondents selecting this answer⁵.
- Poverty remains one of the biggest challenges for the County. Low earnings and incomes, affordable childcare, Universal Credit reduction and high housing costs/ housing affordability are the drivers of poverty in Ceredigion.

¹ "Child poverty in your area 2014/15 – 2019/20". End Child Poverty Coalition. Online: <u>http://www.endchildpoverty.org.uk/local-child-poverty-data-2014-15-2019-20/</u>. Retrieved: 25.09.2021.

² CACI Paycheck Directory MSOA. 2020.

³ CACI Paycheck directory (2020). 'No of HH below 60% GB median income.' [Internal].

⁴ Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local Well-being</u> 2022 (Accessed: 10.10.22).

⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

• Much of the housing stock in Ceredigion is inadequate due to its old age which makes it difficult to heat and adapt to improve the safety and energy efficiency, as a result, Ceredigion residents have higher energy costs. In 2019, the median estimated energy cost per year in Ceredigion for existing flats was £651 and £1,158 for existing houses, both of which are significantly above the national average (£525 for existing flats and £907 for existing houses)⁶. It is very likely that these figures will have increased due to the current UK energy crisis. This will have an adverse impact on older people, particularly those already living in fuel poverty, as heating usually needs to be at a higher temperature and left on for longer hours. Furthermore, a high proportion of Ceredigion's households are located off the main gas network, which leaves residents reliant on more expensive fuels such as oil, electricity or LPG and dual fuel tariffs⁷.

Our long-term ambition:

Hardship, poverty and inequalities are no longer experienced by residents of Ceredigion; with a reduced impact across each of the four wellbeing pillars - economic, social, environmental, and cultural wellbeing.

What we will do:

- 0.1 The PSB will prioritise tackling hardship and poverty in response to the cost-of-living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
- 0.2 The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
- 0.3 The poverty sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.

⁶ The Office for National Statistics (2020).'Energy Performance Certificate statistics for new and existing flats ad houses'. [Online]. Available at: <u>https://www.ons.gov.uk/peoplepopulationandcommunity/housing/datasets/energyperformancecertificatestatisticsfornewandexistingflatsandh</u> <u>ouses</u> (Accessed: 21.10.21).

⁷ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

Well-being objective 1:

Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.

Why this objective:

- From our Well-being Assessment we know that the overall population of Ceredigion is projected to decrease over the next 25 years, including a continuation of trends that have seen the working age population decrease and the outward migration of young people to other parts of Wales and the UK. At the same time the population is ageing. The impacts of these changes will be far reaching, affecting the economic, social, environmental, and cultural well-being of the county. For example, affecting the availability and ability of the workforce to meet the skills demands of the local economy, and in protecting the strong cultural traditions of the county⁸.
- Working patterns are changing and have been brought to the fore during COVID-19. There is a need for more flexible working to support the existing workforce and to help others into the workforce in the future, such as flexible hours, locations of work and greater flexibility around childcare. We know the value of being in-work and its impact on well-being, and these trends may point to ways of creating employment opportunities and fill skills gaps identified in the local economy.
- Our reliance on digital communications continues to grow particularly following the COVID-19 pandemic, and these trends are set to continue. This Assessment demonstrates the importance of fast and reliable broadband and mobile services for businesses, communities, and individuals alike. Improving digital connectivity in Ceredigion will be essential to provide the infrastructure required for the future.
- Stress and financial difficulties arising from the pandemic, coupled with the increasing cost of living and poor working environments, all contribute to inequalities in levels of chronic ill-health and mortality rates across Wales. Many employers adapted rapidly to safeguard their workforce's health during the pandemic. As we look to shape a better future for Wales, it is our duty to improve participation in fair work for health, well-being, and equity. At local and regional levels, we must act with focus and intensity to make access to good quality work more equitable, use public funding to improve working conditions and partner with businesses to promote and implement fair work. (Delivering fair work for health, well-being, and equity, PHW 2022).

⁸ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

Our long-term ambitions:

- A local workforce is available that meets the public and private sector needs.
- Future funding opportunities are maximised for delivery against the PSB objectives.
- Innovative ways to make supply chains more efficient whilst supporting the local economy are implemented.
- Organisations of the PSB drive more inclusive participation in fair, sustainable work as part of efforts to develop a well-being economy.

What we will do:

- 1.1 We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including up-skilling and re-training in for a green economy.
- 1.2 We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
- 1.3 A partnership group will be set up to deliver on the UK Shared Prosperity Fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate and ensure that Wellbeing Objectives are considered and the sustainable development principle is applied.
- 1.4 Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
- 1.5 All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
- 1.6 The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.

Well-being objective 2:

Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.

Why this objective:

- The COVID-19 Pandemic has both created new inequalities and exacerbated existing ones. The Inequality Wales Report⁹ highlights that those who were living in poor health, poverty or in marginalised communities have been hardest hit by the pandemic. In addition, COVID-19 has highlighted the huge evidence gap in the data collection on protected characteristics.
- Our health is tightly bound with social and economic aspects of our lives: from where we are born, live and work, to our educational opportunities, income, and influence. These social factors lead to inequalities in health and wellbeing across different people and communities, both in access to healthcare, and in the opportunities, we have to live healthy lives. These are, of course not the only factors and social prescribing can provide positive benefits and help tackle these issues. Social prescribing is all about holistic wellbeing and placing control of health with individuals and is a mechanism to empower and enable.
- There is consistent evidence that engagement with nature is beneficial in terms of physical activity and mental well-being and social prescribing also includes access to support on issues such as debt and housing as well as activities like art and social groups. Evidence suggests that ease of access to support and even a small amount of time spent outdoors can be beneficial; leading researchers to call for everyone to receive a daily 'dose of nature'. Research has also indicated excellent social return on investment of green volunteering.
- There has been recent public health interest in the positive effects of coastal proximity on health and well-being. With significant experience of 'green' social prescribing, where people with mental health problems such as depression, anxiety and problems with substance use are directed to nature-based activities. As a coastal county there is an acknowledgement of the potential of 'blue' social prescribing, such as surf therapy to promote social connection, positive mental health and well-being.

Our long-term ambitions:

⁹ D MacBride-Stewart, S. and Dr Parken, A. (2021). Inequalities in a Future Wales: Areas for action in work, climate and demographic change – Full Report. [Online]. Available at: <u>Future Trends and Inequalities in Wales (future generations.wales)</u> (Accessed: 07.02.2021).

- Geographical inequalities are addressed through place-based work which are embedded within the community in order to ensure longterm empowerment.
- Improved unequal access to healthy food and work to improve the sustainability of the food system in Ceredigion.
- Social, green and blue prescribing, provided by well-coordinated services, is seen as a normal and accepted referral mechanism for health improvement.
- Opportunities are maximised to improve and promote the potential of digital connectivity.

What we will do:

2.1 We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation. This will include:

- 2.1.1 Undertake an initial baseline study with a focus on tackling hardship. Maintain focus on key hardship indicators deprivation, universal credit, household income, child poverty, employment and jobs, foodbanks, housing, community safety, heating/fuel.
- 2.1.2 Use an Assets Based Community Development approach to help connect people, including hard to reach groups, children and young people to help create more resident-to-resident relationships, building on interdependence and reliance on each other. Connecting people to their shared interests and enabling them to exchange skills and resources helps communities identify and take action on the issues that are most important to them.
- 2.1.3 Map assets and resources across the whole community and identify potential gaps for preventative action, as well as current and potential opportunities for social, green and blue prescribing; integrating further the work of the social prescribers and community connectors.
- 2.1.4 Learning from this approach will enable similar approaches to be applied in other areas and contribute to improved participation with communities.

2.2 Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.

2.3 Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.

2.4 The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined-up approach to maximise the opportunities for improving the digital infrastructure and connectedness.

2.5 Use a partnership approach to increase participation of current and future generations in sport and physical activities across the county, with appropriate links made to accessing green spaces.

2.6 Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

Well-being objective 3:

Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.

Why this objective

From our well-being assessment we know that Climate change remains the most critical challenge of our time and for future generations. The Assessment shows the value that local people place on their local environment and the crucial role it plays in their well-being, but coordinated action needs to be taken now to protect the environment and mitigate the impacts on both the environment and the biodiversity around us.

• Decarbonisation will be challenging and requires careful consideration as to how its implemented.

- Children feel connected to the natural environment and are very aware of the need to protect it¹⁰.
- Young people's awareness and concerns about protecting the environment continues to grow¹¹.
- Young people were most concerned about fly-tipping and loss of green spaces¹².

Our long-term ambitions:

- Deliver decarbonisation activity within communities and PSB organisations.
- To achieve Net Zero status by 2030.
- Upskill and re-train for a green recovery.
- Prepare for impacts of climate change.

What we will do:

3.1 Deliver decarbonisation activity to support Welsh Government's ambition of a net-zero public sector by 2030.

3.2 Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).

3.3 Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion.

3.4 Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.

3.5 Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.

¹⁰ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

¹¹ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

¹² Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

3.6 PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.

3.7 Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.

Wellbeing objective 4:

Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

Why this objective.

- We know that there is a strong connection with language and culture in Ceredigion and the provision of opportunities for people to learn and improve their Welsh language skills will be essential to expanding it for future generations. The Well-being Survey indicated that Welsh speaking is highly important for a sense of inclusion and identity, which can have positive well-being outcomes¹³. Ceredigion is considered as being one of the heartlands of the Welsh language, and in a globalizing world, having a particular identity, such as being Welsh, can be both exciting and enriching. Research shows that Welsh language development in early years can encourage feelings of belonging and offer a path into new cultural and social opportunities such as literature, music, film and theatre later on in life. Furthermore, ensuring that Welsh speakers pass the language down to the next generation and that children have the opportunities to socialise in the language of their local area is essential to the survival of the Welsh language.
- Social connectedness is a key driver of well-being outcomes. Socially, well-connected and resilient people and communities are
 happier and healthier and are better at positively shaping their lives¹⁴. Achieving well-connected communities is growing in
 importance, the Welsh Government launched their first strategy; 'Connected Communities' in 2020, for tackling loneliness and social

¹³ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local Well-being 2022</u> (Accessed: 10.10.22).

¹⁴ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

isolation and building stronger social connection. This is particularly important in rural areas like Ceredigion, as structural barriers may limit connectedness which could result in perceived loneliness and social isolation.

• Despite the low crime figures in Ceredigion, feeling safe is still essential to well-being and features prominently in the Well-being Survey and stakeholder events. But across all responses feeling safe in their own home was identified as the single most important theme, identified by 61% of all respondents¹⁵. Whilst the perception of crime tends to be higher than the reality of crime, it's not entirely clear as to why the wider sense of 'feeling safe' emerged so often during the engagement.

Our long-term ambitions:

- Ceredigion is a place where cultural diversity and Welsh Language are celebrated.
- The community are involved to allow people to feel empowered and informed, to ensure they feel safe in their communities
- Ceredigion is a welcoming, safe place with an accessible, healthy outdoor environment used and enjoyed by all.

What we will do

4.1 The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.

4.2 Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.

¹⁵ Ceredigion Public Services Board (2021). 'Ceredigion Assessment of Local Well-being'. [Online]. Available at: <u>Ceredigion Assessment of Local</u> <u>Well-being 2022</u> (Accessed: 10.10.22).

4.3 A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.

4.4 Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.

4.5 Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.

4.6 Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

Delivery and Monitoring Progress

Governance and delivery

Project Group operational structure: Each Project Group will be chaired by a PSB partner member. With an initial focus on a strategic agenda, group membership will comprise representatives of sufficient status across organisations but will then be fluid and flexible with the capacity to bring in the right officers, staff and others (public and special interest groups) in order to co-produce effective delivery. The PSB and Project Groups will be supported by a cross-cutting Poverty partnership.

The Project Groups are under the direct governance of the PSB, allowing the forums to adopt a more flexible approach by providing the ability for exception and highlight reporting to the PSB. Each Project Group will develop a planning and project delivery plan that will be published on the PSB website.

The delivery plan will provide clarity on the steps we propose to take to deliver the Actions within this Plan and which partners and stakeholders will be responsible for delivery.

Monitoring our performance

The delivery of this Plan will be monitored by the PSB and we will develop a reporting tool based on project management principles. We will design indicators that are suitable to the Plan and relevant to our local area.

Scrutiny

The Ceredigion County Council Co-ordinating Overview and Scrutiny Committee is responsible for taking an overview of the overall effectiveness of the Ceredigion PSB by both reviewing or scrutinising the decisions made or action taken by the Board, and by reviewing or scrutinising the Board's governance arrangements.

Annual Report

As part of our monitoring arrangements, we will produce an Annual Report detailing the steps undertaken by the PSB to deliver on each of the Well-being Aims.

How these contribute to the Seven Well-being Goals

A prosperous Wales

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of-living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including upskilling and re-training in for a green economy.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
1.3	A partnership group will be set up to deliver on the UK Shared Prosperity fund. This will ensure cross-organisational oversight and a joint approach to addressing local priorities. This will also facilitate the alignment of funding streams where appropriate and ensure that Wellbeing Objectives are considered and the sustainable development principle is applied.
1.4	Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.

1.5	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
1.6	The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined- up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
A nation wh	ient Wales ich maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic ical resilience and the capacity to adapt to change
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of-living crisis, cross referencing with economic.

0.1 The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.

0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including upskilling and re-training in for a green economy.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
1.6	The PSB will make clear connections to the Mid Wales Growth Deal and regional economic framework across a range of areas such as energy, economy and skills to develop a more inclusive approach to measuring economic success.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined- up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
3.7	Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

A so	ore equal Wales ciety that enables people to fulfil their potential no matter what their background or circumstances (including their socio
economic c	rcumstances)
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners to identify skill gaps and increase the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future, including up-skilling and re-training in for a green economy. We will champion an approach across our organisations and explore the need for strengthened apprenticeship programmes that provide skills for employment.
1.5	All organisations of the PSB will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Ceredigion demonstrating the value of such an approach for business and the community and promote access to fair work for all.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.

2.5	Use a partnership approach to increase participation of current and future generations in sport and physical activities
	across the county, with appropriate links made to accessing green spaces.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
3.7	Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

1		~	
	10	\mathbf{r}	1
	۲ ۲	\checkmark	
		- 7	

A healthier Wales

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.

2.5	Use a partnership approach to increase participation of current and future generations in sport and physical activities
	across the county, with appropriate links made to accessing green spaces.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative
	activities that address Health and Well-being.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made
	with objective 2 with regards to working with and supporting communities who want to manage and improve their local
	environment (step 2.3).
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the
	implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in
	response to climate change, encouraging innovation and development of nature-based solutions
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission
	vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental
	health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
3.7	Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for
	all.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a
	community-based strategy to use our culture and history to make people feel that they belong to their community are
	invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape
	the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address
	the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps
	will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the
	Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and
	belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety
	Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions
	developing within communities and implement early intervention and preventative workstreams in those identified areas.

	a les of cohesive Communities afe, viable and well-connected
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of- living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.2	We will work collaboratively and champion an approach across our organisations, strengthening apprenticeship programmes and volunteering opportunities that provide skills for employment, help connect with others as well as contribute to improved mental and physical health.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
2.4	The Public Services Board will seek to strengthen the work of the Growing Mid Wales Digital Programme to ensure a joined- up approach to maximise the opportunities for improving the digital infrastructure and connectedness.
2.6	Public Bodies through the work of the PSB will focus on and work together to deliver primary and secondary preventative activities that address Health and Well-being.

3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in
	response to climate change, encouraging innovation and development of nature-based solutions
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.
4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.
	ales of vibrant Culture and Thriving Welsh language
	at promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and

Page 104

sports and recreation

0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of-living crisis, cross referencing with economic,
	social, environmental and cultural well-being pillars.

0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
2.1	We will use a partnership approach with communities to tackle inequalities and hardship using the place-based interventions. Applying a place-based approach enables more targeted and focussed work, building on the strengths the community and identifying what's needed. Applying such a joint focus on a specific community, cultivates conditions for people to flourish and over time, reduce the demand for services. We will initially focus on Cardigan, a town that has been especially hard hit by the coronavirus pandemic and it is well documented as being an area with high levels of health inequalities and deprivation.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.
2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
4.1	The PSB will support the Cultural Strategy for Ceredigion which will involve partners across the county. It will be a community-based strategy to use our culture and history to make people feel that they belong to their community are invested in it and are valued. Culture contributes to social cohesion and through having pride in the past can help shape the future. Due to the potential links with Social well-being links will made with place-based working under objective 2.
4.2	Implement the new Welsh Language Strategy which will involve partners across the county, reflecting the need to address the reduction in Welsh Language speakers as noted in the 2021 Census. All PSB partners will consider what their next steps will be beyond the implementation of the statutory requirements of the Welsh Language Measure, to encourage use of the Welsh language and Welsh culture in the workplace and communities to strengthen a sense of place, community and belonging.
4.3	A Ceredigion Crime and Disorder Strategic Assessment will be undertaken to inform priorities of the Community Safety Partnership and assist with understanding the fear of crime in Ceredigion.
4.4	Community Tension Monitoring meetings are held with partner organisations to identify early indicators of tensions developing within communities and implement early intervention and preventative workstreams in those identified areas.

4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.
A nation wh	obally Responsible Wales nich, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of ing such a thing may make a positive contribution to global well-being
0.1	The PSB will prioritise tackling hardship and poverty in response to the cost-of-living crisis, cross referencing with economic, social, environmental and cultural well-being pillars.
0.2	The poverty sub-group will act as a voice for those impacted by poverty and hardship in Ceredigion. This group will be the eyes and ears, knowing what communities and citizens need and the information that partners hold. Benefits and resources to mitigate the impact of poverty will be collated and shared in a coordinated way in order to ensure that it reaches all those that require support.
0.3	The poverty Sub-group consisting of a network of partner organisations will scrutinise the work of the PSB to enhance the work undertaken to combat poverty across each of the four objectives.
1.1	We will work with partners in a collaborative way, including the Regional Skills Partnership, involving interested parties in undertaking workforce audits and identify skill gaps to help plan our future workforce; increasing the skills of Ceredigion's residents to meet public and private sector career opportunities and local needs, that are fit for the future, including upskilling and re-training in for a green economy.
1.4	Through procurement, organisations of the PSB will maximise the use of local suppliers for its goods, services and works.
2.2	Develop a Local Food Partnership across Ceredigion to address issues of food sustainability, access and affordability whilst also acknowledging the additional wellbeing benefits that community food initiatives/growing schemes can bring.

2.3	Work with and support communities who want to manage and improve their local environment. Empower all, including young people to improve community spaces and have access to green spaces working in an intergenerational way to create social action opportunities that will lead to genuine community impact to improve community spaces.
3.1	Deliver decarbonisation activity to support the delivery of Welsh Governments ambition of a net-zero public sector by 2030.
3.2	Seek to improve air, water and environmental quality by supporting pollution prevention measures, ensuring links are made with objective 2 with regards to working with and supporting communities who want to manage and improve their local environment (step 2.3).
3.3	Seek to protect and improve the health and resilience of our ecosystems to tackle the nature emergency and support the implementation of Welsh Government's sustainable farming scheme within Ceredigion
3.4	Carry out a Climate Change Risk and Opportunity Assessment and help to develop adaptive and resilient communities in response to climate change, encouraging innovation and development of nature-based solutions.
3.5	Maximise the opportunity to upskill and re-train for a green recovery ensuring links are made with step 1.1, with regards to increasing the skills of Ceredigion's residents to meet public and private sector career opportunities that are fit for the future.
3.6	PSB organisations commit to a Healthy Travel Charter promoting walking, cycling, public transport and ultra-low emission vehicle use, recognising the positive contribution that this has on improving social connectedness, physical and mental health as well as reducing carbon emissions as well as contributing towards sustainable tourism.
3.7	Work with housing providers and other stakeholders to ensure good quality, energy efficient and appropriate housing for all.
4.5	Partners will continue to work together to support and welcome asylum seekers and refugees to Ceredigion.
4.6	Work in partnership to demonstrate a clear commitment to support and embed the aims and objectives of the Race Equality Action Plan: An Anti-racist Wales.

Page 108

Ceredigion Public Services Board https://www.ceredigion.gov.uk/your-council/partnerships/ceredigion-public-services-board

Page 109

Page 110



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	Ceredigion Local Well-being Plan							
Service Area	Partnerships and Performance	Corporate Lead Officer	Alun Williams	Strategic Director	Barry Rees			

Name of Officer completing the
IIANaomi McDonaghE-mailNaomi.mcdonagh2@ceredigion.gov.ukPhone no01545
572661

Please give a brief description of the purpose of the proposal

Page

The Public Services Board (PSB) Local Well-being Plan 2023-2028 for Ceredigion seeks to deliver on the Well-being of Future Generations (Wales) Act 2015; contributing to the seven National Well-being Goals and applying the 'Sustainable Development Principle' five Ways of Working. The plan sets out the following objectives, all of which have been developed in response to an Assessment of Local Well-being for Ceredigion and engagement and consultation with citizens, to improve the state of economic, social, environmental and cultural well-being of the people in the county. The Well-being Objectives within the plan are:

- 1. Work together to achieve a sustainable economy that benefits local people and builds on the strengths of Ceredigion.
- 2. Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.
- 3. Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.
- 4. Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.

A cross-cutting objective to tackle hardship and poverty is also incorporated into the plan to reflect the current and future implications of the costof-living crisis. It is recognized that this will have the potential to impact across the four well-being pillars - economic, social, environmental, and cultural well-being and working together collaboratively across PSB organisations will help maintain a focus on this area of work.

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).



The plan will directly affect all of the population of Ceredigion throughout all the stages of life, although certain aspects of the plan will affect some key groups more than others.

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 ma		Version number	Date considered	Brief description of any amendments made following consideration
	Naomi McDonagh	i McDonagh Final draft of Local Well- being Plan 2023-2028		1	22 nd March 2023 Overview & Coordinating Scrutiny Committee	
Page					4 th April 2023 Cabinet	
112					20 th April 2023 Council	
	COUNCIL STRATEGIC O	BJECTIVES:	Which of the	Council's Strategic	Cobjectives does tl	ne proposal address and how?
	Boosting the Economy, su Business and enabling em	•••	economy, su individuals, o	upport businesses a communities and o Objective 1 and the	and enable employ rganisations. Othe	e 1 of the Local Well-being plan seek to boost the ment by removing barriers and enabling opportunity for er aims within the plan are integrated so that they too we to boost the economy, support businesses and
	Creating caring and health communities	ıy	A range of actions developed to address objective 2 within the plan seek to create caring and healthy communities through working with and seeking to understand the need within those communities, working in an intergenerational way and building on resilience. Other aims within the plan are integrated so that they too will support Objective 2.			
	Providing the best start in enabling Learning at all ag		A range of a providing the	ctions developed to	o address objective s well as enable lea	e 1, 2, 3 and 4 within the plan seek contribute to arning. Such as looking at skills and gaps as well as



Creating sustainble, greener and well-	A range of actions developed to address objective 2 and 3 within the plan seek to contribute to creating
connected communities	sustainable, greener and well-connected communities, but other aims within the plan are integrated so
	that they too will support and contribute to creating sustainble, greener and well-connected communities

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

Page

- 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	Does the proposal demonstrate you	What evidence do you	What action (s) can you take to mitigate					
Principle	have met this principle? If yes, describe	have to support this view?	any negative impacts or better					
	how. If not, explain why.		contribute to the principle?					
Long Term	Yes. Long term planning has been	The Ceredigion	Through the delivery of the plan the					
Balancing short term need with	embedded throughout the	Assessment of Local Well-	PSB will continue to learn by positively					
long term and planning for the	development of the plan. The aims	being	challenging and aiming to improve					
future.	and actions within the plan have been		understanding. Further emphasis will					
	developed to directly respond to the		be given to looking at long term trends					
	long term issues that were identified		in order to inform planning and delivery.					
	in the Ceredigion Assessment of							
	Local Well-being.							
Collaboration	Yes. All PSB partners have	The Ceredigion PSB	The delivery of the plan will be					
Working together with other	collaborated throughout all stages of	collaborated on the	undertaken collaboratively by PSB					
partners to deliver.	plan development. The delivery of the	development of the	partners in order to deliver integrated					



		plan will be undertaken collaboratively	Ceredigion Assessment of	services in the best interests of the
Involvement Involving those wit and seeking their v		by PSB partners. Yes. Key stakeholders have been involved in all stages of plan development. Participation, engagement and co-production have been championed by the PSB as a key organising principle throughout its work. Engagement exercises and workshops have been held over the past year and a half to ensure that citizens have been involved in identifying the aims and actions within the plan. These have	Local Well-being 2023-28 Local Well-being Plan consultation Feedback Report	people accessing the services. The PSB is fully committed to involving its stakeholders and understands that an ongoing conversation is essential when setting priorities and delivering services. In moving forward, the PSB will continue with this work by ensuring that there will be opportunities for citizens to express their views, especially for those who may otherwise find it difficult to do so.
D D Prevention	into	included sessions with groups of people with protected characteristics (as defined by the Equality Act 2010). Yes. The Ceredigion Assessment of	The Ceredigion	In delivering the plan the PSB will
Putting resources preventing problem or getting worse.		Local Well-being provided an opportunity for the PSB to identify the root causes of the issues that need to be addressed. The aims and actions are centred on people acting for themselves and provide a strong focus on preventing problems occurring or getting worse. The actions endeavour to bring down the level of intervention in people's lives over time wherever possible, with the flexibility to adapt to changing circumstances.	Assessment of Local Well- being	continue its focus on the preventative agenda endeavouring to ensure that people can access the service they need, when they need it and only for as long as they need it.
Integration Positively impactin economy, environr culture and trying t three.	ment and	Yes. The PSB has considered how the aims and actions contained within the plan have an impact upon the public bodies within the county.	The plan itself provides evidence on integration. Integration of the National Well-being Goals, The plan is a response that	In delivering the plan the PSB will closely monitor how the steps taken further promote maximum integration across services.



				WLAD-KO
	de co ac Pu to Th ac	eveloped with an understanding of	integrates economic, social, environmental and cultural well-being.	
L T				
Pa	Future Generations (Wales) Act 201	our proposal deliver any of the seven Nat 5? Please explain the impact (positive a to the goal. We need to ensure that the	ind negative) you expect, toge	ther with suggestions of how to mitigate
age 11	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?
С	3.1. A prosperous Wales	Yes – positive impact.	Ceredigion Assessment of	n/a
	Efficient use of resources, skilled,	Whilst many elements of the plan seel	Local Well-being 2022.	
	educated people, generates	to address this wellbeing goals the		
	wealth, provides jobs.	following main objective is mos		
		relevant in this case:		
		Objective 1: Work together to achieve a		
		sustainable economy that benefits loca		
		people and builds on the strengths o	Ť	
-		Ceredigion.	Considering Assessment of	
	3.2. A resilient Wales	Yes – positive impact.	Ceredigion Assessment of	n/a
	Maintain and enhance biodiversity	Whilst many elements of the plan seel	9	
	and ecosystems that support resilience and can adapt to change	to address this wellbeing goals the following main objective is mos		
	(e.g. climate change).	relevant in this case:		
L	(e.g. olimate change).			



		Objective 3: Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.		
	3.3. A healthier Wales People's physical and mental wellbeing is maximised and health impacts are understood.	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 2: Work together to reduce inequalities in our communities and use social and green solutions to improve physical and mental health.	Ceredigion Assessment of Local Well-being 2022.	n/a
Page 116	3.4. A Wales of cohesive communities Communities are attractive, viable, safe and well connected.	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objective is most relevant in this case: Objective 4: Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.	Ceredigion Assessment of Local Well-being 2022.	n/a
	3.5. A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental well-being.	Yes – positive impact. Whilst many elements of the plan seek to address this wellbeing goals the following main objectives are most relevant in this case: Objective 3 and 4 Work together to deliver decarbonisation initiatives within Ceredigion to protect and enhance our natural resources.	Ceredigion Assessment of Local Well-being 2022.	n/a



Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.	

Page 117	disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation. Please also consider the following guide:: Equality Human Rights - Assessing Impact & Equality Duty			bact on on you are sal impact with the of age, or civil religion or e::	Describe why it will have a positive/negative or negligible impact. 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.	What evidence do you have to support this view? 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.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts? 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.	
	Age Do you think this a negative impa age? (Please tic Children and Young People up to 18	ct on peo			The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from people of all age groups, and the priorities identified will aim	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives	Further work will be undertaken to seek involvement of under represented vulnerable groups.	



	People 18-50	Positive √	Negative	None/ Negligible	to improve the quality of life for all age groups.	and the actions to be delivered.	
	Older People 50+	Positive ✓	Negative	None/ Negligible		The 12 week Consultation on the Plan provided additional key information that we used to ensure that the aims and actions have positive impact on all ages.	
P	Disability Do you think th a negative imp disability? (Ple Hearing Impartment	act on peo	ple because	•	The plan defines well-being outcomes for all people in Ceredigion and will therefore positively impact those with disabilities. There are several	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment	
age 118	Physical Impairment	✓ Positive	Negative	None/ Negligible	aspects of the plan that will encourage participation in communities and a better	and the engagement with all ages shaped the objectives and the actions to be delivered.	
	Visual Impairment	Positive ✓	Negative	None/ Negligible	issues.	The 12 week Consultation on the Plan provided additional	
	Learning Disability	Positive ✓	Negative	None/ Negligible		key information that we used to ensure that the aims have positive impact on all ages.	
	Long Standing Illness	Positive ✓	Negative	None/ Negligible			
	Mental Health	Positive ✓	Negative	None/ Negligible			
_	Other	Positive	Negative	None/ Negligible			

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)



Transgender Do you think th a negative imp (Please tick ✓ Transgender	act on tran		The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	Further work will be undertaken to seek involvement of under represented vulnerable groups.
Marriage or C Do you think th a negative imp partnership? (I Marriage Civil partnership	nis proposa bact on mai	l will have a riage or Civ	The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified will aim to improve the quality of life for all in Ceredigion. There are opportunities throughout the plan for co-production.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	



Pregnancy or Do you think th a negative imp (Please tick ✓)	is proposa act on preg	gnancy or m	aternity?	The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with	
Pregnancy	Positive ✓	Negative	None/ Negligible	range of special interest groups. The priorities identified will aim to improve	extensive engagement. The information in the Assessment and the engagement with all	
Maternity	Positive	Negative	None/ Negligible	the quality of life for all in Ceredigion.	ages shaped the objectives and the actions to be	
	\checkmark				delivered.	
					The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	
Race			.,.	The plan defines well-being	The Assessment of Local	
Do you think th a negative imp			•	outcomes for all people in Ceredigion. The plan was	Well-being pulled together data from the Census, ONS	
White	Positive	Negative	None/ Negligible	developed with input from a	and many other sources with extensive engagement. The	
	\checkmark			groups. The priorities	information in the Assessment	
Mixed/Multiple Ethnic Groups		Negative	None/ Negligible		and the engagement with all ages shaped the objectives	
	✓			Ceredigion.	and the actions to be delivered.	
Asian / Asian	Positive	Negative	None/	There are opportunities in the		
British			Negligible	plan for co-production and the plan identifies the need to	The 12 week Consultation on the Plan provided additional	
Black / African		Nogativa	None/	seek out a wide range of	key information that we used	
/ Caribbean /	POSITIVE	Negative	Negligible	voices to ensure inclusion and	to ensure that it has a positive	
Black British	\checkmark			diversity across communities.	impact on all ages.	

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)



	Other Ethnic Groups	Positive ✓	Negative	None/ Negligible	Equality of opportunity is a guiding principle for the plan and a specific reference is made to implementation of the Race Equality Plan – An Anti- racist Wales		
	Religion or non-beliefsDo you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick \checkmark)ChristianPositiveNegativeNone/ Negligible \checkmark VVV			erent ase tick √) None/	developed with input from all people with input sought from	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all	
Page	Buddhist	Positive √	Negative	None/ Negligible	groups. The priorities identified will aim to improve the quality of life for all in Ceredigion.	groups. The prioritiesages shaped the objectivesidentified will aim to improveand the actions to bethe quality of life for all indelivered.	
9121	Hindu	Positive √	Negative	None/ Negligible			
	Humanist	Positive ✓	Negative	None/ Negligible			
	Jewish	Positive ✓	Negative	None/ Negligible			
	Muslim	Positive ✓	Negative	None/ Negligible			
	Sikh	Positive ✓	Negative	None/ Negligible			



							SWLAD-KIN
	Non-belief	Positive	Negative	None/ Negligible			
	Other	Positive √	Negative	None/ Negligible			
Page 122	Sex Do you think th a negative imp (Please tick ✓ Men Women	pact on me		•	The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a range of special interest groups. The priorities identified aim to improve the quality of life for all in Ceredigion including developing better communication with community groups and stakeholders, ensuring that all representative groups will have a voice in shaping the future of Ceredigion.	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. The 12 week Consultation on the Plan provided additional key information that we used to ensure that it has a positive impact on all ages.	
	Sexual Orientation Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick \checkmark)				The plan defines well-being outcomes for all people in Ceredigion. The plan was developed with input from a	The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with	
	Bisexual	Positive	Negative	None/ Negligible ✓	range of special interest groups. The priorities identified aim to improve the	extensive engagement. The information in the Assessment and the engagement with all	

Page

123



Gay Men	Positive	Negative	None/	quality of life for all in	ages shaped the objectives	
			Negligible	Ceredigion including	and the actions to be	
			\checkmark	developing better	delivered.	
Gay Women	Positive	Negative	None/	communication with		
/ Lesbian			Negligible	community groups and	The 12 week Consultation on	
			\checkmark	stakeholders, ensuring that all	the Plan provided additional	
Heterosexual	Positive	Negative	None/	representative groups will	key information that we used	
/ Straight			Negligible	have a voice in shaping the	to ensure that it has a positive	
2			$\overline{\checkmark}$	future of Ceredigion.	impact on all ages.	

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 plan aims to promote equality of opportunity by ensuring greater access to information and public services; and to foster a culture of inclusivity in Ceredigion. The plan will also build participation through co-production of initiatives and services.

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 imped you in making reasonable adjustments

The plan includes greater participation, which will aim to ensure that vulnerable groups are not underrepresented.

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*

The plan will contribute towards promoting understanding of good relations and wider community cohesion, by bringing together community groups in the co-production of initiatives and services using a place based approach, applying positive learning from the benefits of working in that way.



Having due regard of the Socio-Economic Duty of the Equality Act 2010. Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society. As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics. 3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal? Describe why it will have a positive/negative or negligible impact. The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. There is a dedicated and cross cutting element of the plan seeking to ensure that tackling hardship and poverty is looked at each step, whether interventions and workstreams are within in the Economic well-being, social well-being, Environmental well-being and/or Cultural well-being pillar - and these are considered and acted upon. age What evidence do you have to support this view? 24 The Assessment of Local Well-being pulled together data from the Census, ONS and many other sources with extensive engagement. The information in the Assessment and the engagement with all ages shaped the objectives and the actions to be delivered. What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

To work across all 4 well-being pillars and looking at addressing hardship and poverty as a priority in light of the cost of living pressures that are affecting residents in Ceredigion.

3.7. A Wales of vibrant culture and thriving Welsh	Describe why it will have	What evidence do you	What action (s) can you
language	a positive/negative or	have to support this view?	take to mitigate any
Culture, heritage and Welsh Language are promoted and	negligible impact.		negative impacts or better
protected.			



an tha ac wl ac	this section you need to con by action you are taking for in at the opportunities for peopl ccess services through the m that is afforded to those choos cordance with the requirement of 1.	nprovement e who choo edium of We sing to do se	. This in orde se to live the elsh are not i o in English, l	er to ensure ir lives and nferior to in			contribute to positive impacts?
W de	ill the proposal be elivered bilingually Velsh & English)?	Positive ✓	Negative	None/ Negligible	 and English. All Project Groups established to deliver the plan will be expected to report on: How the steps have been delivered bilingually How the steps have offered opportunities 		
	ill the proposal have an	Positive	Negative	None/	 for people to use the Welsh language How the steps have promoted availability of Welsh medium services? 	ONS census data 2021	
ef pe	fect on opportunities for ersons to use the Welsh nguage?	√ VSIIIVE	Negative	Negligible	The Welsh Language is a core value that underpins all aspects of the plan.	Ceredigion Assessment of Local Well-being 2022.	
in	ill the proposal crease or reduce the portunity for persons to	Positive ✓	Negative	None/ Negligible	The plan will increase the opportunity for people to receive or access		



-						WILAD-8
	access services through the medium of Welsh?				information in Welsh or bilingually according to language preference.	
					In addition, all actions will be delivered bilingually.	
					All PSB meetings will be delivered bilingually to allow for contributions in Welsh.	
Page 126	How will the proposal treat the Welsh language no less favourably than the English language?	Positive ✓	Negative	None/ Negligible	Services will be required to ask language choice English or Welsh, and deliver services according to preference. Therefore there will be a need for service to ensure that they have sufficient Welsh speaking staff to deliver their services in the language of choice.	
					The Welsh language is a core value throughout the plan, and therefore it will be embedded in the initiatives and actions coming from the plan. All PSB meetings will be delivered bilingually to	

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)



					allow for contributions in Welsh.	
	Will it preserve promote and enhance local culture and heritage?	Positive ✓	Negative	None/ Negligible	The following Objective within the plan will further promote the well-being goal of a Wales of vibrant culture and thriving Welsh Language: Objective 4:	
Page 127					Work together to enable communities to feel safe and connected and will promote cultural diversity and increase opportunities to use the Welsh language.	
					All PSB meetings will be delivered bilingually to allow for contributions in Welsh.	



	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?				
	4.1 Actions.				
	What are you going to do?	When are you going to do it?	Who is responsible?	Progress	
ļ					
╞				ļ!	
+					
ŀ				-	
Ī					
Ļ					
	4.2. If no action is to be taken to remove or mitie (Please remember that if you have identified unlawful disc			he proposal must be changed or revised).	
Page	No negative impaces were identified				
	Through detailed delivery plans and regular reporting to the Ceredigion PSB, Ceredigion County Council Overview and Scrutiny Coordinating				
	Committee and Ceredigion County Council Cabinet.				

5. RISK: What is	. RISK: What is the risk associated with this proposal?							
Impact Criteria	ria 1 - Very low		2 - Low 3		- Medium	4 - High		5 - Very High
Likelihood Criteria	1 - Unlikely to oc	cur	2 - Lower than average chance of occurrence		- Even chance of currence	4 - Higher tha average char occurrence		5 - Expected to occur
Risk Description		Impact	npact (severity)		Probability (deliverability)		Risk Score	e
Failure to deliver on the collective duty within the Well-being of Future Generations (Wales) Act 2015, to act jointly via PSB's to4					2		8	

Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)



improve the economic, social, environmental and cultural well- being of the area			
Does your proposal have a potential impact on another Service area? Yes. The plan has been developed to be integrated and to add value to all Council and other Public Services across Ceredigion.			

	6. SIGN OFF			
	Position	Name	Signature	Date
	Service Manager	Diana Davies	Liana Javies	3.3.23
Page	Corporate Lead Officer	Alun Williams	Alun Williams	3.3.23
129	Strategic Director	Barry Rees	Harmylees.	3.3.23
	Portfolio Holder	Cllr Bryan Davies	Bryon Dawies	3.3.23

Cyngor Sir CEREDIGION County Council

REPORT TO:	Cabinet
DATE:	4 April 2023
LOCATION:	Hybrid
TITLE:	Feedback from the Overview and Scrutiny Co- ordinating Committee on the Ceredigion Local Well- being Plan and the Ceredigion Public Services Board (PSB) meetings held on the 6th of March 2023
PURPOSE OF REPORT:	To provide feedback from the Overview and Scrutiny Co-ordinating Committee held on 22 March 2023

BACKGROUND:

Hazel Lloyd-Lubran presented the report on the Ceredigion Local Well-being Plan in the absence of Councillor Bryan Davies. The public consultation on the draft Ceredigion Local Well-being Plan 2023-2028 ended on the 31st of January 2023. Changes and improvements including those suggested by the Future Generations Commissioner for Wales and Welsh Government have been completed. All PSB member organisations considered the proposed amendments in their meeting on the 6th of March 2023, with a view to approve the Plan through their usual governance arrangements before the PSB can give final approval to publish the Plan in May 2023.

Members were provided with the opportunity to ask questions which were answered by Hazel Lloyd-Lubran, Naomi McDonagh and Diana Davies.

Following questions by the Committee Members, it was agreed to:

- receive the Ceredigion Local Well-being Plan and associated Integrated Impact Assessment.
- receive the draft minutes of the Ceredigion PSB meeting held on 6th March 2023.

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

Agenda Item 9

CEREDIGION COUNTY COUNCIL

Report to: Cabinet

Date of meeting: 4 April 2023

Title:Report on the Amended Code of Conduct of Local
Government Employees, Declarations of Interest
Form and Declarations of Hospitality & Gifts Form

Purpose of the report: To consider the proposed amendments to the Code of Conduct for Local Government Employees, Declarations of Interest and Declarations of Hospitality & Gifts

For: Decision

Cabinet Portfolio and
Cabinet Member:Cllr Matthew Vaux, Cabinet Member for Partnerships,
Housing, Legal and Governance and Public
Protection

Background:

A review has been carried out of the following documents:

- Code of Conduct for Local Government Employees ('the Code') (draft amended version attached at Appendix 1 with tracked changes and Appendix 2 as a clean copy);
- Officer Declaration of Interests form (draft amended version attached at **Appendix 3** with tracked changes); and
- Officer Declaration of Hospitality & Gifts Form (draft amended version attached at **Appendix 4** with tracked changes).

In reviewing these documents, a small-scale Data Protection Impact Assessment was prepared.

The documents have been approved by Leadership Group, circulated to relevant Trade Unions for their views and considered by the Corporate Resources Overview & Scrutiny Committee on the 13th of March 2023 (see the report to Scrutiny for a summary of the proposed amendments).

The Corporate Resources Overview & Scrutiny Committee resolved to recommend that Cabinet approves the amendments to the:

- 1. Code of Conduct for Local Government Employees (Appendix 2);
- 2. Declarations of Interest Form (Appendix 3); and
- 3. Declarations of Hospitality & Gifts Form (Appendix 4).

Current Situation:

Cabinet is requested to approve the amendments to the:

- Code of Conduct of Local Government Employees (Appendix 2); 1.
- 2.
- Officer Declarations of Hospitality & Gifts Form (**Appendix 3**); and Officer Declarations of Hospitality & Gifts Form (**Appendix 4**). 3.

Wellbeing of Future Generations:	Has an Integrated Impact Assessment been completed?No, updates existing Code
Recommendation(s):	 That Cabinet approves the amendments to the: 1. Code of Conduct for Local Government Employees (Appendix 2); 2. Officer Declaration of Interests form (Appendix 3); and 3. Officer Declaration of Hospitality & Gifts Form (Appendix 4).
Reasons for decision:	To ensure that the Code of Conduct for Local Government Employees, Officer Declarations of Interest Form and Officer Declarations of Hospitality & Gifts Form are kept up to date and for clarity and transparency for Officers.
Overview and Scrutiny:	Corporate Resources Overview and Scrutiny Committee – 13/03/2023 (LINK)
Policy Framework:	N/A
Corporate Well-being Objectives:	Boosting the Economy, Supporting Businesses and Enabling Employment – supporting employment opportunities and skillset of Council employees through clear and transparent Code of Conduct and declarations procedure.
Finance and Procurement implications:	N/A
Legal Implications:	N/A
Staffing implications:	Increased clarity and guidance for Council staff.
Property / asset implications:	N/A

Risk(s):	N/A
Statutory Powers:	Local Government Act 2000 The Code of Conduct (Qualifying Local Government Employees) (Wales) Order 2001
Background Papers:	Report to Corporate Resources Overview & Scrutiny Committee dated 13 th March 2023 (<u>LINK</u>)
Appendices:	Appendix 1 – Code of Conduct for Local Government Employees (draft amended version with tracked changes)
	Appendix 2 – Code of Conduct for Local Government Employees (draft amended version - clean copy)
	Appendix 3 – Officer Declaration of Interest Form
	Appendix 4 – Officer Declaration of Hospitality & Gifts Form
Corporate Lead Officer:	Elin Prysor, Corporate Lead Officer - Legal & Governance
Reporting Officer:	Elin Prysor, Corporate Lead Officer - Legal & Governance
Date:	13/03/2023

CEREDIGION COUNTY COUNCIL

CODE OF CONDUCT FOR LOCAL GOVERNMENT EMPLOYEES

I

l

T	ne Council		
	Employees working for <u>Ceredigion County</u> Council <u>('the Council')</u> serve the whole <u>Local</u> Authority, are accountable to, and owe a duty to the Council.	(Deleted: the
	They must act in accordance with the principles set out in the Schedule to The Code of Conduct		Deleted: '
	(Qualifying Local Government Employees) (Wales) Order 2001, (and S82 of the Local	(Deleted: '
	<u>Government Act 2000</u> recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.		
	functions reasonably and according to the law.		
	<u>The link to the 2001 Order is shown here:</u> <u>https://www.legislation.gov.uk/wsi/2001/2280/schedule/made</u>		
			Deleted: ¶
1.	Introduction	l	<u>¶</u>
	The public is entitled to expect the highest standards of conduct from all Employees of the		Deleted: e
	Council.		
2	Status of the Code of Conduct for Local Government Employees ('the Code of Conduct')	_	Deleted: The
	The Code of Conduct sets out the minimum standards that Employees should observe and	(Deleted: employees
	will form part of their Contract of Employment. Its aim is to lay down guidelines for employees that will help maintain and improve standards, and also protect them from misunderstanding or from criticism.		
	Any breaches of this Code of Conduct may lead to disciplinary action being taken under the		
	Council's Disciplinary Policy (available on the Council's intranet site (Cerinet)	(Deleted:)
3.	Principles of Public Life		
	3.1 The Nolan Report on Standards in Public Life defined good conduct for employees of public bodies as that of acting:		
	• Fairly;		
	 In good faith; 		
	 In an impartial way; and 	C	
	 So as to meet the specified objectives of the body to which <u>they have</u> been appointed. 	\neg	Deleted: he/she has
	3.2 The following principles underpin this Code of Conduct:		
	3.2.1 Selflessness		
	Holders of public office should take decisions solely in terms of the public's interest.		
	They should not do so in order to gain any benefits whether financial or otherwise for themselves, their family or their friends.		Deleted:
	,, , , ,		

3.2.2 Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations which might influence them in the performance of their official duties:

3.2.3 Objectivity

In carrying out public business including public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices purely on merit:

3.2.4 Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office

3.2.5 Openness

Holders of public office should be as open as possible about all decisions and actions they take. They should give the reasons for their decisions and restrict information only when the wider public interest clearly so demands;

3.2.6 Honesty

Holders of public office have a duty to declare any personal interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest; and

3.2.7 Leadership

Holders of public office should promote and support these principles by leadership and example.

4. Service Standards

4.1 Employees must give the highest possible standard of service to the public and, where it is part of their duties, provide appropriate advice to Members <u>of the Council</u> and fellow <u>Employees with impartiality. Employees should deal with the public, Members and other Employees sympathetically, efficiently, and without bias.</u>

4.2 Mutual respect between Employees and Members is essential to good local government, and working relationships should be kept on a professional basis.

- 4.3 Employees must always remember their responsibility to the community they serve and ensure courteous, efficient and impartial delivery of services to all groups and people within that community according to Council Policies.
- <u>4.4</u> Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner, and must not utilise property, vehicles or other facilities of the <u>Council for</u> personal use unless authorised to do so.

4.5 Employees must also be aware of and abide by the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering), which is available on the Council's website.

Page 135

Deleted: Authority

Deleted: employees

Deleted: ¶

Deleted: .¶

Deleted:

Deleted:

Deleted:

Deleted:

4.6 Subject to 4.9 below, in the event that an Employee becomes aware of activities, which that	Deleted:
Employee believes to be illegal, improper, unethical, or otherwise inconsistent with this Code	Deleted: e
of Conduct, the Employee must report the matter immediately to their Line Manager or	Deleted: employee
Corporate Lead Officer acting in accordance with the Employee's rights under the Public	Deleted: particularly when it involves children and
Interest Disclosure Act 1998, and the Council's Whistleblowing Policy (see 4.7 below).	vulnerable adults,
	Deleted: employee
4.7 In the event that an Employee becomes aware of activities, which that Employee believes to	Deleted: should
be a breach of the Council's Whistleblowing Policy, the Employee must raise a concern and follow the procedures set out in the Council's Whistleblowing Policy.	Deleted:
tonow the procedures set out in the Council's whistleblowing Policy.	Deleted: m
4.8 In the event that an Employee becomes aware of activities, which that Employee believes to	Deleted: Chief
be inconsistent with the Council's Strategy on Countering Fraud, Corruption and Bribery (to	Deleted: employee's
include Anti-Money Laundering), the Employee must report the matter immediately using the	Deleted: e
reporting procedure set out in the Council's Strategy on Countering Fraud, Corruption and	Deleted: e
Bribery (to include Anti-Money Laundering).	
4.9 In the event that an Employee becomes aware of activities, which that Employee believes to	
be illegal, improper, unethical, or otherwise inconsistent with this Code of Conduct AND	
involves children and vulnerable adults, the Employee must follow the procedures and	
guidelines set out in the Council's Policy and Guidelines for Safeguarding Children & Adults	
at Risk ('the Safeguarding Policy').	
4.10 In the event that an Employee becomes aware of activities, which that Employee believes	
to be inconsistent with the Council's Modern Slavery Policy, the Employee must report it in	
line with the Council's Modern Slavery Policy and associated procedures.	
4.11 Employees have a duty to ensure compliance with the law and Employees should be aware	
that incidents of malpractice will be dealt with swiftly and could result with the Employees	Deleted:
	Deleted: , per the Strategy,
facing disciplinary action, other action in accordance with the Council's HR Policies and,	Deleted: , per the Strategy,
facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to	Deleted: , per the Strategy,
facing disciplinary action, other action in accordance with the Council's HR Policies and,	Deleted: , per the Strategy,
facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.	Deleted: , per the Strategy,
facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.	Deleted: , per the Strategy,
 <u>facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.</u> 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the post they hold. 	Deleted: , per the Strategy,
 <u>facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.</u> 5. Political Neutrality 	Deleted: , per the Strategy,
 <u>facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.</u> 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the post they hold. 	Deleted: , per the Strategy,
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 	Deleted: , per the Strategy,
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions 	Deleted: , per the Strategy,
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on their political Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on their should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restriction Policy. Employees should also be aware that any breach of restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the <u>Council</u>. It follows that they must serve all Members 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restriction Policy. Employees should also be aware that any breach of restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the <u>Council.</u> It follows that they must serve all Members and not just those of the controlling group, and must ensure that the individual rights of all 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restriction Policy. Employees should also be aware that any breach of restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the <u>Council</u>. It follows that they must serve all Members 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on their political Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the Council. It follows that they must serve all Members and not just those of the controlling group, and must ensure that the individual rights of all 	
 facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body. 5. Political Neutrality 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities. 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure. 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the Council. It follows that they must serve all Members and not just those of the controlling group, and must ensure that the individual rights of all 	

1

	in Er	ubject to rules laid down from time to time, Employees may be required to provide formation or clarification to political groups. They must do so in ways consistent with the nployee's political neutrality.		
	<u>5.5</u> W	hether or not Employees are politically restricted by the law, they must follow the lawfully		Deleted: e
		pressed policies of the Council and must not allow their own personal or political opinions to	_	
	int	erfere with their work	-	Deleted: ¶
				Deleted: ¶
		In Employee who holds a politically restricted post is disqualified from becoming or emaining a member of a relevant authority (see the Council's Political Restriction Policy on		Deleted:
		e Council's intranet site (Cerinet)).		Deleted: ¶
6.	Pers	onal Interests		
	6.1	Whilst Employees' private lives are their own concern, they must not allow their private		
	0.1	interests to conflict with their public duty. They must not misuse their official position or		
		information acquired in the course of their employment for personal gain to further their		
		private interests, or the interests of others, such as their close relatives and associates,		
		nor for causing disadvantage to any person or organisation. Employees must not pass on		
		any information acquired in the course of their employment to others.		
	6.2	Employees must make a declaration regarding any actual personal interests or potential		
		personal interests by filling in the Declaration of Interests form available on the Council's		
		intranet site (Cerinet). Employees should also declare any such interests in writing to their		
		Line Manager.		
	6.3	In completing the Declaration of Interests Form, the Employee will be required to provide		
		any relevant information as is available to them at that time in order for a decision to be		
		made as to whether there is a conflict (or potential conflict) of interest with their		
		employment/role as a Council Employee.		
	6 Л Т	he Employee must declare all interests as listed under 6.4.1 to 6.4.13 below. In addition, the	_	
	0.4 _1	Employee must declare an interest under 6.4.14 if the interest is one which a member of		Deleted: Employees must declare in writing to their Chief Officer any financial or non-financial interests
		the public with knowledge of the relevant facts would reasonably consider could bring	\mathbf{n}	which that they consider could bring about conflict
		about a conflict with the Council's interests.		with the Authority's interests
				Deleted: 12
		4.1 Remunerated directorship of companies (public or private);	L	Deleted: 13
	6	4.2 a) Relationships with close family members/close personal associates /related-parties		
		who are employees/officers of the Council or teachers within schools in the County.		
		If they are a Chief Officer (CLO level or above) state:		
		• their name;		
		their role; and		
		 your relationship to them. 		
		b) Relationships with close family members/close personal associates/related-parties		
		who are a Councillor of the Council.		
		State their:		
		• name		
	-	• ward	_	
	<u>6</u>	4.3 Remunerated employment, offices, trades or professions (other than Ceredigion		Deleted: <#>Relationships with close personal
	A	<u>County Council);</u> 4.4 Details of external contractors, or potential contractors to the Council, managed or run		associates/family (including members of their household) who are Council Employees or Council
	0			Members; ¶

I

by close personal associates/family (including members of their household) or with whom the Employee has been or is now closely connected (giving details);

- 6.4.5 Membership of any organisation not open to the general public without formal membership and commitment of allegiance and which has secrecy about rules of membership or conduct;
- 6.4.6 Membership of any society (see also 7. below), party or organisation whose aims and/or constitution conflicts with any Rule of Law or with the Equal Opportunities Policy adopted by the Council;
- 6.4.7 Details of any sponsorships provided to the Employee or any close personal associate/family (including members of their household) by an outside organisation likely to have dealings with the Council;
- 6.4.8 Details of any Town or Community Council, of which the Employee or any close personal associate/family (including members of their household) hold the position of Clerk or Member;
- 6.4.9 Details of the Employee's membership of any governing bodies (including schools) or other organisations likely to have dealings with the Council;
- 6.4.10 Positions of responsibility in any societies, clubs, trade unions or other organisations (apart from recognised Employee Trade Unions) where the interests of such bodies may be affected by the actions of the Council;
- 6.4.11 The names of any company or other body (which are likely to have significant dealings with the Council) that the Employee, or a close family member, or any person or organisation acting on the Employee's behalf is on the board of (directors or trustees), or is a member of a management committee or controlling group of the company or other body.
- 6.4.12 The names of any company or other body (which are likely to have dealings with the Council) in which the Employee, or a close family member (whether in their own right or on behalf of their infant children), or any person or organisation acting on the Employee's behalf, has a beneficial interest in the shareholdings of a nominal value greater than £25,000 or greater than 1% of all shares which have been issued;
- 6.4.13 Land ownership within the County exceeding 5 acres; and
- 6.4.14 Any other interests (whether financial or non-financial), which a member of the public with knowledge of the relevant facts would reasonably consider could bring about a conflict with the Council's interests.
- 6.5 In making a declaration, the Employee should provide any relevant details, such as the name of the relevant Company, Council, or organisation, the Employee's (or close personal associate/family member's) relationship/role (e.g. Councillor or Clerk for Town and Community Councils, as well as the date of the first election or appointment), and the relationship with the close personal associate (e.g. friend/family member/household member). This duty is in addition to any declaration to any appropriate Town or Community Council.
- 6.6 The Employee will be asked to declare that the information provided is correct, to the best of their knowledge and belief, and provide their email address, which shall be used as their signature.
- 6.7 Once the Employee has completed the Declaration of Interests Form an endorsed receipt of the form is produced and it will be entered in the Central Register of Declarations. Further details on how to declare interests and access to the Declaration of Interests Form can be found on the Council's Intranet Site under 'Policies and Procedures' (under the heading 'Declaration and Registration of Hospitality and Interests Policy').

Deleted: their partner

Deleted: ¶

Employee's must also declare any membership of secret societies. This includes any lodge, chapter, society, trust or regular gathering or meeting (other than professional association), which:Is not open to members of the public who are not members of that lodge, chapter, society, trust; and¶ Includes in the grant of membership an obligation on the part of the member a requirement to make a commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and¶ Includes, whether initially or subsequently, a commitment (whether by nath or otherwise) of

commitment (whether by oath or otherwise) of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering or meeting.¶

- 6.8 If the Employee is unsure whether a member of the public with knowledge of the relevant facts would reasonably consider the interest could bring about a conflict with the Council's interests, they must make the declaration and can contact the Monitoring Officer for advice. The presumption towards declaring an interest is required in order not only to protect the Council but also the Employee and for transparency.
- 6.9 The requirement to make a declaration does not mean that the Employee will be prevented from being involved with a particular piece of work associated with any interest declared, as it could be concluded that a conflict does not exist, but this will need to be carefully considered by the Monitoring Officer and/or Corporate Manager of the Employee (rather than the Employee), who may decide that the conflict should be avoided in some other way. Employees should refer to section 18.1 below for guidance on personal interests relating to other employment. Unless informed otherwise by their Corporate Manager, if an Employee has an interest in an item under consideration, that Employee should not take any part in any discussions on that matter.
- 6.10 In considering whether a conflict of interest with the Council's interests might reasonably be seen to occur (by a member of the public with knowledge of the relevant facts) it must be remembered that the public see the Council as one organisation, not a set of separate sections and departments. The aim of declaring a potential conflict of interest is so that the Council and the Employee can be seen to be above any possibility of suspicion of undue influence.
- 6.11 Employees have a continuing duty throughout their employment to consider and declare any such personal interests. Chief Officers must make annual declarations (even if only to confirm the interests have not changed).
- 6.12 The Monitoring Officer may raise a query regarding any declaration as necessary, in order to consider whether there is a conflict (or potential) conflict of interest and whether the Employee should cease to be involved with any particular piece of work giving rise (or which could give rise) to the conflict, or whether the conflict should be avoided in some way.
- 6.13 The Monitoring Officer shall consider whether the Employee's Corporate Lead Officer and/or Line Manager need to be made aware of any of the declarations, and shall inform them of any such declarations, if deemed necessary. In considering whether it is necessary to inform the Employee's Corporate Lead Officer and/or Line Manager, the Monitoring Officer shall have regard to any lawful basis for disclosing the information including, but not limited to, Data Protection legislation.
- 7 Secret Societies
- .1 Employees must declare any membership of secret societies (see also 6.4.6 above). This includes any lodge, chapter, society, trust or regular gathering or meeting (other than professional association), which:
 - 7.1.1 Is not open to members of the public who are not members of that lodge, chapter, society, or trust; and/or
 - 7.1.2 Includes in the grant of membership an obligation on the part of the member a

	(Deleted: necessarily
-		
•		Deleted: Line
	_ (
	-	
_		Deleted: Until told
	\square	Deleted: the
		Deleted: Monitoring Officer or
		Deleted:
	Ľ	Deleted: Line Manager
_		
e		
)		
_		
r		
	(Deleted:
	\sum	Deleted: ¶
	\searrow	Deleted: All
	Y	Deleted: made
		Deleted: will be disclosed to the relevant Chief Officer
		,

Deleted: ¶

Contractors¶

requirement to make a commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and

7.1.3 Includes, whether initially or subsequently, a commitment (whether by oath or otherwise) of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering or meeting.

8 Contractors

- 8.1 All relationships of a business or private nature with external contractors, or potential contractors, <u>must be declared by the Employee.</u> Orders and contracts must be awarded in accordance with the Council's Financial Regulations and Contract Standing Orders (or Contract Procedure Rules), on merit, by fair and open competition against other tenders and no special favour should be shown to businesses run by, for example, friends, partners, close relatives or associates in the tendering process. No part of the local community should be discriminated against.
- 8.2 Employees who engage or supervise contractors or have any other official relationship with contractors and have previously had or currently have a relationship in a private or domestic capacity with contractors, <u>must</u> declare that relationship.

9 Council Services and Regulatory Functions

- 2.1 The same principles referred to in 6, above (i.e. Employees must declare an interest, whether or not the interest is one which a member of the public with knowledge of the relevant facts would reasonably consider could bring about a conflict with the Council's interests) apply to:
 - 9.1.1 Services the Council provides or where the Council has a regulatory function i.e. the Employees must, as soon as possible, declare and also make known all relationships of a business or private nature which they have with businesses, organisations or individuals for whom the Council provides services or acts in a regulatory capacity.
 - 1.1.2 Employees who have interests in companies, businesses or firms with whom the Council contracts, or which provide a service to the Council including Employees who themselves, or their close personal associates/immediate family (including members of their household) are company directors, partners in a partnership, sole traders and/or have an interest in such businesses or organisations; and
 - 9.1.3 Employees who themselves (or, to the best of their knowledge, their close personal associates/immediate family (including members of their household)) are involved in the overall running and/or control of a business or organisation that has applied for funding, loans or grants from the Council, including, for example, the Welsh Government Grants administered by the Council.
- 9.2 Employees shall not recommend any particular businesses used by individuals or other businesses, where this could be misconstrued as a recommendation of the Council or a recommendation by the Employee in their official capacity.
- 9.3 The businesses and organisations referred to in this section include but are not limited to private companies, public limited companies, partnerships, limited liability partnerships, sole traders, holding companies, subsidiary companies, associations and charities.

من ام		
ed in	\langle	Deleted: should
rs	\backslash	Deleted: made known to the Chief Officer in writing Deleted: .
		Deleted: .
)		
r		
	<	Deleted: should
		Deleted: to their Chief Officer in writing.
		Deleted:Section Break (Next Page)
S		
_		Deleted: to employees who may have conflicts of
		interest in relation
		Deleted: s
	\sim	Deleted: .
		Deleted: in writing to their Chief Officer,
е		
<u>al</u>		
i		
<u>.</u>	/	Deleted: , where a conflict of interest might be
		thought to occur. ¶ In considering whether a conflict of interest might
		be thought to occur, it must be remembered that
er		the public see the Council as one organisation, not as a set of separate sections and departments.
<u>a</u>		The aim of declaring a potential conflict of interest
		is so that the Council and the employee can be seen to be above any possibility of suspicion of
to		undue influence.
<u>,</u>		Deleted: <#>¶ ¶

¶ Tmav

0.4 The Employee can also contact the Monitoring Officer for further advice.

10 Separation of Roles during Tendering

- 10.1 Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the Council. Senior <u>Employees who</u> have both a client and contractor responsibility must be aware of the need for accountability and openness.
- 10.2 Employees in contractor or client units must exercise fairness, transparency, impartiality as well as acting ethically when dealing with all customers, suppliers, other contractors and sub-contractors.
- 10.3 Employees who are privy to confidential information on tenders or costs for either internal or external contractors should not disclose that information to any unauthorised party or organisation.
- 10.4 Any Employee contemplating a management buyout of a contractor should, as soon as they have formed a definite intent, inform the appropriate Corporate Lead Officer and withdraw from the contract awarding processes.
- 10.5 Employees should ensure that no special favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior or relevant managerial capacity.

11. Appointment and Other Employment Matters

- 11.1 Employees involved in the recruitment and appointment of <u>Staff must ensure that</u> appointments are made on the basis of merit. In order to avoid any possible accusation of bias, employees must not be involved in any appointment or any other decisions relating to discipline, promotion or pay and conditions for any other <u>Employee</u>, or prospective <u>Employee</u>, to whom they are related, or with whom they have close personal relationship outside work.
- 11.2 Employees shall not canvass any Member or Officer of the Council in respect of candidates seeking employment with the Council.
- 11.3 This section should be read in conjunction with the Council's Recruitment and Selection Policy.

12 Equality Issues

12.1 All local government Employees must comply with policies relating to equality issues, as agreed by the <u>Council</u>, in addition to the requirements of the law. All members of the local community, customers and other Employees have a right to be treated with fairness and equity. The Council has adopted the principle, in the transaction of public business and the administration of justice in Wales, that it will treat the Welsh and English languages on the basis of equality. Information on the Council's Welsh Language Scheme is available on Ceredigion's intranet site <u>(Cerinet)</u> under <u>Policies</u> and Procedures<u>'</u>.

Deleted: ¶

Town or Community Councils

Ëmployees shall not recommend that particular businesses are used by individuals or other businesses, where this could be misconstrued as a recommendation of the Council or a recommendation by the employee in their official capacity.¶

In any of the above cases, the Chief Officer will decide whether the employee who has a conflict of interest should cease to be involved with the particular piece of work giving rise to the conflict, or whether the conflict should be avoided in some other way.¶

The Monitoring Officer will advise accordingly.

Any disclosure in relation to 6.1 to 6.8 must also be declared to the Council's Monitoring Officer by completing the Council's Declaration and Registration of Hospitality and Interests form which is available on Ceredigion's intranet site under "Policies and Procedures"....

Deleted: employees

Deleted: e

Deleted: staff

Deleted: employee
Deleted: employee

Deleted: 8.1	
Deleted: e	
Deleted: Authority	
Deleted: e	
Deleted: Ceredigion County	
Deleted: "	
Deleted: ".	

13_Corruption	Deleted: ¶
13.1 Employees in their official capacity must be aware that it is a serious criminal offence under the Prevention of Corruption Acts for them to receive or give any gifts, loans, fees, rewards or any other advantage for doing or not doing anything or showing favour or disfavour to any person or organisation.	
 13.2 Corruption involves a wide range of unethical behaviour and includes but is not limited to the abuse of entrusted power for private gain and the offering, giving, receiving or soliciting, directly or indirectly, anything of value to influence improperly the actions of another party. Employees must promptly report the matter in line with the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering). 13.2.1 The Employee is in doubt as to whether an act of corruption has, will or may occur. 	
(potential act of corruption); 13.2.2 Anyone makes an approach to an Employee which seems (or might seem to a third	Deleted: If a
party) to be aimed at obtaining some form of preferential treatment or in any	
suspicious circumstances in connection with a service provided by the Council, a	
regulatory function of the Council or a contract, for the Employee's own protection; or 13.2.3 The Employees suspects money laundering activity, fraud, bribery or corruption.	Deleted: then
10.2.0 The Linployees suspects money laundening activity, inadd, bribery or contubiton.	Deleted: ir
13.3 In raising concerns regarding fraud, bribery and corruption, Employees should note that	Deleted: the Employee must report the matter
their concerns will be treated confidentially, as far as possible. A suspicion of wrongdoing	Deleted: directly to their
must be reasonably held and the Council will ensure that any allegation of any kind,	Deleted: uccDuplication?
including anonymous letters or telephone calls, will be looked at and thoroughly	Deleted: Duplication?
investigated in an appropriate manner.	
 13.4 The Council will deal swiftly and thoroughly with any incidents of malpractice and Employees may face disciplinary or other action in accordance with the Council's HR Policies. Disciplinary or other action may be taken in addition to, or instead of criminal proceedings (this depends on the circumstances of each individual case), in keeping with the Council's Disciplinary Policy, which is available on the Council's Intranet Site (Cerinet). 14 Use of Financial Resources 	
<u>14.1</u> , Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner so that the Council obtains value for money and avoids legal challenge to the	Deleted: 11.1
Council, and must not utilise property, vehicles or other facilities of the Council for personal	Deleted: Authority
use unless authorised to do so.	Deleted. Authonity
14.2 Employees must declare an interest and not be involved in any financial transactions	Deleted: maintain a separation of their duties within
dealing with public funds with which they, or any partner, spouse, close relative or associate	all
have a personal or financial interest.	Deleted: systems by not
	Deleted: n
14.3 A personal or financial interest includes any business or organisation for which the	
Employee, their partner, spouse, close relative or associate (including members of their	
household) is a company director, partner (for a partnership), or sole trader, or is involved in the overall running and/or control of a business or organisation that has applied for funding,	
loans or grants from the Council, including, for example, the Welsh Government Grants	

1

administered by the Council.

14.4 <u>Managers should ensure that there is a separation of duties within any financial transaction</u> <u>arranged using public funds, by ensuring that there are at least two employees involved in</u> <u>the process. Furthermore these transactions should also be verified by an independent</u> <u>Officer.</u>

15 Hospitality/Gifts

<u>Gifts</u>

15.1 Employees must be aware that anyone with whom they have dealings may provide gifts and/or hospitality and by doing so may be seeking to influence Council Employees. To maintain transparency, integrity and the trust of the public, colleagues and all suppliers, Employees should not generally accept any gifts or hospitality.

15.2 Employees:

<u>15.2.1 should not accept personal gifts of a value of greater than £10 ('significant gifts') from</u> contractors, outside suppliers, other organisations or individuals.

15.2.2 can keep gifts of token value such as pens, diaries, chocolates, wine etc. up to the value of £10 ('insignificant gifts') from contractors, outside suppliers, other organisations, individuals or sources ('donors').

- 15.3 It is the responsibility of the Employee to consider whether a gift has a significant value (of greater than £10). Reasonable enquiries must be taken by the Employee to ascertain the value of the gift. Such steps could include, but are not limited to, carrying out an internet search/researching the value of the gift.
- 15.4 Employees should not accept multiple insignificant gifts from the same donor(s), as these would constitute significant personal gifts when considered together e.g. more than 3 gifts during a 1 year period.
- 15.5 Employees should not to accept any gifts from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.

15.6 The Employee must make a Declaration in all circumstances, whatever the value of the gift.

Hospitality

15.7 Employees:

15.7.1 should generally refuse all offers of hospitality wherever possible.

15.7.2 can accept hospitality of a value of £10 or less ('insignificant hospitality').

15.7.2 should not accept hospitality of a value of greater than £10 ('significant hospitality') unless there is a genuine and integral need to represent the Council at an event or in the community and they have obtained the consent of their Corporate Lead Officer or Corporate Manager.

Deleted: Employees
Deleted: s that they
Deleted: ; f
Deleted: are

Deleted: ¶

Deleted: <#>Employees should only accept offers of hospitality if there is a genuine need to impart information or represent the local authority in the community. Offers to attend purely social or sporting functions should be accepted only when these are part of the life of the community or where the Authority should be seen to be represented. It should be properly authorised and recorded. ¶ When hospitality has to be declined, the person offering hospitality should be courteously but firmly informed of the procedures and standards operating within the Authority.¶

15.8	Employees should not accept multiple offers of hospitality from the same donor(s), as these
	would constitute significant hospitality when considered together e.g. more than 3 offers of
	hospitality during a 1 year period.

- 15.9 Employees should not accept any hospitality from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.
- 15.10All hospitality accepted must be declared.
- <u>15.11It is the responsibility of the Employee to consider whether an offer of hospitality has a</u> significant value (of greater than £10). Reasonable enquiries must be taken by the Employee to ascertain the value of the hospitality. Such steps could include, but are not limited to, carrying out an internet search/researching the value of the hospitality.
- 15.12If in doubt as to whether there is a genuine and integral need to accept the hospitality, the Employee should check with the Monitoring Officer (see also acceptable examples at 15.16 below).
- 15.13When hospitality has to be declined, the person offering hospitality should be courteously but firmly informed of the procedures and standards operating within the Council.
- <u>15.14</u> When receiving authorised hospitality, Employees should be particularly sensitive as to its timing and public perception in relation to decisions which the <u>Council may be taking</u> affecting those providing the hospitality.
- 15.15 Acceptance by Employees of hospitality through attendance at relevant conferences and courses is acceptable where it is clear the hospitality is corporate rather than personal, where the line manager gives consent in advance and where the <u>Council</u> is satisfied that any purchasing decisions are not compromised. Where visits to inspect equipment, etc. are required, Employees should ensure the <u>Council</u> meets the cost of such visits to avoid jeopardising the integrity of subsequent purchasing decisions.
- 15.16 Acceptable examples of hospitality/gifts include;
 - 15.16.1 An offer of refreshment following a site inspection;
 - 15.16.2 Invitations to attend functions where the Officer represents the Council, or to functions attended by virtue of a professional position e.g. awards ceremony;
 - 15.16.3 A working lunch of a modest standard provided to enable the parties to continue
 - discuss business; or <u>15.16.4 Insignificant gifts of token value such as pens, diaries, chocolates, wine, tickets for</u> <u>an event etc. up to the value of £10.</u>
- 15.17 Unacceptable examples of hospitality/gifts include:
 - 15.17.1 Holidays;
 - 15.17.2 Personal invitations to have evenings out with representatives of a company or a firm which have dealings with the Council;
 - 15.17.3 Offers of hotel or tickets for theatres/sporting events; or
 - 15.17.4 The use of a company property.

<u>e</u>		
		Deleted: ¶
		¶
6		
		Deleted: <#>¶ ¶
		Deleted: <#>Employees should not accept
		significant personal gifts from contractors, outside
		suppliers, other organisations or individuals although the Authority will allow¶
	$\langle \rangle$	employees to keep insignificant gifts of token value such as pens, diaries, chocolates, wine etc. up to the
	$\langle \rangle$	value of £10. If in doubt you must check with your
	$\langle \rangle$	line manager.¶ ¶
	/////	Deleted: <#> e
		Deleted: <#>Authority
	$\langle \rangle \rangle$	Deleted: ¶
_,		Deleted: e
		Deleted: ¶
		Authority
	$\sum V$	Deleted: e
	$\langle \rangle \rangle$	Deleted: Authority
	$\langle \rangle \rangle$	Deleted: ¶
)	$\langle \rangle$	Deleted: ¶ An offer of a drink following a site inspection;
	$\langle \rangle \rangle$	Deleted: invitations
	$() \setminus)$	Deleted: his/her
	(1)	Deleted: some hospitality offered by other non-
	\mathbb{N}	commercial bodies; ¶ and a
		Deleted: .
		Deleted: i
<u>a</u>		Deleted: :
	$ \setminus $	Deleted: 10
		Deleted: ¶
	$\langle \rangle$	
		Deleted: :

Hospitality and Gifts Declaration Form is fully completed, which is available on the	
Council's internet site (Cerinet). Employees must complete the Hospitality and Gifts	
Declaration Form, in order to comply with the Code of Conduct.	
15.19All declarations must be made as soon as reasonably practicable following receipt of the	
gift/hospitality and at least within 7 working days.	
	Deleted: Chief Officers
5.20 In completing the Hospitality and Gifts Declaration Form, the Employee will be required to	
provide any relevant information, including:	
15.20.1 The name of the organization providing the begnitality:	
<u>15.20.1 The name of the organisation providing the hospitality;</u> 15.20.2 The organisation sponsoring the hospitality (if different from above);	
15.20.3 The date the hospitality is to be/was received;	
15.20.4 The nature of the event and the context in which the hospitality is to be/was	
provided;	
15.20.5 The name of any other Employee/Employees of Ceredigion County Council who	
<u>15.20.6 The name of any other organisation which will be attending/attended the event, if</u>	
associated with the hospitality to be/that was received;	
15.20.7 The type of hospitality/gift received and estimated approximate value; and	
15.20.8 Whether acceptance of the hospitality was authorised in advance (and if so,	
provide details and records).	
5.21 The Employee will also be asked in the Hospitality and Gifts Declaration Form to declare	Deleted: Estimated approximate value of the hospitality
that the information provided is correct to the best of their knowledge and belief (email	
provided as signature).	
provided as orginatare).	
5.22Once the Employee has completed the Hospitality and Gifts Declaration Form an endorsed	
receipt of the form is produced. It will be entered in the Central Register of Declarations.	
Further details on how to register hospitality declarations and access to the Hospitality	
Declaration Form can be found on the Council's Intranet Site (Cerinet) under Policies and	Deleted: i
Procedures' (under the heading Declaration and Registration of Hospitality and Gifts	Deleted: s
Interests Policy').	Deleted: "
	Deleted: Council
Sponsorship – Giving and Receiving	Deleted: "
Sponsorship - Giving and Receiving	Deleted: "
6.1 Where an outside organisation wishes to sponsor, or is seeking to sponsor, a local	Deleted: ".
government activity, the basic conventions concerning acceptance of gifts or hospitality	Deleted: <#>¶
apply. Particular care must be taken when dealing with contractors or sub-contractors.	Deleted: <#>
6.2 Where the Council wishes to sponsor an event or service, potter on Employee per any potter	Deleted: Authority
6.2 Where the <u>Council wishes to sponsor an event or service</u> , neither an <u>Employee nor any partner</u> , spouse, close relative or associate must benefit from such sponsorship in a direct way, without there	,
being full disclosure, and through completion of the Declaration of Interests Form (available on the	Deleted: e
	Deleted: in writing to an appropriate Chief Officer
Council's Intranet Site (Cerinet)), Similarly, where the Council, through sponsorship, grant aid,	any such interest
	Deleted: Authority
Council's Intranet Site (Cerinet)), Similarly, where the Council, through sponsorship, grant aid, financial or other means, gives support in the community, <u>Employees</u> should ensure that impartial	Deleted: Authority
Council's Intranet Site (Cerinet)), Similarly, where the Council, through sponsorship, grant aid, financial or other means, gives support in the community, <u>Employees</u> should ensure that impartial	

1

colleagues for such activity.

17 Confidentiality

- <u>17.1</u> Openness in the dissemination of information and decision-making should be the norm in the Council. However, certain information may be confidential or sensitive and therefore not appropriate for a wide audience, including information contained in exempt reports reported in public meetings.
- 17.2 Where confidentiality is necessary to protect the privacy or other rights of individuals or bodies, information should not be released to anyone other than a Member, <u>Employee or</u> other person who is entitled to receive it, or needs to have access to it for the proper discharge of their functions.
- 17.3 Nothing in this <u>Code of Conduct</u> can be taken as overriding existing statutory or common law obligations to keep certain information confidential, or to divulge certain information.
- 17.4 Employees who are not aware of which information is open and which is not, must seek clarification from their Line Manager who will seek advice from the Monitoring Officer and/or Data Protection Officer where appropriate.
- 17.5 All press releases must be placed through the Council's <u>Communications Team</u> or in <u>their</u> absence through the relevant <u>Corporate Lead</u> Officer.

18 Other employment/Private Work/Other Activities

- 18.1 An Employee wishing to carry out other employment may only do so if permitted by their Contract of Employment and by the Employee Handbook. If so, the Employee must inform, their Line Manager, Where there is deemed to be a conflict, a discussion will take place between the Employee, the Service and Human Resources to consider how the conflict may be avoided. Any other employment must not affect the work that the Employee does for the Council or affect the Employee's ability to do their job. It must not damage the Council's reputation or have a negative effect on its duties or interests.
- 18.2 <u>Employees</u> cannot carry out other employment in the Council's <u>offices and must not use any</u> of the Council's facilities, for example, phones, computers, printers, faxes, photocopiers etc.
- 18.3 <u>Employees must not carry out other employment during their paid working time. If they do</u> wish to do so, they should discuss this with their Corporate Manager and Human Resources
- 18.4 Employees can provide a service to voluntary or other organisations during their own time. However, it is important that the service that the Employee provides does not affect their job or the Council's reputation. Employees must tell their Line Manager if they provide a service to an organisation where there may be a conflict of interest relating to their employment.
- 18.5 <u>Employees</u> must not use their position as a Council <u>Employee</u> to favour any voluntary or other organisations.
- 18.6 Employees must give the Council any money they receive for work they do such as lectures

Deleted: Section Break (Next Page) Deleted: ... Deleted: employee Deleted: ¶ Deleted: I...ne m Deleted: <#>Employees should not use any information obtained in the course of their employment for personal gain, benefit or furthering their private interests and those of their close relatives or associates nor for causing disadvantage to any person or organisation, nor should they pass it on to others who might use it in such a way. Any particular information received by an employee from a Member which is personal to that Member and does not belong to the Authority, should not be divulged by the employee without the prior approval of that Member, except where such disclosure is required or sanctioned by law.¶ ¶ Deleted: <#>While staff are encouraged to be open to the press, the press should only be given information which would normally be available publicly. If the employee is in any doubt as to whether or not the information can be disclosed to the press, prior approval from the Chief Officer must be sought in the first instance or alternatively obtain advice from the Council's Corporate Communications Officer or Monitoring Officer.¶ Deleted: Unless your contract specifies otherwise you ...n Employee wishing to may ...arry out other employment ...mployment may only do so if permitted by their Contract of Employment and by the Employee Handbook. If so, tprovided that you he Employee must inform your line ...their Line manager Deleted: in... Where there is deemed to be a conflict, a discussion will take place between the Employee, the Service and Human Resources to consider how the conflict may be avoided. advance and the Line Manager must consent to that employment. Deleted: you do for Ceredigion...he Employee does for the County ...ouncil or affect your ... ffect the Employee's ability to do your Deleted: You ...mployees cannot carry out other employment in the Council's offices and ... ffices and vou Deleted: You ...mployees must not carry out other employment during your Deleted: , and must not normally carry out other employment during sick leavewhich includes when you are off sick. If they do carry out other Deleted: You ...mployees can provide a service to voluntary or other organisations during your ...heir own time. However, ¶ Deleted: -Section Break (Next Page)-Deleted: <#>You should not do any private work for Ceredigion County Council tenants or to Council property unless you have written permission from

broadcasts or magazine articles that are part of the Employee's duties and must not retain any payment in such circumstances, if the external organisation provides a payment for the Employee's time. If the Employee is taking part in such an event as part of their Employment, any charges/payments must be arranged through the Council. Employees are not required to give the Council any money they receive for work they do outside of their duties as an Employee in their own time.

19 Patent Rights

- <u>19.1 In respect of any invention that belongs to Ceredigion County Council by virtue of the</u> <u>Patents Acts, it shall be for the Council in the first instance to decide whether to apply for</u> <u>patent or other protection in law.</u>
- 19.2 Any matter or thing capable of being patented under the Patents Acts which is made, developed or discovered by the Employee, either alone or in concert, while in the performance of their normal duties or duties specifically assigned to the Employee, will forthwith be disclosed to their Corporate Lead Officer or Chief Executive and, subject to the provisions of the Patents Acts/Patents Rules, shall belong to and be the absolute property of Ceredigion County Council.
- <u>19.3</u> An Employee must, notwithstanding the termination of their contract of employment, sign and execute all such documents and do all such acts as the Council may reasonably require;
 - <u>19.3.1 To apply for and obtain in the sole name of Ceredigion County Council, unless it</u> <u>otherwise directs, any patent, registered design or other protection of any nature</u> <u>whatsoever in respect of the invention in any country throughout the world and, when</u> <u>so obtained or vested, to renew and maintain the same.</u>
 - <u>19.3.2 To resist any objection or opposition to obtaining, and any petitions or applications for</u> revocation of, any such patent, registered design or other protection.
 - 19.3.3 To bring any proceedings for infringements against a third party of any such patent, registered design or other protection.
- <u>19.4</u>Ceredigion County Council hereby undertakes to indemnify the <u>Employee in respect of all</u> costs, claims and damages, howsoever and wheresoever incurred in connection with the discharge by the <u>Employee of any and all such requirements as explained in 19.3.1 to 19.3.3</u> above.

20 Copyright

- 20.1 All records, documents and other papers, including copies and summaries thereof, which pertain to the finance and administration of the Council and which are made or acquired by the <u>Employee</u> in the course of <u>their</u> employment shall be the property of the Council. The copyright in all such original records, documents and papers shall at all times belong to the Council.
- 20.2 The copyright in any work or design compiled, edited or otherwise brought into existence by the Employee as a scholarly work produced in furtherance of their professional career shall belong to the Employee. For this purpose, 'scholarly work' includes items such as books, contributions to books, articles and conference papers.

Deleted: <#>your Deleted: <#>job

Deleted: <#>However, you can keep money for any work which the Council does not pay you for and which you do in your own time, or when you are on holiday or flexi-leave.

Deleted: Where employees undertake private work which overlaps or conflicts in any way with the duties and responsibilities of their post, or causes a conflict of interest or makes use of material to which the employee has access by virtue of his/her position they shall declare that interest to their Chief Officer and take no further part in the process for, or on behalf of, the Council. In considering whether a conflict of interest might be seen to occur, it must be remembered that the public see the Council as one organisation, not a set of separate sections and departments. The aim of declaring a potential conflict of interest is so that the Council and the employee can be seen to be above any possibility of suspicion of undue influence.¶

Deleted: e
Deleted: his/her
Deleted: e
Deleted: Chief
Deleted: e
Deleted: his or her
Deleted: ¶

Deleted: <#>¶

Deleted: e

Deleted: (a) to¶

(c)

Deleted: ______Section Break (Next Page)_____ In respect of any invention that belongs to Ceredigion County Council by virtue of the Patents Acts, it shall be for the Council in the first instance to decide whether to apply for patent or other protection in law.¶

Deleted: employee

Deleted: his/her

Deleted: e
Deleted: his or her professional

Deleted: e

20.3 The copyright in any material produced by the Employee for their personal use and	Deleted: employee
reference shall belong to the Employee. However, the copyright in documents produced by	Deleted: his/her personal
the Employee in the course of their employment for the purposes of the Council and	Deleted: e
produced, used or disseminated by the Council shall belong to the Council.	Deleted: e
	Deleted: his/her
21 Investigations by Monitoring Officer <u>& Internal Audit</u>	
21.1 Where the Council's Monitoring Officer is undertaking an investigation in accordance with	Delete de 40.4 M/hann
regulations made under section 73(1) of the Local Government Act 2000, Employees must	Deleted: 18.1 Where
comply with any requirement made by the Monitoring Officer in connection with such an	Deleted: e
investigation.	
in congation.	
21.2 Employees must also comply with any requirements made by Internal Audit, as authorised	
by their rights of access set out in the Council's Constitution and the Internal Audit Charter	Deleted: per
of the Council. As part of the Council's Financial Regulations and Accompanying Financial	Deleted: ¶
Procedures contained in the Council's Constitution, Internal Auditors have the right to:	
21.2.1 Enter any Council premises or land at any reasonable time;	
21.2.2 Access all assets, records, documents, correspondence and control systems	
relating to any financial and other transactions of the Council;	
21.2.3 Require and receive any such information and explanations considered necessary	
concerning any matter under consideration/examination;	
21.2.4 Require any Employee of the Council to account for cash, stores or any other	
Council property under their control; and	
21.2.5 Have access to records belonging to third parties, such as contractors or	
partnership agencies, according to the relevant contractual terms.	
21.3 The Council may, from time to time, also be subject to audit, inspection or investigation	
by external bodies that have statutory rights of access. Employees are expected to co-	Deleted: 18.3
operate fully with requirements in these instances.	
operate rany with requirements in these instances.	
	Deleted: ¶
22 Behaviour Outside Work	
22.1 As a general rule, an Employee's private life is their own concern. However, some forms	Deleted: 19.1
of behaviour occurring away from work, such as violence or dishonesty can have a	Deleted: e
significant impact on the Council and the service it provides. Employees must therefore	Deleted: his/her
ensure that their behaviour in and away from work will not bring the name of the <u>Council</u>	Deleted: Authority
into disrepute or attract damaging publicity for the Council. <u>Employees must, as</u>	Deleted: ¶
referenced in their Contract of Employment, inform their Line Manager and Human	
Resources at the earliest opportunity and in writing if they are under investigation for a criminal offence or are cautioned, reprimanded, given a final warning or are convicted of	
a criminal offence, and must report similarly any activity falling within the Safeguarding	Deleted: report any ellegations of ariminal activity
procedure to their Line Manager and Human Resources at the earliest opportunity.	Deleted: report any allegations of criminal activity, or
procedure to their the manager and Human Resources at the earliest opportunity.	Deleted: Chief Officer
23 Social Media	Deleted: .
	Deleted
23.1 Employees must comply with the Council's Social Media Policy, including associated	

Intranet Site (Cerinet)), and including relating to safeguarding vulnerable adults and children

I

and regarding politically restricted posts.

23.2 Employees should be aware that failure to abide by the guidelines in the Council's Social Media Policy could lead to disciplinary action under the Council's disciplinary procedure.

24 Data Protection and UK GDPR

- 24.1 Employees must comply with the Council's Data Protection and GDPR Policy, which is available on the Council's Intranet Site (Cerinet) including the requirement to consult with the Data Protection Officer regarding any Data breach or potential breach, and adhere to the rules of the Policy regarding Data Protection Impact Assessments.
- 24.2 Employees must be aware that they, as Council Staff, are responsible and accountable for following established corporate and departmental procedures with regard to data protection and for keeping their training and understanding up-to-date and in particular for undertaking all mandatory training, as confirmed in the Policy.
- 24.3 As stated in the Data Protection and GDPR Policy, failure to comply with the Policy and Data Protection Act 2018 may be regarded as serious misconduct and, if so, will be dealt with in accordance with the Council's Disciplinary Policy. Employees must also be aware that, as stated in the Data Protection and GDPR Policy, misuse and unauthorised disclosure of personal data can lead to personal prosecution.
- 24.4 Employees are also responsible for ensuring that volunteers, apprentices, trainees and work experience interns working alongside them temporarily are given, where necessary, an appropriate basic training as part of their induction about data protection, and respect for individual privacy rights.

25 Central Register

25.1 Employee declarations referred to in this Policy shall be maintained on a central register, with copies provided to the Monitoring Officer. The Monitoring Officer shall consider whether the Employee's Corporate Lead Officer and/or Line Manager need to be made aware of any of the declarations, as referred to at 6.13 above.

CEREDIGION COUNTY COUNCIL

CODE OF CONDUCT FOR LOCAL GOVERNMENT EMPLOYEES

The Council

Employees working for Ceredigion County Council ('the Council') serve the whole Local Authority, are accountable to, and owe a duty to the Council.

They must act in accordance with the principles set out in the Schedule to The Code of Conduct (Qualifying Local Government Employees) (Wales) Order 2001 (and S82 of the Local Government Act 2000) recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.

The link to the 2001 Order is shown here: https://www.legislation.gov.uk/wsi/2001/2280/schedule/made

1. Introduction

The public is entitled to expect the highest standards of conduct from all Employees of the Council.

2. Status of the Code of Conduct for Local Government Employees ('the Code of Conduct')

The Code of Conduct sets out the **minimum** standards that Employees should observe and will form part of their Contract of Employment. Its aim is to lay down guidelines for employees that will help maintain and improve standards, and also protect them from misunderstanding or from criticism.

Any breaches of this Code of Conduct may lead to disciplinary action being taken under the Council's Disciplinary Policy (available on the Council's intranet site (Cerinet).

3. Principles of Public Life

- 3.1 The Nolan Report on Standards in Public Life defined good conduct for employees of public bodies as that of acting:
 - Fairly;
 - In good faith;
 - In an impartial way; and
 - So as to meet the specified objectives of the body to which they have been appointed.

3.2 The following principles underpin this Code of Conduct:

3.2.1 Selflessness

Holders of public office should take decisions solely in terms of the public's interest. They should not do so in order to gain any benefits whether financial or otherwise for themselves, their family or their friends;

3.2.2 Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations which might influence them in the performance of their official duties;

3.2.3 **Objectivity**

In carrying out public business including public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices purely on merit;

3.2.4 Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office;

3.2.5 Openness

Holders of public office should be as open as possible about all decisions and actions they take. They should give the reasons for their decisions and restrict information only when the wider public interest clearly so demands;

3.2.6 Honesty

Holders of public office have a duty to declare any personal interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest; and

3.2.7 Leadership

Holders of public office should promote and support these principles by leadership and example.

4. Service Standards

- 4.1 Employees must give the highest possible standard of service to the public and, where it is part of their duties, provide appropriate advice to Members of the Council and fellow Employees with impartiality. Employees should deal with the public, Members and other Employees sympathetically, efficiently, and without bias.
- 4.2 Mutual respect between Employees and Members is essential to good local government, and working relationships should be kept on a professional basis.
- 4.3 Employees must always remember their responsibility to the community they serve and ensure courteous, efficient and impartial delivery of services to all groups and people within that community according to Council Policies.
- 4.4 Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner, and must not utilise property, vehicles or other facilities of the Council for personal use unless authorised to do so.
- 4.5 Employees must also be aware of and abide by the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering), which is available on the Council's website.

- 4.6 Subject to 4.9 below, in the event that an Employee becomes aware of activities, which that Employee believes to be illegal, improper, unethical, or otherwise inconsistent with this Code of Conduct, the Employee must report the matter immediately to their Line Manager or Corporate Lead Officer acting in accordance with the Employee's rights under the Public Interest Disclosure Act 1998, and the Council's Whistleblowing Policy (see 4.7 below).
- 4.7 In the event that an Employee becomes aware of activities, which that Employee believes to be a breach of the Council's Whistleblowing Policy, the Employee must raise a concern and follow the procedures set out in the Council's Whistleblowing Policy.
- 4.8 In the event that an Employee becomes aware of activities, which that Employee believes to be inconsistent with the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering), the Employee must report the matter immediately using the reporting procedure set out in the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering).
- 4.9 In the event that an Employee becomes aware of activities, which that Employee believes to be illegal, improper, unethical, or otherwise inconsistent with this Code of Conduct AND involves children and vulnerable adults, the Employee must follow the procedures and guidelines set out in the Council's Policy and Guidelines for Safeguarding Children & Adults at Risk ('the Safeguarding Policy').
- 4.10 In the event that an Employee becomes aware of activities, which that Employee believes to be inconsistent with the Council's Modern Slavery Policy, the Employee must report it in line with the Council's Modern Slavery Policy and associated procedures.
- 4.11 Employees have a duty to ensure compliance with the law and Employees should be aware that incidents of malpractice will be dealt with swiftly and could result with the Employee facing disciplinary action, other action in accordance with the Council's HR Policies and, depending on the circumstances and available evidence, the investigation may be referred to the Police or another appropriate external body.

5. Political Neutrality

- 5.1 Where Employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities.
- 5.2 Employees must also be aware of and abide by the Council's Policy on Political Restrictions on Local Government Employees (the 'Political Restriction Policy'), including the restrictions upon them should they hold a Specified or Sensitive post, as defined in the Political Restriction Policy. Employees should also be aware that any breach of restrictions may be deemed to be an offence which will be dealt with in accordance with the Council's disciplinary procedure.
- 5.3 Employees should be aware that they serve the Local Authority as a whole. They are accountable to, and owe a duty to the Council. It follows that they must serve all Members and not just those of the controlling group, and must ensure that the individual rights of all Members are respected.

- 5.4 Subject to rules laid down from time to time, Employees may be required to provide information or clarification to political groups. They must do so in ways consistent with the Employee's political neutrality.
- 5.5 Whether or not Employees are politically restricted by the law, they must follow the lawfully expressed policies of the Council and must not allow their own personal or political opinions to interfere with their work.
- 5.6 An Employee who holds a politically restricted post is disqualified from becoming or remaining a member of a relevant authority (see the Council's Political Restriction Policy on the Council's intranet site (Cerinet)).

6. Personal Interests

- 6.1 Whilst Employees' private lives are their own concern, they must not allow their private interests to conflict with their public duty. They must not misuse their official position or information acquired in the course of their employment for personal gain to further their private interests, or the interests of others, such as their close relatives and associates, nor for causing disadvantage to any person or organisation. Employees must not pass on any information acquired in the course of their employment to others.
- 6.2 Employees must make a declaration regarding any actual personal interests or potential personal interests by filling in the Declaration of Interests form available on the Council's intranet site (Cerinet). Employees should also declare any such interests in writing to their Line Manager.
- 6.3 In completing the Declaration of Interests Form, the Employee will be required to provide any relevant information as is available to them at that time in order for a decision to be made as to whether there is a conflict (or potential conflict) of interest with their employment/role as a Council Employee.
- 6.4 The Employee <u>must</u> declare all interests as listed under 6.4.1 to 6.4.13 below. In addition, the Employee must declare an interest under 6.4.14 if the interest is one which a member of the public with knowledge of the relevant facts would reasonably consider could bring about a conflict with the Council's interests.
 - 6.4.1 Remunerated directorship of companies (public or private);
 - 6.4.2 a) Relationships with close family members/close personal associates /related-parties who are employees/officers of the Council or teachers within schools in the County. If they are a Chief Officer (CLO level or above) state:
 - their name;
 - their role; and
 - your relationship to them.

b) Relationships with close family members/close personal associates/related-parties who are a Councillor of the Council. State their:

- name
- name
 ward
- 6.4.3 Remunerated employment, offices, trades or professions (other than Ceredigion County Council);
- 6.4.4 Details of external contractors, or potential contractors to the Council, managed or run

by close personal associates/family (including members of their household) or with whom the Employee has been or is now closely connected (giving details);

- 6.4.5 Membership of any organisation not open to the general public without formal membership and commitment of allegiance and which has secrecy about rules of membership or conduct;
- 6.4.6 Membership of any society (see also 7. below), party or organisation whose aims and/or constitution conflicts with any Rule of Law or with the Equal Opportunities Policy adopted by the Council;
- 6.4.7 Details of any sponsorships provided to the Employee or any close personal associate/family (including members of their household) by an outside organisation likely to have dealings with the Council;
- 6.4.8 Details of any Town or Community Council, of which the Employee or any close personal associate/family (including members of their household) hold the position of Clerk or Member;
- 6.4.9 Details of the Employee's membership of any governing bodies (including schools) or other organisations likely to have dealings with the Council;
- 6.4.10 Positions of responsibility in any societies, clubs, trade unions or other organisations (apart from recognised Employee Trade Unions) where the interests of such bodies may be affected by the actions of the Council;
- 6.4.11 The names of any company or other body (which are likely to have significant dealings with the Council) that the Employee, or a close family member, or any person or organisation acting on the Employee's behalf is on the board of (directors or trustees), or is a member of a management committee or controlling group of the company or other body.
- 6.4.12 The names of any company or other body (which are likely to have dealings with the Council) in which the Employee, or a close family member (whether in their own right or on behalf of their infant children), or any person or organisation acting on the Employee's behalf, has a beneficial interest in the shareholdings of a nominal value greater than £25,000 or greater than 1% of all shares which have been issued;
- 6.4.13 Land ownership within the County exceeding 5 acres; and
- 6.4.14 Any other interests (whether financial or non-financial), which a member of the public with knowledge of the relevant facts would reasonably consider could bring about a conflict with the Council's interests.
- 6.5 In making a declaration, the Employee should provide any relevant details, such as the name of the relevant Company, Council, or organisation, the Employee's (or close personal associate/family member's) relationship/role (e.g. Councillor or Clerk for Town and Community Councils, as well as the date of the first election or appointment), and the relationship with the close personal associate (e.g. friend/family member/household member). This duty is in addition to any declaration to any appropriate Town or Community Council.
- 6.6 The Employee will be asked to declare that the information provided is correct, to the best of their knowledge and belief, and provide their email address, which shall be used as their signature.
- 6.7 Once the Employee has completed the Declaration of Interests Form an endorsed receipt of the form is produced and it will be entered in the Central Register of Declarations. Further details on how to declare interests and access to the Declaration of Interests Form can be found on the Council's Intranet Site under 'Policies and Procedures' (under the heading 'Declaration and Registration of Hospitality and Interests Policy').

- 6.8 If the Employee is unsure whether a member of the public with knowledge of the relevant facts would reasonably consider the interest could bring about a conflict with the Council's interests, they must make the declaration and can contact the Monitoring Officer for advice. The presumption towards declaring an interest is required in order not only to protect the Council but also the Employee and for transparency.
- 6.9 The requirement to make a declaration does not mean that the Employee will be prevented from being involved with a particular piece of work associated with any interest declared, as it could be concluded that a conflict does not exist, but this will need to be carefully considered by the Monitoring Officer and/or Corporate Manager of the Employee (rather than the Employee), who may decide that the conflict should be avoided in some other way. Employees should refer to section 18.1 below for guidance on personal interests relating to other employment. Unless informed otherwise by their Corporate Manager, if an Employee has an interest in an item under consideration, that Employee should not take any part in any discussions on that matter.
- 6.10 In considering whether a conflict of interest with the Council's interests might reasonably be seen to occur (by a member of the public with knowledge of the relevant facts) it must be remembered that the public see the Council as one organisation, not a set of separate sections and departments. The aim of declaring a potential conflict of interest is so that the Council and the Employee can be seen to be above any possibility of suspicion of undue influence.
- 6.11 Employees have a continuing duty throughout their employment to consider and declare any such personal interests. Chief Officers must make annual declarations (even if only to confirm the interests have not changed).
- 6.12 The Monitoring Officer may raise a query regarding any declaration as necessary, in order to consider whether there is a conflict (or potential) conflict of interest and whether the Employee should cease to be involved with any particular piece of work giving rise (or which could give rise) to the conflict, or whether the conflict should be avoided in some way.
- 6.13 The Monitoring Officer shall consider whether the Employee's Corporate Lead Officer and/or Line Manager need to be made aware of any of the declarations, and shall inform them of any such declarations, if deemed necessary. In considering whether it is necessary to inform the Employee's Corporate Lead Officer and/or Line Manager, the Monitoring Officer shall have regard to any lawful basis for disclosing the information including, but not limited to, Data Protection legislation.

7 Secret Societies

- 7.1 Employees must declare any membership of secret societies (see also 6.4.6 above). This includes any lodge, chapter, society, trust or regular gathering or meeting (other than professional association), which:
 - 7.1.1 Is not open to members of the public who are not members of that lodge, chapter, society, or trust; and/or
 - 7.1.2 Includes in the grant of membership an obligation on the part of the member a

requirement to make a commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and

7.1.3 Includes, whether initially or subsequently, a commitment (whether by oath or otherwise) of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering or meeting.

8 Contractors

- 8.1 All relationships of a business or private nature with external contractors, or potential contractors, must be declared by the Employee. Orders and contracts must be awarded in accordance with the Council's Financial Regulations and Contract Standing Orders (or Contract Procedure Rules), on merit, by fair and open competition against other tenders and no special favour should be shown to businesses run by, for example, friends, partners, close relatives or associates in the tendering process. No part of the local community should be discriminated against.
- 8.2 Employees who engage or supervise contractors or have any other official relationship with contractors and have previously had or currently have a relationship in a private or domestic capacity with contractors, must declare that relationship.

9 Council Services and Regulatory Functions

- 9.1 The same principles referred to in 6. above (i.e. Employees must declare an interest, whether or not the interest is one which a member of the public with knowledge of the relevant facts would reasonably consider could bring about a conflict with the Council's interests) apply to:
 - 9.1.1 Services the Council provides or where the Council has a regulatory function i.e. the Employees must, as soon as possible, declare and also make known all relationships of a business or private nature which they have with businesses, organisations or individuals for whom the Council provides services or acts in a regulatory capacity;
 - 9.1.2 Employees who have interests in companies, businesses or firms with whom the Council contracts, or which provide a service to the Council including Employees who themselves, or their close personal associates/immediate family (including members of their household) are company directors, partners in a partnership, sole traders and/or have an interest in such businesses or organisations; and
 - 9.1.3 Employees who themselves (or, to the best of their knowledge, their close personal associates/immediate family (including members of their household)) are involved in the overall running and/or control of a business or organisation that has applied for funding, loans or grants from the Council, including, for example, the Welsh Government Grants administered by the Council.
- 9.2 Employees shall not recommend any particular businesses used by individuals or other businesses, where this could be misconstrued as a recommendation of the Council or a recommendation by the Employee in their official capacity.
- 9.3 The businesses and organisations referred to in this section include but are not limited to private companies, public limited companies, partnerships, limited liability partnerships, sole traders, holding companies, subsidiary companies, associations and charities.

9.4 The Employee can also contact the Monitoring Officer for further advice.

10 Separation of Roles during Tendering

- 10.1 Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the Council. Senior Employees who have both a client and contractor responsibility must be aware of the need for accountability and openness.
- 10.2 Employees in contractor or client units must exercise fairness, transparency, impartiality as well as acting ethically when dealing with all customers, suppliers, other contractors and sub-contractors.
- 10.3 Employees who are privy to confidential information on tenders or costs for either internal or external contractors should not disclose that information to any unauthorised party or organisation.
- 10.4 Any Employee contemplating a management buyout of a contractor should, as soon as they have formed a definite intent, inform the appropriate Corporate Lead Officer and withdraw from the contract awarding processes.
- 10.5 Employees should ensure that no special favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior or relevant managerial capacity.

11. Appointment and Other Employment Matters

- 11.1 Employees involved in the recruitment and appointment of Staff must ensure that appointments are made on the basis of merit. In order to avoid any possible accusation of bias, employees must not be involved in any appointment or any other decisions relating to discipline, promotion or pay and conditions for any other Employee, or prospective Employee, to whom they are related, or with whom they have close personal relationship outside work.
- 11.2 Employees shall not canvass any Member or Officer of the Council in respect of candidates seeking employment with the Council.
- 11.3 This section should be read in conjunction with the Council's Recruitment and Selection Policy.

12 Equality Issues

12.1 All local government Employees must comply with policies relating to equality issues, as agreed by the Council, in addition to the requirements of the law. All members of the local community, customers and other Employees have a right to be treated with fairness and equity. The Council has adopted the principle, in the transaction of public business and the administration of justice in Wales, that it will treat the Welsh and English languages on the basis of equality. Information on the Council's Welsh Language Scheme is available on Ceredigion's intranet site (Cerinet) under 'Policies and Procedures'.

13 Corruption

- 13.1 Employees in their official capacity must be aware that it is a serious criminal offence under the Prevention of Corruption Acts for them to receive or give any gifts, loans, fees, rewards or any other advantage for doing or not doing anything or showing favour or disfavour to any person or organisation.
- 13.2 Corruption involves a wide range of unethical behaviour and includes but is not limited to the abuse of entrusted power for private gain and the offering, giving, receiving or soliciting, directly or indirectly, anything of value to influence improperly the actions of another party. Employees must promptly report the matter in line with the Council's Strategy on Countering Fraud, Corruption and Bribery (to include Anti-Money Laundering) if:
 - 13.2.1 The Employee is in doubt as to whether an act of corruption has, will or may occur (potential act of corruption);
 - 13.2.2 Anyone makes an approach to an Employee which seems (or might seem to a third party) to be aimed at obtaining some form of preferential treatment or in any suspicious circumstances in connection with a service provided by the Council, a regulatory function of the Council or a contract, for the Employee's own protection; or
 - 13.2.3 The Employees suspects money laundering activity, fraud, bribery or corruption.
- 13.3 In raising concerns regarding fraud, bribery and corruption, Employees should note that their concerns will be treated confidentially, as far as possible. A suspicion of wrongdoing must be reasonably held and the Council will ensure that any allegation of any kind, including anonymous letters or telephone calls, will be looked at and thoroughly investigated in an appropriate manner.
- 13.4 The Council will deal swiftly and thoroughly with any incidents of malpractice and Employees may face disciplinary or other action in accordance with the Council's HR Policies. Disciplinary or other action may be taken in addition to, or instead of criminal proceedings (this depends on the circumstances of each individual case), in keeping with the Council's Disciplinary Policy, which is available on the Council's Intranet Site (Cerinet).

14 Use of Financial Resources

- 14.1 Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner so that the Council obtains value for money and avoids legal challenge to the Council, and must not utilise property, vehicles or other facilities of the Council for personal use unless authorised to do so.
- 14.2 Employees must declare an interest and not be involved in any financial transactions dealing with public funds with which they, or any partner, spouse, close relative or associate have a personal or financial interest.
- 14.3 A personal or financial interest includes any business or organisation for which the Employee, their partner, spouse, close relative or associate (including members of their household) is a company director, partner (for a partnership), or sole trader, or is involved in the overall running and/or control of a business or organisation that has applied for funding, loans or grants from the Council, including, for example, the Welsh Government Grants

administered by the Council.

14.4 Managers should ensure that there is a separation of duties within any financial transaction arranged using public funds, by ensuring that there are at least two employees involved in the process. Furthermore these transactions should also be verified by an independent Officer.

15 Hospitality/Gifts

<u>Gifts</u>

- 15.1 Employees must be aware that anyone with whom they have dealings may provide gifts and/or hospitality and by doing so may be seeking to influence Council Employees. To maintain transparency, integrity and the trust of the public, colleagues and all suppliers, Employees should not generally accept any gifts or hospitality.
- 15.2 Employees:

15.2.1 should not accept personal gifts of a value of greater than £10 ('significant gifts') from contractors, outside suppliers, other organisations or individuals.

15.2.2 can keep gifts of token value such as pens, diaries, chocolates, wine etc. up to the value of £10 ('insignificant gifts') from contractors, outside suppliers, other organisations, individuals or sources ('donors').

- 15.3 It is the responsibility of the Employee to consider whether a gift has a significant value (of greater than £10). Reasonable enquiries must be taken by the Employee to ascertain the value of the gift. Such steps could include, but are not limited to, carrying out an internet search/researching the value of the gift.
- 15.4 Employees should not accept multiple insignificant gifts from the same donor(s), as these would constitute significant personal gifts when considered together e.g. more than 3 gifts during a 1 year period.
- 15.5 Employees should not to accept any gifts from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.
- 15.6 The Employee must make a Declaration in all circumstances, whatever the value of the gift.

<u>Hospitality</u>

15.7 Employees:

15.7.1 should generally refuse all offers of hospitality wherever possible.

15.7.2 can accept hospitality of a value of £10 or less ('insignificant hospitality').

15.7.2 should not accept hospitality of a value of greater than £10 ('significant hospitality') unless there is a genuine and integral need to represent the Council at an event or in the community and they have obtained the consent of their Corporate Lead Officer or Corporate Manager.

- 15.8 Employees should not accept multiple offers of hospitality from the same donor(s), as these would constitute significant hospitality when considered together e.g. more than 3 offers of hospitality during a 1 year period.
- 15.9 Employees should not accept any hospitality from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.
- 15.10All hospitality accepted must be declared.
- 15.11It is the responsibility of the Employee to consider whether an offer of hospitality has a significant value (of greater than £10). Reasonable enquiries must be taken by the Employee to ascertain the value of the hospitality. Such steps could include, but are not limited to, carrying out an internet search/researching the value of the hospitality.
- 15.12If in doubt as to whether there is a genuine and integral need to accept the hospitality, the Employee should check with the Monitoring Officer (see also acceptable examples at 15.16 below).
- 15.13When hospitality has to be declined, the person offering hospitality should be courteously but firmly informed of the procedures and standards operating within the Council.
- 15.14 When receiving authorised hospitality, Employees should be particularly sensitive as to its timing and public perception in relation to decisions which the Council may be taking affecting those providing the hospitality.
- 15.15 Acceptance by Employees of hospitality through attendance at relevant conferences and courses is acceptable where it is clear the hospitality is corporate rather than personal, where the line manager gives consent in advance and where the Council is satisfied that any purchasing decisions are not compromised. Where visits to inspect equipment, etc. are required, Employees should ensure the Council meets the cost of such visits to avoid jeopardising the integrity of subsequent purchasing decisions.
- 15.16 Acceptable examples of hospitality/gifts include:
 - 15.16.1 An offer of refreshment following a site inspection;
 - 15.16.2 Invitations to attend functions where the Officer represents the Council, or to functions attended by virtue of a professional position e.g. awards ceremony;
 - 15.16.3 A working lunch of a modest standard provided to enable the parties to continue to discuss business; or
 - 15.16.4 Insignificant gifts of token value such as pens, diaries, chocolates, wine, tickets for an event etc. up to the value of £10.
- 15.17Unacceptable examples of hospitality/gifts include:
 - 15.17.1 Holidays;
 - 15.17.2 Personal invitations to have evenings out with representatives of a company or a firm which have dealings with the Council;
 - 15.17.3 Offers of hotel or tickets for theatres/sporting events; or
 - 15.17.4 The use of a company property.

- 15.18Any Employee wishing to accept gifts/hospitality must ensure that the Council's Employee Hospitality and Gifts Declaration Form is fully completed, which is available on the Council's internet site (Cerinet). Employees must complete the Hospitality and Gifts Declaration Form, in order to comply with the Code of Conduct.
- 15.19All declarations must be made as soon as reasonably practicable following receipt of the gift/hospitality and at least within 7 working days.
- 15.20 In completing the Hospitality and Gifts Declaration Form, the Employee will be required to provide any relevant information, including:
 - 15.20.1 The name of the organisation providing the hospitality;
 - 15.20.2 The organisation sponsoring the hospitality (if different from above);
 - 15.20.3 The date the hospitality is to be/was received;
 - 15.20.4 The nature of the event and the context in which the hospitality is to be/was provided;
 - 15.20.5 The name of any other Employee/Employees of Ceredigion County Council who will be attending/attended the event;
 - 15.20.6 The name of any other organisation which will be attending/attended the event, if associated with the hospitality to be/that was received;
 - 15.20.7 The type of hospitality/gift received and estimated approximate value; and
 - 15.20.8 Whether acceptance of the hospitality was authorised in advance (and if so, provide details and records).
- 15.21 The Employee will also be asked in the Hospitality and Gifts Declaration Form to declare that the information provided is correct to the best of their knowledge and belief (email provided as signature).
- 15.22Once the Employee has completed the Hospitality and Gifts Declaration Form an endorsed receipt of the form is produced. It will be entered in the Central Register of Declarations. Further details on how to register hospitality declarations and access to the Hospitality Declaration Form can be found on the Council's Intranet Site (Cerinet) under 'Policies and Procedures' (under the heading 'Declaration and Registration of Hospitality and Gifts Interests Policy').

16 Sponsorship – Giving and Receiving

- 16.1 Where an outside organisation wishes to sponsor, or is seeking to sponsor, a local government activity, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or sub-contractors.
- 16.2 Where the Council wishes to sponsor an event or service, neither an Employee nor any partner, spouse, close relative or associate must benefit from such sponsorship in a direct way, without there being full disclosure, and through completion of the Declaration of Interests Form (available on the Council's Intranet Site (Cerinet)). Similarly, where the Council, through sponsorship, grant aid, financial or other means, gives support in the community, Employees should ensure that impartial advice is given and that there is no conflict of interest involved.
- 16.3 This section does not place any limitation on an Employee's ability to carry out their own charitable activity outside their employment duties and to seek sponsorship from their

colleagues for such activity.

17 Confidentiality

- 17.1 Openness in the dissemination of information and decision-making should be the norm in the Council. However, certain information may be confidential or sensitive and therefore not appropriate for a wide audience, including information contained in exempt reports reported in public meetings.
- 17.2 Where confidentiality is necessary to protect the privacy or other rights of individuals or bodies, information should not be released to anyone other than a Member, Employee or other person who is entitled to receive it, or needs to have access to it for the proper discharge of their functions.
- 17.3 Nothing in this Code of Conduct can be taken as overriding existing statutory or common law obligations to keep certain information confidential, or to divulge certain information.
- 17.4 Employees who are not aware of which information is open and which is not, must seek clarification from their Line Manager who will seek advice from the Monitoring Officer and/or Data Protection Officer where appropriate.
- 17.5 All press releases must be placed through the Council's Communications Team or in their absence through the relevant Corporate Lead Officer.

18 Other employment/Private Work/Other Activities

- 18.1 An Employee wishing to carry out other employment may only do so if permitted by their Contract of Employment and by the Employee Handbook. If so, the Employee must inform their Line Manager. Where there is deemed to be a conflict, a discussion will take place between the Employee, the Service and Human Resources to consider how the conflict may be avoided. Any other employment must not affect the work that the Employee does for the Council or affect the Employee's ability to do their job. It must not damage the Council's reputation or have a negative effect on its duties or interests.
- 18.2 Employees cannot carry out other employment in the Council's offices and must not use any of the Council's facilities, for example, phones, computers, printers, faxes, photocopiers etc.
- 18.3 Employees must not carry out other employment during their paid working time. If they do wish to do so, they should discuss this with their Corporate Manager and Human Resources.
- 18.4 Employees can provide a service to voluntary or other organisations during their own time. However, it is important that the service that the Employee provides does not affect their job or the Council's reputation. Employees must tell their Line Manager if they provide a service to an organisation where there may be a conflict of interest relating to their employment.
- 18.5 Employees must not use their position as a Council Employee to favour any voluntary or other organisations.
- 18.6 Employees must give the Council any money they receive for work they do such as lectures,

broadcasts or magazine articles that are part of the Employee's duties and must not retain any payment in such circumstances, if the external organisation provides a payment for the Employee's time. If the Employee is taking part in such an event as part of their Employment, any charges/payments must be arranged through the Council. Employees are not required to give the Council any money they receive for work they do outside of their duties as an Employee in their own time.

19 Patent Rights

- 19.1 In respect of any invention that belongs to Ceredigion County Council by virtue of the Patents Acts, it shall be for the Council in the first instance to decide whether to apply for patent or other protection in law.
- 19.2 Any matter or thing capable of being patented under the Patents Acts which is made, developed or discovered by the Employee, either alone or in concert, while in the performance of their normal duties or duties specifically assigned to the Employee, will forthwith be disclosed to their Corporate Lead Officer or Chief Executive and, subject to the provisions of the Patents Acts/Patents Rules, shall belong to and be the absolute property of Ceredigion County Council.
- 19.3 An Employee must, notwithstanding the termination of their contract of employment, sign and execute all such documents and do all such acts as the Council may reasonably require:
 - 19.3.1 To apply for and obtain in the sole name of Ceredigion County Council, unless it otherwise directs, any patent, registered design or other protection of any nature whatsoever in respect of the invention in any country throughout the world and, when so obtained or vested, to renew and maintain the same.
 - 19.3.2 To resist any objection or opposition to obtaining, and any petitions or applications for revocation of, any such patent, registered design or other protection.
 - 19.3.3 To bring any proceedings for infringements against a third party of any such patent, registered design or other protection.
- 19.4Ceredigion County Council hereby undertakes to indemnify the Employee in respect of all costs, claims and damages, howsoever and wheresoever incurred in connection with the discharge by the Employee of any and all such requirements as explained in 19.3.1 to 19.3.3 above.

20 Copyright

- 20.1 All records, documents and other papers, including copies and summaries thereof, which pertain to the finance and administration of the Council and which are made or acquired by the Employee in the course of their employment shall be the property of the Council. The copyright in all such original records, documents and papers shall at all times belong to the Council.
- 20.2 The copyright in any work or design compiled, edited or otherwise brought into existence by the Employee as a scholarly work produced in furtherance of their professional career shall belong to the Employee. For this purpose, 'scholarly work' includes items such as books, contributions to books, articles and conference papers.

20.3 The copyright in any material produced by the Employee for their personal use and reference shall belong to the Employee. However, the copyright in documents produced by the Employee in the course of their employment for the purposes of the Council and produced, used or disseminated by the Council shall belong to the Council.

21 Investigations by Monitoring Officer & Internal Audit

- 21.1 Where the Council's Monitoring Officer is undertaking an investigation in accordance with regulations made under section 73(1) of the Local Government Act 2000, Employees must comply with any requirement made by the Monitoring Officer in connection with such an investigation.
- 21.2 Employees must also comply with any requirements made by Internal Audit, as authorised by their rights of access set out in the Council's Constitution and the Internal Audit Charter of the Council. As part of the Council's Financial Regulations and Accompanying Financial Procedures contained in the Council's Constitution, Internal Auditors have the right to:
 - 21.2.1 Enter any Council premises or land at any reasonable time;
 - 21.2.2 Access all assets, records, documents, correspondence and control systems relating to any financial and other transactions of the Council;
 - 21.2.3 Require and receive any such information and explanations considered necessary concerning any matter under consideration/examination;
 - 21.2.4 Require any Employee of the Council to account for cash, stores or any other Council property under their control; and
 - 21.2.5 Have access to records belonging to third parties, such as contractors or partnership agencies, according to the relevant contractual terms.
 - 21.3 The Council may, from time to time, also be subject to audit, inspection or investigation by external bodies that have statutory rights of access. Employees are expected to cooperate fully with requirements in these instances.

22 Behaviour Outside Work

22.1 As a general rule, an Employee's private life is their own concern. However, some forms of behaviour occurring away from work, such as violence or dishonesty can have a significant impact on the Council and the service it provides. Employees must therefore ensure that their behaviour in and away from work will not bring the name of the Council into disrepute or attract damaging publicity for the Council. Employees must, as referenced in their Contract of Employment, inform their Line Manager and Human Resources at the earliest opportunity and in writing if they are under investigation for a criminal offence or are cautioned, reprimanded, given a final warning or are convicted of a criminal offence, and must report similarly any activity falling within the Safeguarding procedure to their Line Manager and Human Resources at the earliest opportunity.

23 Social Media

23.1 Employees must comply with the Council's Social Media Policy, including associated guidance at Appendix 1 to the Council's Social Media Policy (available on the Council's Intranet Site (Cerinet)), and including relating to safeguarding vulnerable adults and children

and regarding politically restricted posts.

23.2 Employees should be aware that failure to abide by the guidelines in the Council's Social Media Policy could lead to disciplinary action under the Council's disciplinary procedure.

24 Data Protection and UK GDPR

- 24.1 Employees must comply with the Council's Data Protection and GDPR Policy, which is available on the Council's Intranet Site (Cerinet) including the requirement to consult with the Data Protection Officer regarding any Data breach or potential breach, and adhere to the rules of the Policy regarding Data Protection Impact Assessments.
- 24.2 Employees must be aware that they, as Council Staff, are responsible and accountable for following established corporate and departmental procedures with regard to data protection and for keeping their training and understanding up-to-date and in particular for undertaking all mandatory training, as confirmed in the Policy.
- 24.3 As stated in the Data Protection and GDPR Policy, failure to comply with the Policy and Data Protection Act 2018 may be regarded as serious misconduct and, if so, will be dealt with in accordance with the Council's Disciplinary Policy. Employees must also be aware that, as stated in the Data Protection and GDPR Policy, misuse and unauthorised disclosure of personal data can lead to personal prosecution.
- 24.4 Employees are also responsible for ensuring that volunteers, apprentices, trainees and work experience interns working alongside them temporarily are given, where necessary, an appropriate basic training as part of their induction about data protection, and respect for individual privacy rights.

25 Central Register

25.1 Employee declarations referred to in this Policy shall be maintained on a central register, with copies provided to the Monitoring Officer. The Monitoring Officer shall consider whether the Employee's Corporate Lead Officer and/or Line Manager need to be made aware of any of the declarations, as referred to at 6.13 above.

	Deleted: Personal Details ¶	
Payroll Ref:	Deleted: .	
ull name:	Deleted: I (
	Deleted: f	
Designation <u>/Role:</u>	Deleted:)	
Service:	Deleted: / Ward	
	Deleted: Line Manager Name:¶	
confirm that I have no direct or indirect interests which are required to be declared by virtue of t	he Line Manager Email: Deleted: .	
Council's Code of Conduct for Local Government Employees.	Deleted: Delete: Delete: Delete: Delete: Deleted: Delete: Delete: Delete: Deleted: D	
/es/No		
confirm that there have been no changes since I made my last declaration.	Deleted: thee	
/es/No_	Deleted: Agree?	
Declarations	Deleted:	
have set out below under the appropriate headings my interest(s), which I am required to declar		
have set out below under the appropriate headings my interest <u>(s),</u> which I am required to declar n accordance with the <u>Council's</u> Code of Conduc <u>t for Local Government Employees</u> . L. Remunerated directorship of companies (public or private).		
have set out below under the appropriate headings my interest <u>(s),</u> which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> .		
have set out below under the appropriate headings my interest <u>(s),</u> which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are		
have set out below under the appropriate headings my interest(<u>s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County.		
have set out below under the appropriate headings my interest <u>(s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. f they are a Chief Officer (CLO level or above) state:		
have set out below under the appropriate headings my interest <u>(s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. f they are a Chief Officer (CLO level or above) state: their name		
have set out below under the appropriate headings my interest(<u>s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. <u>f they are a Chief Officer (CLO level or above) state:</u> <u>their name</u> <u>their role</u>		
have set out below under the appropriate headings my interest(<u>s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. f they are a Chief Officer (CLO level or above) state: their name their role your relationship 2b) Relationships with close family members/close personal associates/related-parties who are a		
have set out below under the appropriate headings my interest(<u>s)</u> , which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. <u>f they are a Chief Officer (CLO level or above) state:</u> <u>their name</u> <u>their role</u> <u>your relationship</u> 2b) Relationships with close family members/close personal associates/related-parties who are a <u>Councillor of the Council</u> .		
have set out below under the appropriate headings my interest(<u>s</u>), which I am required to declar n accordance with the <u>Council's</u> Code of Conduct <u>for Local Government Employees</u> . L. Remunerated directorship of companies (public or private). 2.a) Relationships with close family members/close personal associates/related-parties who are employees/officers of the Council or teachers within schools in the County. f they are a Chief Officer (CLO level or above) state: their name their name your relationships with close family members/close personal associates/related-parties who are a Councillor of the Council.		

ward

3. Remunerated employment, offices, trades or professions (other than Ceredigion County Council).

4. Details of external contractors, or potential contractors to the Council, managed or run by <u>close</u> <u>personal associates/family (including members of my household)</u> or with whom <u>l have been or am</u> now closely connected (giving details).

5. Membership of any organisation not open to the general public without formal membership and commitment of allegiance and which has secrecy about rules of membership or conduct.

6. Membership of any society, party or organisation whose aims and/or constitution conflicts with any Rule of Law or with the Equal Opportunities Policy adopted by the Council.

7. Details of any sponsorships provided to me or any close personal associate/ family (including members of my household) by an outside organisation likely to have dealings with the Council.

8. Details of any Town or Community Council, of which I or any close personal associate/_family (including members of my household) hold the position of a Clerk or Member.

<u>9. Details of mymembership of any governing bodies (including schools) or other organisations likely</u> to have dealings with the Council.

<u>10</u>. Positions of responsibility in any societies, clubs, trade unions or other organisations (apart from recognised Employee <u>Trade</u> Unions) where the interests of such bodies may be affected by the actions of the Council.

11. The names of any company or other body (which are likely to have significant dealings with the Council) that I, or a close family member, or any person or organisation acting on my behalf is on the board of (directors or trustees), or is a member of a management committee or controlling group of the company or other body.

<u>12.</u> The names of any company or other body (which are likely to have dealings with the Council) in which J, or a close family member (whether in their own right or on behalf of their infant children), or any person or organisation acting on my behalf, has a beneficial interest in the shareholdings of a nominal value greater than £25,000 or greater than 1% of all shares which have been issued.

<u>13.</u> Land ownership within the County exceeding 5 acres.

14. Any other interests (whether financial or non-financial), which a member of the public with knowledge of the relevant facts would reasonably consider could bring about conflict with the Council's interests.

Confirmation

I declare that the information given above is, to the best of my knowledge and belief, correct.

٢.	
ļ	Deleted: 3
ļ	Deleted: friends, partners or relatives
ĺ	Deleted: you
	Deleted: are
	Deleted: 4. Any financial or non-financial interests which you consider could bring about conflict with the Council's interests.¶
	Deleted: to the employee
	Deleted: you
	Deleted: my membership
	Deleted: on any community council
	Deleted: 0
	Deleted:
	Deleted: s
	Deleted: immediate
	Deleted: the
	Deleted: s
	Deleted: Clerk to any Town or Community Council to the best of my knowledge
	Deleted: details of
	Deleted: any close personal associates/immediate family (including members of my household) who are Town or Community Councillors, or Clerks to Town or Community Councils),
	Deleted: M
	Deleted: m
	Deleted: , governing bodies or other organisation likely to have dealings with the Council.¶ 9
	Deleted: 10
	Deleted: the employee
	Deleted: my
	Deleted: his/her
	Deleted: spouse or
	Deleted: partner
	Deleted: his/her
	Deleted: his/her
	Deleted: 11
>	Deleted: 12.
	Deleted: 12
	Deleted: 12 Deleted: 13
	Deleted: Any other interests.
	Deleten, Ally Utilet Interests.

Email address <u>:</u> N.B Your email address will be used as your signature <u>.</u>	Deleted: ¶
By signing above you also confirm your understanding that the declarations form will be sent to the Monitoring Officer. By signing above you also confirm your understanding that the Monitoring Officer will consider whether your Corporate Lead Officer and/or Line Manager need to be made aware of declarations made. In considering whether it is necessary to inform the your Corporate Lead Officer and/or Line Manager, the Monitoring Officer shall have regard to any lawful basis for disclosing the information including, but not limited to, Data Protection legislation.	Deleted: ¶ I understand that the Deleted: Acknowledgement Deleted:
•	 Deleted: and to my line manager:¶ Line Manager Name:¶ Line Manager Email:

<u>Gifts</u>

Employees should not accept personal gifts of a value of greater than £10 ('significant gifts') from contractors, outside suppliers, other organisations or individuals.

Employees can keep aifts of token value such as pens, diaries, chocolates, wine etc. up to the value of £10 ('insignificant aifts') from contractors, outside suppliers, other organisations, individuals or sources ('donors').

<u>Reasonable enquiries must be taken by the Employee to ascertain the value of the aift. Such steps</u> <u>could include, but are not limited to, carrying out an internet search/researching the value of the aift.</u>

Employees should not accept multiple insignificant gifts from the same donor(s), as these would constitute significant personal gifts when considered together e.g. more than 3 gifts during a 1 year period.

Employees should not to accept any aifts from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.

If more than 1 gift has been/is to be received, or previous gifts received from same donor/connected donors, or from contractors/suppliers include details here (see the Council's Code of Conduct for Local Government Employees for further details).

Hospitality

Employees should generally refuse all offers of hospitality wherever possible.

Employees can accept hospitality of a value of £10 or less ('insignificant hospitality').

Employees should not accept hospitality of a value of greater than £10 ('significant hospitality') unless there is a genuine and integral need to represent the Council at an event or in the community and they have obtained the consent of their Corporate Lead Officer or Corporate Manager.

Employees should not accept multiple offers of hospitality from the same donor(s), as these would constitute significant hospitality when considered together e.g. more than 3 offers of hospitality during a 1 year period.

Employees should not accept any hospitality from contractors or suppliers of the Council during the time of (or leading up to) contract renewals/tender processes.

<u>It is the responsibility of the Employee to consider whether an offer of hospitality has a significant</u> value (of greater than £10).

If in doubt as to whether there is a genuine and integral need to accept the hospitality, the Employee should check with the Monitoring Officer (see the Council's Code of Conduct for Local Government Employees for further information including examples of acceptable and unacceptable hospitality).

Please fill in the sections below within 7 working days of receiving the hospitality/gift.

Deleted: Personal Details

Deleted: ¶

Payroll Ref.:

Full name:

Designation/Role:

Service:	Deleted: / Ward
	Deleted: ¶
Declaration	1
	Deleted:
I have set out below under the appropriate headings hospitality/gifts I have received / intend to receive and which I am required to declare under the Code of Conduct.	
1. Name of the organisation(s) arranging the hospitality:	
2. Name of the organisation(s) sponsoring the hospitality (If different from above):	
3. Date the hospitality is to be/was received:	
dd/mm/yyyy	
Select date using calendar	
4. Nature of the event and the context in which the hospitality is to be provided:	Deleted: /was
5. Name of any other Employee/Employees of Ceredigion County Council who will be or did attend	Deleted: employee
the event:	Deleted: employees
6. Name of any other organisation which will be or did attend the event, if associated with the hospitality to be received/received:	
7. Type of hospitality/gift to be received/received and approximate value (note Employees are required to declare ALL gifts/hospitality, whatever the value.	
8. Was acceptance of the hospitality authorised in advance? If so, please provide details and record.	Deleted: :¶
	Deleted: 1
Confirmation	
I declare that the information given above is, to the best of my knowledge and belief, correct.	Deleted:
Email address:	
N.B Your email address will be used as your signature. By signing above you also confirm your	
understanding that the acknowledgment form shall be sent to the Monitoring Officer.	Deleted: ¶ ¶

Cyngor Sir CEREDIGION County Council

REPORT TO:	Cabinet
DATE:	4 April 2023
LOCATION:	Hybrid
TITLE:	Report on the Amended Code of Conduct of Local Government Employees, Declarations of Interest Form and Declaration of Hospitality Form
PURPOSE OF REPORT:	To provide feedback from the Corporate Resources Overview and Scrutiny Committee held on 13 th March 2023

BACKGROUND:

At its 13th March 2023 meeting, Members of the Corporate Resources Overview and Scrutiny Committee considered a report on the amended Code of Conduct of Local Government Employees, Declarations of Interest Form and Declaration of Hospitality Form.

Councillor Matthew Vaux, Cabinet Member, introduced the report and Harry Dimmack, Governance Officer, presented the information highlighting the proposed changes.

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

RECOMMENDATION/S:

To recommend that Cabinet approve the amendments to the:

- 1. Code of Conduct of Local Government Employees (shown at Appendix 2 of the agenda papers)
- 2. Declarations of Interest Form (shown at Appendix 3 of the agenda papers)
- 3. Declarations of Hospitality Form (shown at Appendix 4 of the agenda papers)

Committee Members agreed to recommend that Cabinet:

- 1. Approve the Code of Conduct of Local Government Employees
- 2. Approve the Declarations of Interest Form
- 3. Approve the Declarations of Hospitality Form

To ensure that the Code of Conduct of Local Government Employees, Declarations of Interest Form and Declarations of Hospitality Form are:

- kept up to date and fit for purpose; and
- provide clarity and transparency for Officers.

Councillor Rhodri Evans Chairman of the Corporate Resources Overview and Scrutiny Committee

1

Page 171

This page is intentionally left blank

Agenda Item 10

CEREDIGION COUNTY COUNCIL

Report to:	Cabinet		
Date of meeting:	4 April 2023		
Title:	Report on Amendments to the Whistleblowing Policy		
Purpose of the report:	To amend the Whistleblowing Policy		
For:	Decision		
Cabinet Portfolio and Cabinet Member:	Cllr Matthew Vaux, Cabinet Member for Partnerships, Housing, Legal and Governance and Public Protection		

Background:

The Whistleblowing Policy has been reviewed and amendments have been made to ensure the policy is up to date.

A report on amendments to the Whistleblowing Policy was considered by the <u>Overview and Scrutiny Co-ordinating Committee on the 22nd of March 2023</u>. The report sets out the amendments which have been made to the Whistleblowing Policy.

The Overview and Scrutiny Co-ordinating Committee recommended on the 22nd of March that Cabinet approves the amendments to the Whistleblowing Policy.

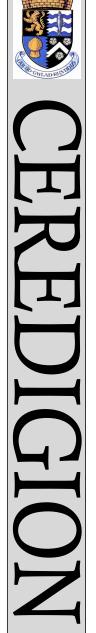
Current Position:

The amended Whistleblowing Policy is attached at **Appendix 1** with tracked changes used to show where amendments have been made.

Cabinet is requested to approve the amendments to the Whistleblowing Policy as shown in **Appendix 1**.

	Has an Integrated Impact Assessment been completed? If, not, please state why	No, this report does not represent a change in policy or strategy.
Wellbeing of Future Generations:	Summary: Long term: Collaboration: Involvement: Prevention: Integration:	

Recommendation(s):	That Cabinet approves the amendments to the Whistleblowing Policy as shown in Appendix 1.			
Reasons for decision:	To ensure that the Whistleblowing Policy is up to date and remains fit for purpose.			
Overview and Scrutiny:	Overview and Scrutiny Co-ordinating Committee 22/03/2023			
Policy Framework:	Whistleblowing Policy			
Corporate Well-being Objectives:	N/A			
Finance and Procurement implications:	N/A			
Legal Implications:	Ensuring compliance with the Public Interest Disclosure Act 1998			
Staffing implications:	N/A			
Property / asset implications:	N/A			
Risk(s):	N/A			
Statutory Powers:	Public Interest Disclosure Act 1998			
Background Papers:	Report to the Overview and Scrutiny Co-ordinating Committee 22/03/2023: <u>https://council.ceredigion.gov.uk/documents/s4741/Report%20on%20Amendments%20to%20the%20Whistleblow</u> ing%20Policy.pdf?LLL=0			
Appendices:	Appendix 1 – Draft Whistleblowing Policy			
Corporate Lead Officer:	Elin Prysor, CLO – Legal & Governance			
Reporting Officer:	Elin Prysor			
Date:	22/3/23			



Whistleblowing Policy

Author: Monitoring Officer/ CLO-People & Organsiation,	Deleted: Human Resources
v	Deleted: Final: 07/04/16
Cabinet Approval: 17/05/16	Deleted: Agreed by Trade Unions 14/3/169
v	Deleted: Date Published: 17/05/16¶
Cabinet Approval: 19/06/2018	Deleted: Amended by the Monitoring Officer: 23/11/2017¶ Re-amended by the Monitoring Officer: 16/05/2018
Amended 14/02/23	Deleted: 14/11
	Deleted: 2
Cabinet Approval: x/x/2023	Deleted: 2
	Deleted: May 2018
1 Final November 2022	

PREAMBLE

Employees are often the first to realise that there may be something seriously wrong with the way that certain activities are carried out within the Council. However, they may not be able to express their concerns because they feel that speaking up would be disloyal to their colleagues or to the Council. They may also fear harassment or victimisation as a result of their actions. In these circumstances, it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

We are committed to conducting our business with honesty and integrity, and we expect all staff to maintain high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they do occur.

The Council is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we encourage employees and others with serious concerns about any aspect of the Council's work, to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy document makes it clear that staff can do so without fear of reprisals.

AIMS AND SCOPE OF THIS POLICY

This policy aims to:

- encourage you to report suspected wrongdoing as soon as possible, in the knowledge that your concerns will be taken seriously and investigated as appropriate, and that your confidentiality will be respected.
- provide guidance and avenues for you to raise concerns and receive feedback on any action taken
- allow you to take the matter further if you are dissatisfied with the Council's response
- reassure you that you should be able to raise genuine concerns without fear of reprisals or victimisation for whistleblowing, even if they turn out to be mistaken

There are existing procedures in place which enable you to lodge a grievance relating to your own employment or contract of employment. This whistleblowing policy is intended to cover concerns that fall outside the scope of other procedures.

This policy does not form part of any employee's contract of employment and it may be amended at any time.

2 Final November 2022,

Deleted: May 2018

WHO IS COVERED BY THIS POLICY?

This policy applies to all individuals working at all levels of the Council, including senior managers, officers, directors, employees, consultants, contractors, trainees, homeworkers, part-time and fixed-term workers, casual and agency staff as well as volunteers (collectively referred to as **staff** in this policy).

WHAT IS WHISTLEBLOWING?

Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:

- (a) criminal activity;
- (b) miscarriage of justice;
- (c) danger to health and safety;
- (d) damage to the environment;
- (e) failure to comply with any legal or professional obligation or regulatory requirements;
- (f) bribery;
- (g) financial/procurement fraud or mismanagement;
- (h) negligence;
- (i) breach of our internal policies and procedures;
- (j) conduct likely to damage our reputation;
- (k) unauthorised disclosure of confidential information;
- (I) improper conduct;
- (m) behaviour and actions falling below established standards or practice
- (n) actions against the Council's standing orders or policies;
- (o) slavery/human trafficking

(p) safeguarding concerns	 Deleted: S
(g) the deliberate concealment of any of the above matters.	 Deleted: p
3 Final <u>November 2022</u>	Deleted: May 2018

A **whistleblower** is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a **whistleblowing concern**) you should report it under this policy.

This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases you should use the Grievance Procedure or the Policy on Bullying and Harassment at Work.

The Investigatory Powers Commissioner (IPCO) has stated that: where appropriate, this policy should be considered first when

raising a concern in relation to the Authority's use of investigatory powers, and
 any disclosures concerning any matters which fall within the IPCO's oversight

BRIBERY

Bribery prevention is covered by a separate policy and procedures.

All employees are required to report all matters where they suspect persons or companies of offering or receiving bribes. A local authority can be liable to prosecution if an employee, agent or subsidiary bribes another person, intending to obtain an advantage for the authority. Corruption undoubtedly results in substantial financial loss to the public purse and corrupt individuals are capable of pervading any level of an organisation whilst remaining undetected.

If you are uncertain whether something is within the scope of this policy you should seek advice from the Monitoring Officer (Corporate Lead Officer: Legal & Governance) whose contact details are contained on page 4 of this policy.

Safeguarding

Safeguarding concerns may be reported initially as whistleblowing concerns. However, these may in appropriate circumstances be referred to the Council's Safeguarding or Professional Concerns Strategy procedure.

Employees are advised to refer to the 'Policy and Guidelines for Safeguarding Children & Adults at Risk' for further information on reporting safeguarding concerns,

ANTI-SLAVERY

Anti-slavery prevention is covered by a separate policy and procedures.

SAFEGUARDS

Staff dealing with whistleblowing complaints must respect the confidentiality of the process. Documents received within the process do not necessarily need to be marked 'Confidential' and/or 'Whistleblowing', to be treated as such. Complaint documents must not be disclosed without prior authorisation by the Monitoring Officer.

4 Final November 2022

Deleted:	
Deleted:	
Deleted:	
Deleted:	

Deleted: ¶

Deleted: ¶

Deleted: May 2018

The Public Interest Disclosure Act 1998

The above Act came into force on the 2nd July, 1999 and protects you from unfair dismissal or victimisation for blowing the whistle on wrongdoing at work. It was amended by the Enterprise and Regulatory Reform Act 2013.

Harassment or Victimisation

The Council recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the malpractice. The Council will not tolerate harassment or victimisation and will take action to protect you when you raise a concern.

CONFIDENTIALITY

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating your concern to know your identity, we will discuss this with you.

It must be appreciated that the investigation process may reveal the source of the information and a statement by you may be required as part of the evidence. If your identity does need to be divulged then the Council will make provisions to support you throughout the process.

There may be circumstances where information divulged relating to safeguarding matters may be passed onto appropriate Officers (eg Director of Social Services) or regulatory authorities.

Anonymous Allegations

This policy encourages you to put your name to your allegation. Concerns expressed anonymously are much less powerful, but they will be considered by the Council's Monitoring Officer (Corporate Lead Officer: Legal & Governance).

Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible.

Whistleblowers who are concerned about possible reprisals if their identity is revealed should contact the Monitoring Officer or one of the other contact points listed below and appropriate measures can then be taken to preserve confidentiality.

Monitoring Officer

In considering the allegation, the Monitoring Officer will take account of:

5 Final November 2022

Deleted: If you are in any doubt you can seek advice from Public Concern at Work, an independent whistleblowing charity that offers a confidential helpline. ¶ Their contact details are:-¶

CAN Mezzanine 7 - 14 Great Dover Street London SE1 4YR¶

Deleted: has recently been

Telephone Whistleblowing Advice Line: 020 7404 6609 General enquiries: 020 3117 2520¶

¶ Fax 020 7403 8823¶

Email UK advice line: whistle@pcaw.org.uk Media enquiries: press@pcaw.org.uk UK services: services@pcaw.org.uk¶

Deleted: May 2018

 the seriousness of the issues raised; the readibility of the concern; the fieldhood of confirming the aligation from attributable sources. If the Monitoring Officer (Corporate Lead Officer: Legal & Governance) decides not to pursue an anonymous allegation they, shall record the reason for their decision. Low to ACCONCENN • You should normally raise concerns with your immediate manager or their superior. They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. If you feel that you do not wish to raise your concerns with your inme encouraged to contact the Council's Monitoring Officer. • Alternatively, you may wish to raise your concerns with your are encouraged to contact the Council's Monitoring Officer. • To should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. • Jyou should not feel able to put your concern in writing, you can telephone or meet the appropriate officer. • The earlier you express your concern, the easier it is to take action. • Any serious complaint being defined as an allegation of misconduct or of financial improprity. • Achice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Corporate Lead Officer: Finance Corporate Lead Officer: Finance Corporate Lead Officer: Finance Corporate Lead Officer: Corporate Lead Officer: Corporate Lead Officer: Corporate Lead <					
If the Monitoring Officer (Corporate Lead Officer: Legal & Governance) decides not to pursue an anonymous allegation they shall record the reason for their decision. Deleted: horibo HOW TO RAISE A CONCERN • You should normally raise concerns with your immediate manager or their superior. They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and assensitivity of the issues involved and who is thought to be involved in the malpractice. Deleted: horibo If you feel that you do not wish to raise your concerns with your line manager or their superior, or the emitter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Lead Officer: Finance and Procurement, or of financial impropriety with the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: 1 Deleted: 1 • You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you can telephone or meet the appropriate officer. Deleted: 1 Deleted: 1 • Jr you on ot feel able to put your concern may be pursued can be obtained from: Deleted: 9 Deleted:	the credibility of the cred	of the concern;			
pursue an anonymous allegation they, shall record the reason for their, decision. Deleted: heinte HOW TO RAISE A CONCERN Poleted: heinte • You should normally raise concerns with your immediate manager or their superior. They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. Deleted: heinte • If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Deleted: (• Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer. Finance and Procurement, or the Chief Internal Auditor (Corporate Manager-Internal Audit). Deleted: (• You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: 1 Deleted: 1 • If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 Deleted: should • Advice and guidance on how matters of concern may be pursued can be obtained from: Deleted: 1 Deleted: 1 Deleted: 10 Deleted: 11 Deleted: 1 Deleted: 1 Officer Legal & and Procurement) Manager-Internal Audditor, Corporate Lead Corporate		of commining the alleg		ne sources.	
HOW TO RAISE A CONCERN Peleted: :hsther • You should normally raise concerns with your immediate manager or their superior. Deleted: :hsther • You should normally raise concerns with your oncerns guickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. Deleted: :hsther • If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Deleted: :(• Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer. Finance and Procurement or the Chief Internal Audity. Deleted: (• You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the statustion. Deleted: 1 Deleted: 1 • If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 Deleted: 1 • Advice and guidance on how matters of concern may be pursued can be obtained from: Deleted: 2 Deleted: 2 • The Monitoring Section 151 Officer Chief Internal Corporate Lead Officer: Finance (Corporate Lead Auditor, Corporate Lead Officer: Finance (Corporate Lead Auditor, Corporate Lead Officer: Finance (Corporate Lead Auditor, Rhodfa Padam,					
 HOW TO RAISE A CONCERN You should normally raise concerns with your immediate manager or their superior. They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Manager-Internal Audit). You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal (Corporate Lead (Corporate Lead (Co	ursue an anonymous allegation they, shall record the reason for their, decision.		< >		
They may be able to agree a way of resolving your concerns quickly and effectively. Deleted: y This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Manager-Internal Audit). Deleted: (• You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: 1 • Jf you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 • The earlier you express your concern, the easier it is to take action. Advice and guidance on how matters of concern may be pursued can be obtained from: • The Monitoring Section 151 Officer Chief Internal (Corporate Lead Quitor, Corporate Lead Officer: Finance (Corporate Lead Auditor, Officer: People (Corporate Lead Auditor, Officer: People (Corporate Lead Auditor, Manager-Internal Audit), Rhodfa Padarn, Rh	IOW TO RAISE A C	ONCERN			Deleted: his/her
They may be able to agree a way of resolving your concerns quickly and effectively. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. Deleted: y If you feel that you do not wish to raise your concerns with your line manager or their superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Deleted: (Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer: Finance and Procurement, or the Chief Internal Auditor (Corporate Manager-Internal Audit). Deleted: (• You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: 1 • If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 • The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Deleted: 1 • Advice and guidance on how matters of concern may be pursued can be obtained from: Deleted: 1 • Officer: Finance Corporate Lead Officer: People Officer: Finance Corporate Lead Outif, Officer • The Monitoring Section 151 Officer Chief Internal Corporate L	You should norma	Ilv raise concerns with	n vour immediate ma	anager or their superior.	Deleted: As a first step,
superior, or the matter is more serious, then you are encouraged to contact the Council's Monitoring Officer. Alternatively, you may wish to raise your concerns in the case of financial impropriety with the Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Manager-Internal Audit). Deleted: (You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: 1 If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 The earlier you express your concern, the easier it is to take action. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Corporate Lead Officer: (Corporate Lead Officer: People Officer (Corporate Lead Officer: Finance Corporate and Organisation Officer (Corporate Lead Officer: 1 Deleted: 1 Deleted: 1 Deleted: 1 Deleted: 1 Deleted: 1 Deleted: 1 Deleted: 1 Madit) Corporate Lead Officer: People Deleted: 1 Officer: Corporate Lead Auditor, Officer: People Deleted: 1 Officer: Deleted: 1 Deleted: 1	They may be able This depends, how	to agree a way of reso wever, on the serious	olving your concerns ness and sensitivity	quickly and effectively.	Deleted: y
 with the Corporate Lead Officer: Finance and Procurement or the Chief Internal Audit/ (Corporate Manager-Internal Audit). You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Jf you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal Corporate Lead Officer: Legal & and Procurement) Manager-Internal Governance) , Auditi). Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Canolfan Rheidol, Ceredigion, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Abergstwyth, Deleted: May 2018 	superior, or the m	natter is more serious			
with the Corporate Lead Officer: Finance and Procurement or the Chief Internal Auditor (Corporate Manager-Internal Audit). Deleted: (You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Deleted: (If you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. Deleted: 1 The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Deleted: should Advice and guidance on how matters of concern may be pursued can be obtained from: Officer: Finance (Corporate Lead Auditor, Officer: Feople Officer: Finance (Corporate Lead Auditor, Audit) Deleted: // Officer: Legal & and Procurement) Manager-Internal Audit) Canolfan Rheidol, Canolfan Rheidol, Canolfan Rheidol, Ceredigion, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Abergeron, Aberg	Alternatively, you r	nav wish to raise vour	concerns in the case	e of financial impropriety	
 You should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are particularly concerned about the situation. Jf you do not feel able to put your concern in writing, you can telephone or meet the appropriate officer. The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal Corporate Lead Officer: People Officer : Legal & and Procurement) Manager-Internal Governance) , Auditor, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Abergstwyth, Deleted: May 2018 	with the Corporate	e Lead Officer: Finar	ice and Procureme		Deleted: (
and places where possible, and the reason why you are particularly concerned about the situation.	Auditor (Corporate	Manager-Internal Au	<u>dit)</u> .		Deleted:)
 appropriate officer. The earlier you express your concern, the easier it is to take action. Any serious complaints may be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal Corporate Lead Officer: People (Corporate Lead Auditor, Officer: People (Corporate Lead Officer: Finance (Corporate and Organisation Officer: Legal & and Procurement) Manager-Internal Governance) , Auditity Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Abergstwyth, Deleted: May 2018 	×	ble to put your conce	rn in writing, vou ca	n telephone or meet the	
 Any serious complaints <u>may</u> be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal (Corporate Lead Officer: People (Corporate Lead Officer: Finance (Corporate and Organisation Officer: Legal & and Procurement) Manager-Internal Governance), Audit) Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Abergaron, Abergstwyth, Deleted: May 2018 			in in whiting, you ou		
 Any serious complaints <u>may</u> be reported to the Monitoring Officer directly. A serious complaint being defined as an allegation of misconduct or of financial impropriety. Advice and guidance on how matters of concern may be pursued can be obtained from: The Monitoring Section 151 Officer Chief Internal Auditor, Officer: People Officer (Corporate Lead Officer: Finance (Corporate and Organisation Officer: Legal & and Procurement) Manager-Internal Governance), Audit Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Abergstwyth, Deleted: May 2018 					
A serious complaint being defined as an allegation of misconduct or of financial impropriety	The earlier you ex	press your concern, th	he easier it is to take	e action.	
A serious complaint being defined as an allegation of misconduct or of financial impropriety	Any serious comp	aints may be reported	to the Monitoring C	Officer directly.	Deleted: should
from: The Monitoring Officer Section 151 Officer Chief Internal Auditor, Corporate Lead Officer: People Deleted: / Officer Officer: Finance (Corporate Lead Officer: Finance Officer: People Deleted: / Officer: Legal & Governance) and Procurement) Manager-Internal Audit) Deleted: 1 Deleted: 1 Neuadd Cyngor Ceredigion, Penmorfa, Aberaeron, Canolfan Rheidol Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Deleted: May 2018	A serious complai				
The Monitoring Officer Section 151 Officer Chief Internal Auditor, Corporate Lead Officer: People Deleted: / (Corporate Lead Officer: Finance (Corporate and Organisation Deleted: / Officer: Legal & Governance) and Procurement) Manager-Internal Audit) Deleted: 1 Deleted: 1 Neuadd Cyngor Ceredigion, Ceredigion, Penmorfa, Aberaeron, Canolfan Rheidol Rhodfa Padarn, Llanbadarn Fawr, Aberystwyth, Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr Aberystwyth, Deleted: May 2018		ice on how matters o	f concern may be p	ursued can be obtained	
Officer Corporate Lead Auditor, Officer: People Deleted: / (Corporate Lead Officer: Finance (Corporate and Organisation Deleted: / Officer: Legal & and Procurement) Manager-Internal Audit) Deleted: 1 Deleted: 1 Governance) Audit) Deleted: Section 151 Officer Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Canolfan Rheidol, Canolfan Rheidol, Rhodfa Padarn, Rhodfa Padarn, Llanbadarn Fawr, Llanbadarn Fawr, Aberaeron, Deleted: May 2018					
Corporate Lead Officer: Finance (Corporate and Organisation Officer: Legal & and Procurement) Manager-Internal Audit) Deleted: 1 Governance) Audit) Deleted: Section 151 Officer Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Canolfan Rheidol, Canolfan Rheidol, Rhodfa Padarn, Rhodfa Padarn, Llanbadarn Fawr, Aberaeron, Rhodfa Padarn, Aberystwyth,					
Officer: Legal & and Procurement) Manager-Internal Audit) Deleted: Section 151 Officer Governance) Audit) Deleted: Section 151 Officer Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Canolfan Rheidol, Rhodfa Padarn, Rhodfa Padarn, Rhodfa Padarn, Llanbadarn Fawr, Aberaeron, Rhodfa Padarn, Aberystwyth,		(Corporato Load		Unicel. reople	- Deleted: /
Governance) Audit) Deleted: Section 151 Officer Neuadd Cyngor Canolfan Rheidol Canolfan Rheidol, Canolfan Rheidol, Ceredigion, Rhodfa Padarn, Rhodfa Padarn, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Llanbadarn Fawr, Aberaeron, Deleted: May 2018 Deleted: May 2018	Officer			and Organisation	
Ceredigion, Rhodfa Padarn, Rhodfa Padarn, Rhodfa Padarn, Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Aberystwyth, Deleted: May 2018	Officer (Corporate Lead	Officer: Finance	(Corporate	and Organisation	
Penmorfa, Llanbadarn Fawr, Llanbadarn Fawr, Aberystwyth, Deleted: May 2018	Officer (Corporate Lead Officer: Legal & Governance)	Officer: Finance and Procurement)	(Corporate Manager-Internal Audit)		Deleted: ¶
Aberaeron, Aberystwyth, Deleted: May 2018	Officer (Corporate Lead Officer: Legal & Governance) Neuadd Cyngor	Officer: Finance and Procurement)	(Corporate <u>Manager-Internal</u> <u>Audit)</u> Canolfan Rheidol,	Canolfan Rheidol,	Deleted: ¶
Deleted: May 2018	Officer (Corporate Lead Officer: Legal & Governance) Neuadd Cyngor Ceredigion,	Officer: Finance and Procurement) Canolfan Rheidol Rhodfa Padarn,	(Corporate Manager-Internal Audit) Canolfan Rheidol, Rhodfa Padarn,	Canolfan Rheidol, Rhodfa Padarn,	Deleted: ¶
6 Final November 2022	Officer (Corporate Lead Officer: Legal & <u>Governance</u>) Neuadd Cyngor Ceredigion, Penmorfa,	Officer: Finance and Procurement) Canolfan Rheidol Rhodfa Padarn,	(Corporate Manager-Internal Audit) Canolfan Rheidol, Rhodfa Padarn,	Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr	Deleted: ¶
	Officer (Corporate Lead Officer: Legal & Governance) Neuadd Cyngor Ceredigion, Penmorfa,	Officer: Finance and Procurement) Canolfan Rheidol Rhodfa Padarn, Llanbadarn Fawr,	(Corporate Manager-Internal Audit) Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr,	Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr	Deleted: ¶ Deleted: Section 151 Officer
	Officer (Corporate Lead Officer: Legal & Governance) Neuadd Cyngor Ceredigion, Penmorfa,	Officer: Finance and Procurement) Canolfan Rheidol Rhodfa Padarn, Llanbadarn Fawr,	(Corporate Manager-Internal Audit) Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr,	Canolfan Rheidol, Rhodfa Padarn, Llanbadarn Fawr	Deleted: ¶ Deleted: Section 151 Officer

Ceredigion, SA46 0PA.	Aberystwyth, Ceredigion, SY23 3UE	Aberystwyth, Ceredigion, SY23 3UE	Ceredigion, SY23 3UE
Tel. No.	Tel. No.	Tel. No.	Tel. No.
(01545) 572120	(O1970 633121)	(01970) 633323	(01545) 572019

If a meeting is required, this will be, arranged, as soon as possible to discuss your concern. A meeting may be face to face or remote.

You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

We will take down a written summary of your concern and provide you with a copy after the meeting.

We will also aim to give you an indication of how we propose to deal with the matter.

EXTERNAL DISCLOSURES

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external.

If you are in any doubt, you can seek advice from the independent whistleblowing charity, <u>Protect (formerly Public Concern at Work (PCaW)</u>, <u>which operates a</u> confidential helpline. <u>Protect has a list of prescribed regulators for reporting certain types</u> of concern.

Their contact details are;		Deleted: -
<u>The Green House</u> 244-254 Cambridge Heath Road		Deleted: General enquiries
London E2 9DA		Deleted: ¶ ¶
Phone: 020 3117 2520 ////////////////////////////////////		Deleted: ¶ ¶ Email UK advice line: whistle@pcaw.org.uk
	\sim	Deleted: press@pcaw.org.uk
Prescribed persons and bodies A list of prescribed persons and bodies is available at:		Deleted: UK services: services@pcaw.org.uk¶
https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed- people-and-bodies2/whistleblowing-list-of-prescribed-people-and-bodies		Deleted: https://www.gov.uk/government/uploads/system/uplo ads/attachment_data/file/496899/BIS-16-79-blowing-the- whistle-to-a-prescribed-person.pdf ¶
	/	Deleted: May 2018

7 Final November 2022,

-	Deleted: 10
Н	Deleted: 0
М	Deleted: 1
Ч	Deleted: We will
Υ	Deleted: a meeting with you

Deleted: T

Deleted: and

Deleted:

For matters relating to local authorities in Wales, including the proper conduct of public	
business; value for money, fraud and corruption in public bodies in Wales, the relevant	
contact is the Auditor General for Wales,	Deleted: .
The Auditor General will consider, but is not obliged to investigate, every disclosure they	Deleted:
receive.	Deleted: ¶
The Auditor General for Wales (Audit Wales);	The relevant contact is the Auditor General for Wales at:
PIDA Officer	Deleted:
The Auditor General for Wales	
<u>1 Capital Quarter</u>	
Tyndall Street	
CF10 4BZ,	Deleted: 24 Cathedral Road ¶
Tel: <u>029 20 320 522</u> E-mail: <u>whistleblowing@audit.wales</u>	Deleted: Cardiff CF11 9LJ ¶
Website: www.audit.wales/whistleblowing	Deleted: 01244 525980
website. www.addit.wales/witsiteblowling	Deleted: wao.gov.uk ¶
Y	Deleted: www.wao.gov.uk/whistleblowers-hotline
Further information can be found at:	
Safecall:	
(Whistleblowing Hotline)	
(Global Whistleblowing Service Provider)	
Safecall London	Deleted: :
8 th Floor	Dereteu.
100 Bishopsgate	
London	
EC2N 4AG	
Safecall Sunderland	
RTC Loftus house	
Colima avenue	
Sunderland SR5 3XB	
<u>0191 516 7720</u>	
0131 310 7720	Deleted: ¶
UK Government Website:	Deleted: Also
www.gov.uk/whistleblowing	Deleted: :
Whistleblowing concerns usually relate to the conduct of our staff, but they may	
sometimes relate to the actions of a third party, such as a supplier, contractor, consultant	
or service provider. In some circumstances the law will protect you if you raise the matter	
with the third party directly. However, we encourage you to report such concerns internally first. You should contact your line manager or their superior, or one of the	
other individuals set out above for guidance.	
other manadals set out above for guidance.	
HOW THE COUNCIL WILL RESPOND	
	Deleted: May 2018
8 Final <u>November 2022</u>	

The action taken by the Council will depend on the nature of the concern.	Deleted: •
Generally, the matters raised may:	
obe investigated internally by the Monitoring Officer (Corporate Lead Officer: Legal	
& Governance), senior management, internal audit or investigation team, through	Deleted: or anti-fraud and
the disciplinary process or external investigation.	Deleted:
 be referred for consideration by the Council's Governance & Audit Committee 	Deleted: a
 be referred for consideration by the Council's Ethics and Standards Committee be referred to the Police 	
 be referred to the Police be referred to the Audit Wales, or other appointed external Auditors 	Deleted: Wales
 be referred to Audit Wales, CIW, Estyn or other regulator 	Deleted: Office
 form the subject of an independent inquiry 	Deleted:
, , , , , , , , , , , , , , , , , , , ,	Deleted: E
In order to protect individuals and the Council, initial enquiries will be made to decide	Deleted:
whether an investigation is appropriate and, if so, what form it should take. Concerns	
or allegations which fall within the scope of specific procedures (for example, child	
protection or discrimination issues) will normally be referred for consideration under	
those procedures.	
Once you have reject a concern, we will carry out an initial accessment to determine	
Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment.	
You may be required to attend additional meetings in order to provide further	
information.	
In some cases, we may appoint an investigator or team of investigators including	
staff with relevant experience of investigations or specialist knowledge of the subject	
matter. The investigator(s) may make recommendations for change to enable us to	
minimise the risk of future wrongdoing	Deleted: ¶
Staff reasining complaints direct should refer the complaint to the Manitaring Officer	
Staff receiving complaints direct should refer the complaint to the Monitoring Officer and/or the, Corporate Lead Officer: Finance and Procurement, Chief Internal	
Auditor, and/or the Corporate Lead Officer: People and Organisation,	Deleted: ¶
Concerns are better raised in writing, and ideally, marked 'Confidential' and /or	
Whistleblowing'.	
Staff involved in the process must consider whether any conflicts of interest arise. If	
in doubt, the Monitoring Officer's advice must be sought.	
Some concerns may be resolved by agreed action without the need for investigation.	
Some concerns may be resolved by agreed action without the need for investigation. In response to your concerns, you will receive:	
In response to your concerns, you will receive: 1) Within 10 working days, an acknowledgement from the Monitoring Officer	
In response to your concerns, you will receive: 1) Within 10 working days, an acknowledgement from the Monitoring Officer that the matter has been raised by you.	
In response to your concerns, you will receive: 1) Within 10 working days, an acknowledgement from the Monitoring Officer	
In response to your concerns, you will receive: 1) Within 10 working days, an acknowledgement from the Monitoring Officer that the matter has been raised by you.	Deleted: May 2018

1

- a) An indication of how the matter will be dealt with and
- b) An estimate of how long it will take to provide a final response
- 3) Thereafter, information on a regular basis, on the progress being made in dealing with your complaint
- You may be contacted by the investigator(s). This will depend on the need to clarify issues. You will be given the opportunity to have a friend (who is not directly involved in the work relating to the concern), or a representative from the Trade Union or Professional Association to be present at any interviews.
- If the concerns are referred on to any other proceedings e.g. disciplinary or police, then the Council will advise and where possible support you through the procedures.
- We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.
- The Council will inform you of the outcome of the investigation and any resultant action, subject to legal constraints. You may not receive a full copy of the report for reasons including confidentiality.
- The Monitoring Officer will consider the contents of any investigation report, together with any findings, and recommendations. The Monitoring Officer will consider whether any issues of _public interest have arisen, and these will be reported to relevant Chief Officers.

PROTECTION AND SUPPORT FOR WHISTLEBLOWERS

An employee has the right not to be subjected to a "detriment" and a right not to be dismissed for making a public interest disclosure.

It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff who raise genuine concerns under this policy, even if they turn out to be mistaken.

Staff must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Monitoring Officer immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

Staff must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action.

10 Final November 2022,

Deleted: <#>The whistleblower needs to hold a reasonable belief that the disclosure is made in the public interest. If it is concluded that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action. ¶

Deleted: May 2018

The whistleblower needs to hold a reasonable belief that the disclosure is made in the public interest. If it is concluded that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.

THE RESPONSIBLE OFFICER

The Monitoring Officer has overall responsibility for the maintenance and operation of this policy.

The Monitoring Officer will retain details of all whistleblowing referrals/complaints. A record of all concerns raised and the outcomes will be kept by the Monitoring Officer (in a form which does not endanger your confidentiality).

The Monitoring Officer will report on matters pertaining to Whistleblowing periodically. to the Overview & Scrutiny Committee.

THE PROCEDURE OUTLINED ABOVE DOES NOT PRECLUDE YOU FROM RAISING THE MATTER IN ANY OTHER WAY, AS DEEMED APPROPRIATE.

Deleted: Deleted: ¶

Deleted:

¶

Deleted: and Deleted: ed regularly (at least bi-annually)

Deleted: Members of

Deleted: The Monitoring Officer will retain details of all whistleblowing referrals/complaints within a Central Register/database \P ¶

11 Final November 2022

Deleted: May 2018

Page 186

Page 187

Cyngor Sir CEREDIGION County Council

REPORT TO:	Cabinet
DATE:	4 April 2023
LOCATION:	Hybrid
TITLE:	Feedback from the Overview and Scrutiny Co- ordinating Committee on the Amendments to the Whistleblowing Policy
PURPOSE OF REPORT:	To provide feedback from the Overview and Scrutiny Co-ordinating Committee held on 22 March 2023

BACKGROUND:

In Councillor Matthew Vaux's absence, Harry Dimmack explained that a report on amendments to the Whistleblowing Policy was last presented to the committee on the 16th of May 2018, which was later approved by Cabinet on the 19th of June 2018. An overview of the key amendments as shown in tracked changes in Appendix 1 of the report was provided. The address for Audit Wales would be amended before the report was presented to Cabinet.

Members were provided with the opportunity to ask questions which were answered by Harry Dimmack. The main points raised were as follows:

- As there were only minor changes to the policy, presenting the policy to Scrutiny and Cabinet was sufficient.
- In the event a person wished to raise a concern externally, the relevant contact details were noted on page 8 of the policy.

Following questions by the Committee Members, it was agreed to recommend that Cabinet approves the amendments to the Whistleblowing Policy as shown in Appendix 1, subject to updating the contact details for Audit Wales.

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

Agenda Item 11

CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	04/04/23
Title:	Care Home Fees Setting - Independent Sector & Local Authority Fees
Purpose of the report:	To set recommended fees for placements in Ceredigion Independent Sector Care Homes for Older People for 2023/24
For:	DECISION
Cabinet Portfolio & Cabinet Member:	Cllr Alun Williams, Deputy Leader of the Council and Cabinet Member for Through Age and Wellbeing

1. Introduction

A standard fee is set for Older Persons' placements that are commissioned by the Council in private Residential and Nursing Care homes within the county. The fees are split into 4 different individual fee categories. In Ceredigion there are 10 Independent sector Care Homes (7 Residential Homes and 3 Nursing Homes) and 5 Local Authority run Care Homes.

The Council is obligated to follow both WG guidance and the Social Services & Wellbeing Act (Wales) when considering and determining a price for care in Older People's homes in Ceredigion. Various publications also exist such as the WG's 'Fulfilled Lives, Supportive Communities, Commissioning Framework and Guidance' and the WG's 'Let's agree to agree toolkit'.

2. Background

Last year the Council commissioned an external organisation to independently review its Care Home Fees and considerable time, energy and effort was put into the review by Council officers, LaingBuisson and Care Homes themselves. The Council fully implemented the outcome of the independent report for 2022/23 which resulted in the following fees:

Weekly Placement Fees *		Residential		Nursing
	Residential	EMI	Nursing	EMI
2022/23 Fees	£760.00	£812.00	£883.30	£883.30
Increase over 2021/22 (£)	+£116.00	+£126.00	+£215.15	+£171.82
Increase over 2021/22 (%)	+18.0%	+18.4%	+32.2%	+24.1%

* Nursing exclude the Local Authority Funded Nursing Care element (c£7.86 per week)

3. Approach and Outcome for 2023/24

The 2022 independent report recognised that undertaking a complete and full analysis of the true costs of care is not realistic each and every year, due to the associated resource implications for both the Council and the Care Homes.

Instead, it proposed a fuller analysis is done every 3 to 4 years and that, in the intervening years, annual uplift considerations would be based around an inflationary index type approach, taking due consideration of the issues affecting different elements within the inflation mix e.g. Real Living Wage increases, Pensions, Food, Energy etc.

Following the inflationary index approach, key assumptions have been made to arrive at a fee proposal for the new financial year as follows:

- i) To include provision for the increase in the Real Living Wage from £9.90 to £10.90 per hour affecting all registered Social Care workers, and to factor in the UK Government decision to reverse the 1.25% Employers National Insurance increase, giving an overall uplift of 9.4% which has been applied to direct care staff and ancillary staff.
- ii) Pay rates for other staff (Management & Admin) assumed to rise by 7.5%
- iii) Non-staff costs assumed to increase to take account of key component parts within the 10.1% official CPI index at January 2023. E.g. Insurance 13.6%, Food 16.8%, Housing / water / electricity / gas / other fuels 26.7% and All Items CPI excluding Energy and Food 5.8%.
- iv) Increase in profit and return on capital employed assumed of 3%.

This results in a proposed 2023/24 fee increase of 8.86%, meaning the baseline standard placement costs for the 4 categories of care would be:

Weekly Placement Fees *	Residential	Residential EMI	Nursing	Nursing EMI
2022/23 Final	£760.00	£812.00	£883.00	£883.00
2023/24 Proposed	£827.00	£884.00	£961.00	£961.00

* Nursing exclude the Local Authority Funded Nursing Care element (c£7.86 per week)

4. Feedback from the Care Home sector in Ceredigion

All Care Homes were asked for their formal feedback on an initial provisional proposal of an 8.37% fee uplift for 23/24. All 3 Nursing Homes (100%) and 4 Residential Homes (57%) rejected the proposal, however the remaining 3 Residential Homes accepted (43%). The main reasons given for rejection were staffing costs (including pay) and energy/heating costs.

The feedback has been considered as part of a review of the initial fee uplift proposal and is reflected in the figures provided under the Section 3: Approach and Outcome for 2023/24 above. This has resulted in the provisional 8.37% increasing to 8.86%.

5. Conclusion

The Council's Local Government Finance Settlement increase from Welsh Government for 23/24 was 8.1%. This included provision for the Real Living Wage increase for registered Social Care staff in accordance with Welsh Government's policy. The Older Persons Placements 23/24 Budget was predicated on an indicative fee increase of 8.37%.

The total cost of the proposed 8.86% fee increase is estimated to be an additional c£40k pa if placement volumes stay constant, broadly equivalent to 1 additional Residential placement. Early indications from neighbouring authorities (most of whom have not concluded their fee setting processes yet) are that Ceredigion fees will still remain higher.

With inflation remaining high, these are challenging times for most businesses and the private Residential and Nursing Care Homes sector is no different. Full consideration has been given as far as possible to recognise the specific cost pressures affecting the sector and take account of feedback received from Providers through the consultation process.

It is proposed that the Council implements the Fees increases outlined for 23/24 from 10/04/23 (which aligns with the effective date used for updated financial assessments, in order to avoid additional / duplication of work in this area). It is also proposed to align the Local Authority run Care home fees at the same level.

Wellbeing of Future Generations: Has an Integrated Impact AssessmentNobeen completed? If, not, please state whyNotSummary:Not applicableLong term:Collaboration:Involvement:Prevention:

Recommendation:

1. That the fees paid to private Care Homes in Ceredigion are approved for 2023/24 at the following weekly levels, effective from 10/04/2023:

Residential	£827.00
Residential EMI	£884.00
Nursing	£961.00
Nursing EMI	£961.00

2. That the fees charged for Council run Residential Care Homes in Ceredigion are approved for 2023/24 at the following weekly levels, effective from 10/04/2023:

Residential	£827.00
Residential EMI	£884.00

Reasons for decision:	To agree and set Older Person fees for 2023/24
Overview & Scrutiny:	None
Policy Framework:	Commissioned Placement Costs and Fees & Charges
Corporate Priorities:	Creating Caring and Health Communities
Finance & Procurement implications:	The total cost of the proposed fee increase is estimated to be an additional c£40k pa above the 23/24 Budget if placement volumes remain constant.
Legal Implications:	None
Staffing implications:	None
Property / asset implications:	None
Risk(s):	There can be commissioning challenges with individual Care Homes if they refuse the Council's standard fees for placements and/or try to levy Additional Cost Contributions on residents.
Statutory Powers:	Social Care and Well-being Act (Wales) 2014 2010 WG statutory guidance entitled 'Fulfilled Lives, Supportive Communities, Commissioning Framework and Guidance'
Background Papers:	None
Appendices:	None
Corporate Lead Officer:	Audrey Somerton Edwards (Interim CLO: Porth Cynnal and Statutory Director) Donna Pritchard (CLO: Porth Gofal) Duncan Hall (CLO: Finance & Procurement)
Reporting Officer:	Duncan Hall (CLO: Finance & Procurement) George Ryley (Corporate Manager: Procurement & Commissioning)
Date:	20/03/23

This page is intentionally left blank

Agenda Item 12

CEREDIGION COUNTY COUNCIL

Report to:	Cabinet
Date of meeting:	4 th April 2023
Title:	Ceredigion Youth Council Meeting Minutes (03.02.23)
Purpose of the report:	To present the minutes from the last Ceredigion Youth Council meeting
For:	For information
Cabinet Portfolio and Cabinet Member:	Councillor Wyn Thomas, Cabinet Member for Schools, Lifelong Learning and Skills

BACKGROUND:

One of the duties bestowed on Local Authorities within the Welsh Government -Shared Purpose: Shared Future: Statutory Guidance to the Well-being of Future Generations (Wales) Act 2015 – is Annex B – the **Statutory Guidance on Children and Young People's Participation**

In order to meet one of the requirements of the legislation, Local Authorities are expected to work with relevant partners to:

- Support a County Youth Forum/Council as a representative body of young people to act as a channel for young people's views across their local authority and represent those views to local and national decision-making bodies.
- They should aim to be as inclusive as possible in terms of geographical spread, age, gender and to represent specialist needs and more marginalised young people.
- For County Youth Forums/Councils to operate effectively, they will need to be adequately supported by Local Authorities who should consider what support is required to do this.
- They should be informed and linked to their local democratic structures.
- They will also need to be effectively linked into national participation structures such as Young Wales, the Children's Commissioner for Wales and the National Assembly for Wales.

Children and young people have the human right to have opinions and for these opinions to matter. It says that the opinions of children and young people should be considered when people make decisions about things that involve them, and they shouldn't be dismissed out of hand on the grounds of age. It also says children and young people should be given the information they need to make good decisions. Article 12 (Respect for the view of the child - United Nations Convention on the Rights of the Child (UNCRC)

CURRENT SITUATION:

implications:

Ceredigion Youth Work and Engagement Team is responsible for coordinating and managing the Ceredigion Youth Council since it was first established in Autumn 2015. They meet four times a year (once each term) and host an event at the end of their year 'in office'. Youth Council meetings now take place once again in the Chamber in Penmorfa.

	Has an Integrated Impact Assessment been completed? If, not, please state why
	Summary:
	Long term: Balancing short term need with long-term planning for the future
Wellbeing of Future Generations:	Integration: Considering how young people's well-being may impact upon each of the well-being goals
	Collaboration: Working with others to create opportunities for young people
	Involvement: Involving young people and seeking their views
	Prevention: Providing early intervention to reduce problems from developing
Recommendation(s):	For Elected Members to view the minutes from the last Ceredigion Youth Council meeting at Learning Communities Overview and Scrutiny Committee and Cabinet, for information.
Reasons for decision:	To meet the requirements of the legislation as set out in Annex B of Welsh Government - Shared Purpose: Shared Future: Statutory Guidance to the Well-being of Future Generations (Wales) Act 2015 - Statutory Guidance On Children And Young People's Participation
Overview and Scrutiny:	Learning Communities Overview and Scrutiny Committee
Policy Framework:	
Corporate Priorities:	Corporate Strategy 2022-2027 Investing in People's Futures
Finance and Procurement	None

Legal Implications:	None
Staffing implications:	None
Property / asset implications:	None
Risk(s):	None
Statutory Powers:	Statutory Guidance On Children And Young People's Participation. United Nations Convention on the Rights of the Child
Background Papers:	Dim
Appendices:	Appendix 1: Appendix B- the Statutory Guidance on Children and Young People's Participation
	Appendix 2: Ceredigion Youth Council Meeting Minutes 03.02.2023
Corporate Lead Officer:	Elen James, Corporate Lead Officer: Porth Cymorth Cynnar
Reporting Officer:	Lowri Evans / Gwion Bowen
Date:	13 th March 2023

SPSF 3 - ANNEX B STATUTORY GUIDANCE ON CHILDREN AND YOUNG PEOPLE'S PARTICIPATION

This statutory guidance is issued in accordance with <u>Section 17(3) of</u> <u>the Children and Families (Wales) Measure 2010</u> and applies to local authorities both in respect of local well-being plans, and whenever they take decisions which might affect children and young people.

Local Authorities have a duty to promote and facilitate participation by children and young people in decisions which might affect them. The legal basis for this duty is Section 12 of the Children and Families (Wales) Measure 2010. It requires Local Authorities to *make such arrangements as they consider suitable to promote and facilitate participation by children in decisions of the authority which might affect them, and to publish and keep up to date information about its arrangements.* These duties can be discharged via the local well-being plan.

The <u>United Nations Convention on the Rights of the Child (UNCRC)</u>) is an international convention which sets out the civil, political, economic, social and cultural rights of children up to the age of 18. It recognises not only their basic human rights but gives them additional rights to protect them from harm as one of the most vulnerable groups in society. The UNCRC has 54 articles. Articles 1-41 set out how children and young people should be treated. The other 13 articles set out how governments and adults should work together to make sure children and young people can access their rights.

In Wales, the commitment to the UNCRC is enshrined in legislation with <u>the</u> <u>Rights of Children and Young Persons (Wales) Measure 2011</u>. Section 1 of the Measure places a duty on the Welsh Ministers to have due regard to the UNCRC when exercising their functions. This means the Welsh Ministers must consider how what they are doing relates to the rights and obligations in the UNCRC and every opportunity has been taken to identify ways of realising the relevant rights before making decisions. Consequently, this filters down to the local level through legislation, regulation and statutory guidance.

This guidance relates to children and young people's right to participate which is a fundamental and enabling right as set out in Article 12 of the UNCRC:

Children have the right to say what they think should happen, when adults are making decisions that affect them, and to have their opinions taken into account.

Article 12 (Respect for the view of the child)

The articles of the UNCRC have been summarised into Seven Core Aims which should underpin the working practice of any service provision working with children and young people nationally and locally. Core Aim 5 in particular relates to children and young people's participation with the aim that:

All children and young people are listened to, treated with respect, and have their race and cultural identity recognised.

Core Aim 5

Requirements

In order to meet the requirements the legislation, Local Authorities are expected to work with relevant partners to:

- promote and facilitate children and young people's participation within the broad context of the UNCRC, as part of their policies, services and wider citizen engagement. Local Authorities are expected to make sure as many children and young people as possible are aware of their rights as set out in the UNCRC, including their right to participate and for their opinion to be heard, and to be involved in decision-making about policies and services which affect their lives.
- embed children and young people's participation into all aspects of planning, delivering and reviewing services. This should include the assessment of local well-being, the local well-being plan and relevant sub plans;

- adopt the <u>National Participation Standards</u>. Support for the National Participation Standards reinforces the commitment to children's rights in Wales and there are many examples of good practice of organisations which have adopted the standards as a means of ensuring participation happens meaningfully and effectively. The expectation is all Local Authorities adopt the Standards when meeting their statutory duty regarding participation of children and young people.
- publish information about the benefits of and arrangements for promoting and facilitating participation in the authority, and disseminating examples of good practice, for instance through websites and newsletters as well as social media and linking in/working with <u>'Young Wales'</u>. Children and young people themselves can be actively involved in raising awareness of the importance of participation. The Welsh Government has many resources which could support this and could be adapted to suit local needs. As well as using resources and media which is accessible to children and young people information can be included in the public services board's annual progress report;
- ensure information and materials aimed at children and young people are clear and easy to understand, answer their questions and identified needs as well as being accurate, up-to-date, relevant and accessible in terms of language and format;
- ensure a range of opportunities and the appropriate required support are provided for effective participation. The opportunities for children and young people as individuals to participate should be integrated into day to day services as well as specific participation structures such as forums for children, forums for young people, or groups/forums which represent children and young people who are marginalised, vulnerable or have a special interest in a particular issue. These forums and groups have a key role to play in supporting children

and young people to have a voice and to access their rights as set out in the UNCRC;

- support a County Youth Forum/Council as a representative body of young people to act as a channel for young people's views across their local authority and represent those views to local and national decisionmaking bodies. They should aim to be as inclusive as possible in terms of geographical spread, age, gender and to represent specialist needs and more marginalised young people. For County Youth Forums/Councils to operate effectively, they will need to be adequately supported by Local Authorities who should consider what support is required to do this. They should be informed and linked to their local democratic structures. They will also need to be effectively linked into national participation structures such as Young Wales, the Children's Commissioner for Wales and the National Assembly for Wales.
- give due consideration to the Welsh language in the promotion and facilitation of participation and as part of preparing the local wellbeing plan, reflecting its official status in Wales and the national well-being goal of 'a thriving Welsh language'.

Working with partners

Whilst this statutory guidance, issued under the <u>Children and Families</u> (Wales) Measure 2010 relates only to Local Authorities, we would encourage them to work closely with each of their relevant partners. Working in a multiagency way is good practice and Section 25 of the <u>Children Act 2004</u> places a legal duty on local authorities to promote cooperation with a view to improving the wellbeing of children in the area. Furthermore, <u>Section 38 of the</u> <u>Wellbeing of Future Generations (Wales) Act 2015</u> also places a requirement for public services boards to consult in assessing the state of economic, social, environmental and cultural well-being in its area.

There are many examples of partners contributing to children and young people's participation and mainstreaming it into their areas of work and their arrangements for citizen engagement. Some of these can be found on <u>www.youngwales.wales</u> and <u>www.pupilvoicewales.org.uk</u>.

What happens now?

The scope of the duty to promote and facilitate children and young people's participation is wider than involvement in the local well-being plan. It is important participation becomes part of policy and practice of all local partners. Local Authorities should work with local partners, including children and young people, to ensure participation is promoted and facilitated.

However, the well-being plan could set out how children and young people's participation and engagement is embedded into all aspects of planning, delivering and reviewing services and their "arrangements for promoting and facilitating participation". The public services board's annual progress report could include a summary as to how these statutory duties have been met, and how they can be improved upon. The public services boards annual progress report could consider the protected characteristics in particular with reference to age, specifically reporting on outcomes for children and young people.

The Welsh Government will monitor local arrangements for children and young people's participation. In addition well-being plans provide evidence to Inspectorates and the Welsh Audit Office (WAO) when undertaking reviews of efficiency and effectiveness of local services. Inspectorates and the WAO may also review the outcomes achieved and procedures involved to demonstrate how effectively children and young people are being listened to, involved and engaged. Children and young people have a right to be listened to, have a voice and be able to access opportunities to play an active role in decision making wherever they are – in school, out and about in the community or as users of services.

Our ambition is for every child and young person in Wales to realise their rights as set out in the UNCRC. There may sometimes be barriers to

5

achieving this, however, working in a collaborative way, we all have a responsibility and a role in considering ways in which these barriers can be removed or overcome. Wales has been leading the way in children and young people's participation and momentum must be maintained.

Further information on good practice in relation to children and young people's participation can be found on <u>www.childrensrights.wales</u> or <u>http://www.childrensrights.wales/images/PDF/Participation_En2.pdf</u>

Information, resources, materials and good practice which support participation in Wales are also available at <u>www.youngwales.wales</u>

Page 204

Meeting Minutes Ceredigion Youth Council Council Chamber, Penmorfa Friday 03 February 2023

(10:00 - 13.45)

Present:

Ysgol Gyfun Aberaeron Ysgol Gyfun Aberaeron & UKYP MYP Ysaol Bro Pedr Ysgol Bro Pedr Ysgol Bro Pedr Ysgol Bro Pedr Ysgol Gyfun Penweddig Ysgol Gyfun Penweddig Ysgol Gyfun Penweddig Ysgol Gyfun Penweddig Ysgol Bro Teifi Ysgol Bro Teifi Ysgol Bro Teifi **Ysgol Bro Teifi Ysgol Penglais Ysgol Penglais Ysgol Henry Richard** Ysgol Henry Richard Coleg Ceredigion & Aberystwyth Community Ambassadors

Also Present: Gwion Bowen (Chair and Children and Young People's Participation Officer, Youth Work and Engagement Service), Lowri Evans (Team Manager, Youth Work and Engagement Service – Ceredigion County Council), Elen James (Corporate Lead Officer, Porth Cymorth Cynnar – Ceredigion County Council), Gethin Jones (Corporate Manager, Support and Prevention Service – Ceredigion County Council), Councillor Wyn Thomas (Cabinet Member for Schools, Lifelong Learning and Skills) and Councillor Alun Williams (Deputy Council Leader and Cabinet Member for Through-age and Wellbeing Services)

Speakers: Rhidian Harries (Team Manager, Wellbeing Centre Mid and South Ceredigion -Ceredigion County Council), Becca Head and Devion McKenzie (Area 43) and Carys Huntly (Equalities and Inclusion Officer – Ceredigion County Council)

Apologies: Lloyd Warburton (MYP - Senedd Cymru),(Coleg Ceredigion &Aberystwyth Community Ambassadors),(Ysgol Uwchradd Aberteifi),(Ysgol Uwchradd Aberteifi),(Ysgol Penglais) and(Ysgol Gyfun Aberaeron)

Meeting Agenda:

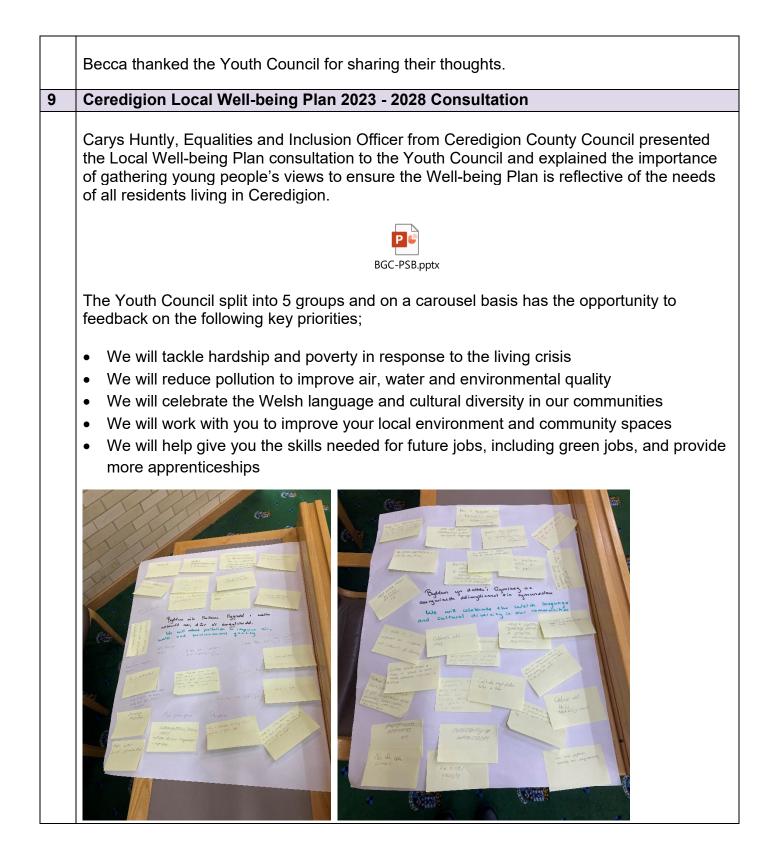


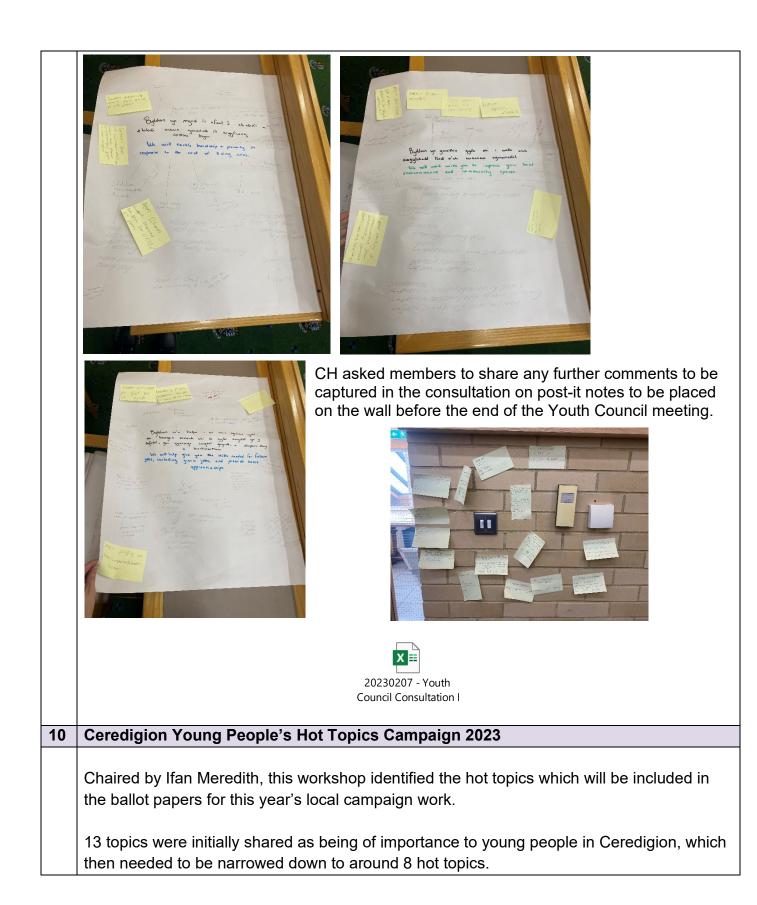
MINUTES		
1	Welcome, Apologies and Introductions	
	Gwion Bowen opened the meeting by welcoming the Youth Council to the Chamber.	
	Youth Council members introduced themselves and which schools / organisations they are representing. Other present introduced themselves and their roles.	
	Apologies noted.	
	GB informed the Youth Council of 'housekeeping' arrangements.	
	 Speakers Translation devices Fire Exits Toilet facilities Lunch and refreshments 	
	GB explained that a register will be going around during the meeting for members to complete.	
2	Youth Council Chairperson Election 2022/23	
	Due to time constraints, it was not possible to hold the Youth Council Chairperson election during the last meeting. GB gave a short presentation to explain the role of a Youth Council Chairperson and the	
	main duties associated with the role.	
	Etholiad Cadeirydd Cyngor leuenctid 202	
	There was the opportunity for any members interested in standing for election, to give a 30 second pitch to share why they feel they are a suitable candidate to represent Ceredigion Youth Council as their Chairperson for 2022-23.	
	Each member has 1 vote and votes should be placed in the ballot box at the front of the Chamber.	
	A show of hands was made, and 3 Youth Council members stood for election.	
	 Ioan Evans (Ysgol Gyfun Aberaeron) Michael Bray (Ysgol Penglais) Ifan Meredith (Ysgol Bro Pedr) 	
	The successful candidate will be announced after lunch.	

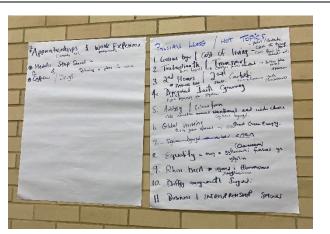
	Following lunch, the successful candidate was announced and congratulated.
	Ifan Meredith (Ysgol Bro Pedr) was elected as Ceredigion Youth Council Chairperson 2022-23 and chaired the remainder of the meeting after lunch.
3	Workshops: Environment and Period Dignity Sub-Groups
	New Youth Council members were invited to chose between the two sub-groups and to participate in the one of their choice.
	The Youth Council split in order to undertake two sub-group workshops and continued with work undertaken during last Youth Council meeting and during follow-up meetings since then.
	During the meeting the environment sub-group focused on agreeing the proposed draft Terms of Reference for the new sub-group that will be amended following the groups feedback. The sub-group's next meeting is scheduled for the 13 th of March on HWB Teams. This meeting will provide an opportunity for members to discuss an environmental priority for the sub-group in the forthcoming academic year.
	Draft Environment Sub-group Terms of R
	The period dignity subgroup reviewed its progress and decided on which sanitary products to purchase for schools and community groups. The group also has a discussion around locations of period products in schools, and ideas of how they can be best distributed to pupils.
4	Wales Youth Parliament Member Update - Information
	Lloyd Warburton (MYP) absent from meeting, therefore no update was shared.
5	United Kingdom Youth Parliament (UKYP) Ceredigion MYP Update - Information
	Aled Lewis (MYP) gave an update of his work since being elected as MYP for Ceredigion in the UKYP.
	Aled recently met with Ben Lake MP; Councillor Bryan Davies, Leader of Ceredigion County Council; Councillor Wyn Thomas; Cabinet Member for Schools, Lifelong Learning and Skills and Elen James; Corporate Lead Officer, Ceredigion County Council. Aled updated members on what was discussed. The cost-of-living crisis is high on the agenda for Ceredigion's MP and matters associated with the cost-of-living crisis, such as increasing energy bills has been raised by Ben Lake MP in parliament. Other topics discussed included; transport, policing and the relationship between the police and young people, 'stop and search' in Ceredigion, education and work experience for young people.

	IE asked for further information about transport, echoed by MB who asked whether the issue around the time of day some buses return, especially to rural villages. MB talked about issues facing young people in particular, whom are often unable to participate in afterschool activities or social interaction with friends after school, as the last bus home is at 5.30pm, and it would be helpful if there are later buses, to avoid some young people being excluded from these opportunities that may not impact some of their peers that live in the main towns or have means of getting home without using public transport. AL agreed with these points and explained that this was something that had been raised in the meeting and is recognised as a barrier for young people. AL touched on a potential idea that could be piloted in one school or area, whereby a bus route is organised and activities in that school or area are delivered on that evening, to see whether this would help those currently unable to participate. Ysgol Henry Richard pupils voiced that transport and getting home from afterschool clubs is something they see in their local area. Furthermore, IM raised a potential issue around school buses not being available for some other young people, for example college students when there is an active bus running and whether there are any solutions to this. AL said he will be continuing to work alongside officers to advocate what is important to young people.
6	Lampeter Wellbeing Centre - Update
	During the last Youth Council meeting, it was agreed to invite an officer from the Wellbeing Centres Service to provide an update of the development at this meeting. Rhidian Harries attended as Team Manager Wellbeing Centre; Mid and South Ceredigion and gave a presentation demonstrating the purpose and progress of transforming Lampeter Leisure Centre into a wider Wellbeing Hub, providing health, fitness, and wider community benefits.
	Cyflwyniad Canolfan Lles Llambed Wellbeir
	RhH explained that the Youth Room is in development and a graffiti artist will be coming along to create a bespoke art piece for the space with pupils from Ysgol Bro Pedr. Unfortunately, due to the building work that is ongoing at the venue, pupils will be unable to go in to do the painting but will be responsible for choosing the design.
	LJ thanks RhH for the presentation and update, and felt it gave young people a better understanding of the development's progress. IM asked about the availability of the Youth Room during school hours, as sixth form students at Ysgol Bro Pedr currently do not have a common room within the school. RhH explained that they would be interested to have a discussion with the school about how it could be utilised, whilst ensuring the health and safety of both pupils and centre users during this time.
7	Presenting Ceredigion Young People's Hot Topics Campaign 2023
	GB introduced Ceredigion's Hot Topics Campaign 2023 and shared some background to the Make Your Mark campaign which has been held in Ceredigion for a number of years

	and is hosted by the British Youth Council. GB explained that due to changes within BYC's annual programme, it is unclear whether the Make Your Mark campaign will take place this year.
	PC
	Canlyniadau MYM 2022.pptx
	Therefore, it has been decided that Ceredigion will create a local ballot, following a similar format to the official MYM, which will give young people the opportunity to vote on topics that are important to them. The results of this ballot will form a basis for this year's Pawb a'i Farn event, and it will also steer other campaign work with the MYPs. The local campaign will need a name, and its hot topics will be chosen today by Youth Council members. GB asked members to start considering what they feel is important over lunch. Once the topics are defined, GB will create and distribute the ballot papers to all Secondary Schools, PRU, Coleg Ceredigion, HCT and other voluntary groups by end of February 2023. The ballot will run for two weeks, and results will then be available for the next Youth Council meeting on 17/03/23.
8	Consultation: Community Fund 'Dyfodol Ni' Project
	Becca and Devion visited from Area 43, Cardigan. They gave some background to the 'Dyfodol Ni' project, which is funded by the National Lottery's Community Fund. The project is delivered for young people, by young people with a Young People's Management Committee formed to steer it, from the consultation to the decision making.
	Dyfodol Ni ENG.pdf
	Becca asked; What do you do after school?
	Answers included sports such as hockey, football, rugby and going to the gym.
	Young people generally shared the impression that there is a lot for young people to do after school, but it was access to transports and means of getting home from clubs and activities that is the main barrier.
	IM suggested that more 3G pitches would be beneficial to young people.
	Becca asked; Has anyone been to a Youth Club before?
	Members from Ysgol Henry Richard said they used to attend a cooking club after-school which has now finished. Generally, all other members stated they had not attended a Youth Club before.
	Becca asked; What do you feel can be improved for young people?
	Members suggested; a casual space to catch-up on schoolwork, communication to schools about Youth Clubs, community cafes for a place to sit and talk with friends, advertising including on social media and flyers, pop-up spaces in towns that you can stay for a while.







Discussion and Brain Storming;

- 1. **Cost of Living** (energy price hikes, cost of fuel, transport and school meals)
- 2. **Transport** (cost of transport, rural bus routes, lack of buses running later in the evenings, not all cycling routes are accessible and safe, not enough use of rail networks)
- 3. **Second Homes** (impact of second homes on local communities, driving up house prices for local young people and families, rent prices of houses and flats unaffordable for young people after university, lack of housing altogether in some areas of the County, the risk of homelessness for care leavers as lack of affordable housing is increasing. The impact of this on care leavers' education, if there is family breakdown or foster care breakdown, there is no suitable alternative accommodation for 17 and 18 year olds that need it, which means there is the risk that they are either housed in unsuitable places or are driven out of County)
- 4. **Welsh language** (the need for better promotion of Welsh in bilingual schools to reach the target of a million Welsh speakers by 2050)
- 5. Education and Life Skills (the need for more practical lessons to help you in the future, things like mechanics, plumbing, psychology and other vocations. The need to be taught around behavioural psychology for all pupils, to help pupils understand their emotions which will help them with their mental health and wellbeing. Wellbeing and life skills need to have more of a focus in schools, including money management)
- 6. **Climate Change** (more green spaces such as parks. More grants for solar panels for homes, to reduce fossil fuels and increase green energy)
- 7. Life Skills (merged this topis with number 5)
- 8. Equality (more opportunities for girls to do sports in schools and the community)
- 9. Prejudice (tackle prejudice of minority or underrepresented groups)
- 10. **Variety of Jobs** (lack of jobs in all different fields a barrier for young people wishing to return to Ceredigion)
- 11. **Business and Entrepreneurship Skills** (the need to offer business and entrepreneurship in schools to encourage young people to learn about other nontraditional career routes, such as self-employment)
- 12. **Apprenticeships and Work Experience** (work experience for school pupils no longer offered. Rate of pay for apprentices should be improved to encourage more to think about this route. Apprenticeships aren't available in all fields, such as ICT or coding and more variety is needed to meet the need of young people)

		13. Stop and Search / Substance Misuse (young people's perception of the police and the
		stop and search protocol in Dyfed Powys, as well as the increase of drugs in communities impacting young people and families)
		A 'vote with your feet' exercise was used to narrow down and prioritise the 13 identified
		topics. As a result, the following 8 topics were selected for this year's local ballot;
		Numbers; 12 / 8 / 5 / 4 / 3 / 2 / 1 / 11
-	11	Information Sharing and Date of Next Meeting
		GB shared information about AOB items;
		 'Sgwrs' Consultation - PCC Dyfed Powys Police
		Young Person's Guarantee – Welsh Government
		GB shared information about the next meeting which will be held again in the Chamber on
		the 17/03/2023.
		Dates of meetings:
		Meeting 1; 21/10/22
		Meeting 2; 03/02/23
		Meeting 3; 17/03/23 End of office, Pawb a'i Farn Event; 14/07/23
		GB asked all members to sign out on their way out of Penmorfa and wait for their transport in the reception area.
		GB thanked the group for a productive and positive meeting of the Youth Council 2022-23.
		Youth Council meeting minutes are presented to both the Learning Communities Overview and Scrutiny Committee and Full Cabinet, in order to ensure that the views of young people are fed into the democratic process in Ceredigion.

Etholiad Cadeirydd Cyngor Ieuenctid 2022/23 Youth Council Chair Person Election 2022/23

Fthol Cadeirydd Cyngor leuenctid / Electing a Youth Council Chairperson

- Cadeirio Cyfarfodydd Cyngor Ieuenctid/ Chair Youth Council Meeting
- Rôl adeg Digwyddiad Pawb A'i Farn 2023 / A role during Pawb A'i Farn 2023 Event
- Cynrychioli aelodau'r Cyngor Ieuenctid tu allan i gyfarfodydd / Represent Youth Council members outside of meetings
- Cwestiwn/Question:
- Pam i chi'n teimlo mai chi yw'r aelod orau i fod yn gadeirydd y Cyngor Ieuenctid?
- Why do you feel you are the best member to chair the Youth Council?



Ceredigion Youth Council Environment Sub-Group TERMS OF REFERENCE January 2023

Ceredigion Youth Council Environment Sub-Group Aim:

In accordance with Article 12 of the United Nations Convention on the Rights of the Child (UNCRC), the Ceredigion Youth Council Environment sub-group will have a focus on environmental and climate change matters that affect Young People living within the County of Ceredigion and further afield.

In Context of UNCRC

The commitment to support children and young people to have their voices heard and influence decision-making has enjoyed a long historical standing in Wales. One that is supported by the Ceredigion County Youth Council.

United Nations Convention on the Rights of the Child - The United Nations Convention on the Rights of the Child (UNCRC) outlines the minimum requirements of protection, provision and participation that all children and young people should expect to receive in order to lead safe, happy and fulfilled lives. Article 12 of the UNCRC guarantees to children the right to be heard in all decision-making processes that might affect them:

" 1.) States Parties shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child."

Purpose of the Environment Sub-group

The purpose of the Environment Sub-group is to ensure a platform for young people to raise awareness, educate, advocate and campaign on behalf of other young people with regards to a positive sustainable approach to improving their local environment and climate in Ceredigion (and from time to time further afield).

Key Sub-Group priorities 2022/23

Ceredigion Youth Council will support an Environment Sub-group that will:

- 1) Establish a new Environment Sub-group for the Ceredigion Youth Council
- 2) Decide a name for the Environment sub-group that is appropriate to its purpose
- 3) Agree an annual programme that will include both virtual and in-person meetings
- 4) Prioritise one area of work that will highlight a positive impact for change on the environment and climate in Ceredigion
- 5) Welcome guest speakers and attend a venue/event/activity that will enhance knowledge of a subject matter

Membership of the Environment Sub-group:

Membership of the forum will be open to any Ceredigion Youth Council members and young person(s) that represent statutory youth services or third sector youth organisations that support children and youth participation in Ceredigion.

Or

Membership of the forum will be open to any Ceredigion Youth Council members and any young person(s) living in Ceredigion on a universal basis. There will be no upper limit to the number of members.

Or

Membership of the forum will be open to any Ceredigion Youth Council members and past Youth Council members

Meetings and Program

The Ceredigion Youth Council Environment Sub-group will meet both virtually and in-person. Meetings will be scheduled as agreed in the program of activities. Virtual meetings will take place on whilst in-person activities will be agreed whilst meeting virtually.

Rhaglen Ddrafft Is-Grwp Amgylchedd Cyngor Ieuenctid Ceredigion Ceredigion Youth Council: Tymor 2022/23 Ceredigion Youth Council Environment Subgroup Draft Program: Term 2022/23

	• • • • • • • •
Gweithgaredd / Activity	Amserlen / Timetable
Cyfarfod Cychwynnol rhithiol Is-grwp Amgylchedd	Rhagfyr 2022
Environment Sub-group Initial virtual meeting	December 2022
	7/12/22 a/and 15/12/22
Paratoi Cylch Gorchwyl ddrafft gydag aelodau'r Is-grŵp amgylchedd bydd yn cynnwys rhaglen a chyfeiriad i Flaenoriaeth 1	lonawr 2023
Prepare draft Terms of Reference with Environment Sub-group members that will include proposed program and reference to Priority 1	January 2023
Cyfarfod Cyngor Ieuenctid Ceredigion: Eitem Agenda	3ydd Chwefror 2023
Ceredigion Youth Council Meeting: Agenda Item	3 rd February 2023
Cyfarfod rhithiol Is-Grwp Amgylchedd: Blaenoriaeth 1	Mawrth 2023
Environment Sub-Group virtual meeting: Priority 1	March 2023
Cyfarfod Cyngor Ieuenctid Ceredigion: Eitem Agenda	17eg Mawrth 2023
Ceredigion Youth Council Meeting: Agenda Item	17 th March 2023
Cyfarfod rhithiol/yn bersonol Is-Grwp Amgylchedd: Blaenoriaeth 1	Ebrill/Mai 2023
Environment Sub-Group virtual/in person meeting: Priority 1	April/May 2023
Arholiadau Exams	Mai – Mehefin 2023 May – June 2023
Digwyddiad Cyngor Ieuenctid: Pawb A'i Farn Ceredigion 2023	14eg Gorffennaf 2023
Youth Council Event: Pawb A'i Farn Ceredigion 2023	14 th July 2023
Cyfarfod rhithiol/yn bersonol Is-Grwp Amgylchedd: Blaenoriaeth 1 Environment Sub-Group virtual/in person meeting: Priority 1	Gorffennaf 2023
Taith/Ymweliad Gwyliau Haf	Awst 2023
Summer Holidays Trip/Visit	August 2023
Cyfarfod rhithiol Is-Grwp Amgylchedd: Adolygu Blaenoriaeth 1	Hydref 2023
Environment Sub-Group virtual meeting: Review of Priority 1	October 2023
Cyfarfod rhithiol Is-Grwp Amgylchedd: Grwp newydd	Rhagfyr 2023
Environment Sub-Group virtual meeting: New group	December 2023

SECRETARIAT

The Secretariat function of the meeting will be carried out by Ceredigion Youth Service who will propose an annual programme that will include arranging the venue for in person meetings. Ceredigion Youth Service will support creating agenda for the meetings, issue papers and take notes during the meetings.

Chairperson

Sub-group meetings will be chaired by an elected member of the group and their term will run for 1 year

Sub-group meetings will be chaired on rotation of youth council members in attendance at the meetings.

Environment Sub-group Terms of Reference Annual Review

An annual review of the terms of reference will enable the environment sub-group to propose new annual priorities and a programme of events to be agreed for each year. The next review date is proposed for the Sub-group meeting scheduled for December 2023.

Terms of Reference agreed by Ceredigion Youth Council on

Signed by Ceredigion Youth Council Chairperson:

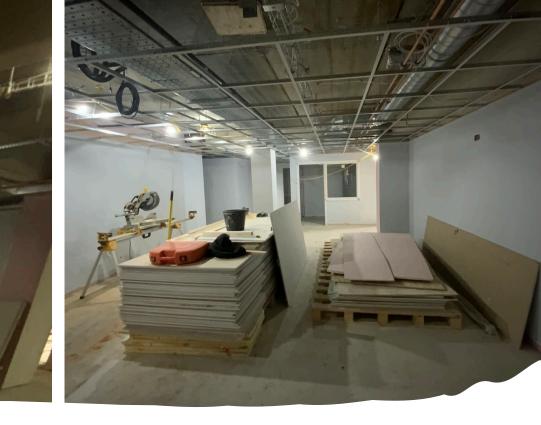
Date:

Or

Canolfan Lles, Llambed Wellbeing Centre, Lampeter







Canolfan Lles / Wellbeing Centre Derbynfa / Reception

je 223

Mezzanine Canolfan Lles Wellbeing Centre Mezzanine

Canolfan Lles / Wellbeing Centre Ystafell Ieuenctid/Teulu – Youth/Family Room



Gwella Hygyrch / Improving Accessibility

100

1

Page 227

Ystafell Ffitrwydd / Fitness Suite

.....





PLEIDLEISIAU VOTES 2160

MAKE YOUR MARK

CANLYNIADAU / RESULTS 2022



Page 229

Cyngor Sir CEREDIGION County Council

















CANLYNIADAU GWNEUD EICH MARC CEREDIGION 2022 / CEREDIGION MAKE YOUR MARK RESULTS 2022

Pwnc Llosg / Hot Topic	Nifer
lechyd a Lles /	483
Health and Wellbeing	
Swyddi, Arian, Cartrefi a Chyfleoedd /	451
Jobs, Money, Homes and Opportunities	
Amgylchedd /	405
Environment	
Addysg a Dysgu /	371
Education and Learning	
Tlodi /	183
Poverty	
Adfer wedi Covid-19 /	154
Covid-19 Recovery	
Ein Hawliau a Democratiaeth /	113
Our Rights and Democracy	
CYFANSWM / TOTAL	2,160

CEREDIGION: NIFER O BLEIDLEISIAU NUMBER OF VOTES 2160



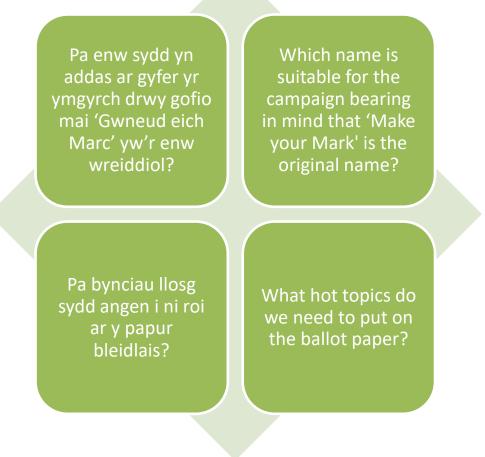


Amserlen Ymgyrch Lleol / Local Campaign Timeline

Awgrymu Enw ymgyrch a phynciau llosg Suggest campaign name and hot topics	3/2/23
Paratoi a dosbarthu papurau pleidleisio Prepare and distribute ballot papers	6/2/23 – 28/2/23
Ymgyrch leol yn ysgolion ar gymuned Local campaign in schools and the community	1/3/23 - 14/3/23
Cyflwyno canlyniadau Present results	17/3/23

Ymgyrch Leol Cyngor **Ieuenctid Sir** Ceredigion / Ceredigion Youth **Council local** campaign

Page 232







DYFODOL NI OUR FUTURE

A document detailing the purpose of the Dyfodol Ni Partnership within The National Lottery's Mind Our Future Programme.

Page 233



CONTENTS











Dyfodol Ni is a funded Partnership of youth-focussed organisations and trusted professionals across Ceredigion County. Funded by the National Lottery Community Fund's Mind Our Future Programme, Dyfodol Ni has come together to deliver joined-up, co-produced services, putting young people at the forefront in order to deliver mental health services and interventions for young people in Ceredigion. The programme will run for six years, with a development period for the first twelve months to design and create a service delivery plan for the remaining five years of the programme.

Our research shows that young people in our area are concerned about the lack of mental-health and wellbeing support, substance misuse, anti-social behaviour, rural isolation and poverty. Mental health was widely identified as having the biggest impact on other areas of their lives.

The ethos at the heart of the Ceredigion Partnership will be to listen to the voice of our young people, provide opportunities for them to express themselves, shape the direction of the project and co-produce future activities to improve the resilience and mental health of young people across Ceredigion as a whole. Therefore, through youth engagement and consultation, the Dyfodol Ni partnership will work together to tackle the barriers that young people in Ceredigion are facing head on in order to bring our services up to their full potential.



YOUTH-LED

We are youth led. We aim to work together as a partnership to meet needs, as defined by young people, in a way that suits them. As youth workers and service providers, our role is to inspire young people to be the change makers they deserve and provide safe spaces for them to amplify their voices. They are the decision makers of the programme and are empowered to bring their ideas to the partnership.

TARGET AUDIENCE

The development phase will be delivered over one year, and during this period, the young people will determine the age range the project will work with, in terms of what the project will look like and who it's aimed at. They wanted to be flexible and not preclude any age at this stage. To achieve this, the partner organisations that form the partnership, between them, reach out and support a wide age range from 4-25 years and diverse backgrounds.



The Mind Our Future Programme runs between September 2022 and March 2028. The timeline is as follows:

> DEVELOPMENT PHASE SEPTEMBER 2022 - AUGUST 2023

> YEAR 1 SEPTEMBER 2023 - AUGUST 2024

> YEAR 2 SEPTEMBER 2024 - AUGUST 2025

> YEAR 3 SEPTEMBER 2025 - AUGUST 2026

> YEAR 4 SEPTEMBER 2026 - AUGUST 2027

YEAR 5 SEPTEMBER 2027 - MARCH 2028

> -13-Page 237



The Dyfodol Ni Partnership pledge was created by young people in order to set the agreement of partner organisations in maintaining the youth-led focus of the partnership activities. All proposed partner organisations must sign up to the below pledge. Organisations agree to ensure the following:

YOUTH-LED

Young people's voices are central to the service offered to them. They can use their preferred service to build independence and trust in youth-led services, encouraging engagement and enthusiasm in what we do.

Services respond to the needs of local young people, as defined by them, offering accessible support wherever possible, with targeted support for those considered more at-risk, disadvantaged or with higher needs.

-14-

Page 238



2 INCLUSIVITY, EQUALITY & DIVERSITY

Young people feel welcomed and included in their local area and can access the support they decide they need as they head towards adulthood. They should not feel isolated or different because of preferred language, ethnicity, disability, sexuality, nationality, socio-economic status, special educational needs, mental health issues, religion or any other characteristic.

The local youth services should help to improve life circumstances for young people from all backgrounds by offering support to develop the skills, knowledge and networks they need to access and take advantage of opportunities.

3 RESPECT

The needs and wishes of local young people are considered as much as any other community group. They should feel heard, valued and respected. Local youth are actively encouraged to participate in their communities and enjoy opportunities in their area without worrying about judgement or negative stereotyping.



QUALITY, SAFETY & WELL-BEING

Good quality, open access services are delivered by staff with safeguarding training who have links to further support if needed. Our services help to keep young people safe and support their mental, emotional and physical health, improve their social and economic wellbeing, and make sure they can access education, non-formal learning and activities of their choice.



EMPOWERMENT

Services empower young people to progress and engage in employment, education and training, and to take an active role in their local communities. Young people are listened to and can make positive changes to their communities, and understand how to engage with choice making.

6

POSITIVITY

Services are focused on bringing out the best in each individual, helping them to develop their skills and attributes, rather than attempting to 'fix a problem'.

> -16-Page 240

We, as young people, are at the forefront of the organisation, making decisions, leading projects and are taken seriously, valued and respected. By being awarded funding by the National Lottery Community fund, our goals and ideas are closer to reach and we are being awarded the opportunities and recognition that we deserve.

"

Team 43, Cardigan, Ceredigion

Page 241





JOIN OUR PARTNERSHIP

We're stronger together, so if you're an organisation that is interested in joining the Dyfodol Ni Partnership, please get in touch with Becca Head at DyfodolNi@area43.co.uk



Byrddau Gwasanathau Cyhoeddus Page 243 Public Service

Public Service Boards



Yr Amcanion

Page 244

- Byddwn yn mynd i'r afael â chaledi a thlodi mewn ymateb i'r argyfwng costau byw
- Byddwn ni'n helpu i roi ichi'r sgiliau sydd eu hangen arnoch chi ar gyfer swyddi yn y dyfodol, gan gynnwys swyddi gwyrdd, a darparu mwy o brentisiaethau

 Byddwn yn gweithio gyda chi i wella eich amgylchedd lleol a'ch mannau cymunedol

- Byddwn ni'n lleihau llygredd i wella ansawdd aer, dŵr a'r amgylchedd
- Byddwn yn dathlu'r Gymraeg ac amrywiaeth ddiwylliannol ein cymunedau

The Objectives

- We will tackle hardship and poverty in response to the cost-of-living crisis
- We will help give you the skills needed for future jobs, including green jobs, and provide more apprenticeships
- We will work with you to improve your local environment and community spaces
- We will reduce pollution to improve air, water and environmental quality
- We will celebrate the Welsh language and cultural diversity of our communities

TLODI- TRAWSTORRI / POVERTY- CROSS-CUTTING

Statement	Agreements	
Increase council housing available		
Lessons in school about saving money		1
Life skills that help with finance		
New buildings, more efficient		
Better insulation		
Environmentally friends heat / electricity		
Non School buses should be free for GCSE and 6th form		
School dinners		
-more available		
-more variety		1
Free school meals		
Clwb Brecwast		
available in morning		
Water available during the day		
Heat and electric		
More pay for teachers		
-less strikes		
Working conditions need improving		1
Petrol + diesel		
Schools being open for longer after hours		
Somewhere to go and stay warm		
Community Centres and charities		
Free period products		3
NHS		
Food banks and donations more accesible		1
Minimum wage to atleast the living wage		
Nationalise energy companies		
Pay rises in general for needed jobs (30%)		
Cap on rent prices		
Student discount cards for GCSE + 6th form		
Services such as bus / school meals / gym leisure centre		
should be discounted or free for low income children		

Statement

More jobs in tech / computer / IT sector Make syre students are aware of apprenticeships Promotoe apprenticeships like universities are promoted How to look good in an interview -suff ymddwyn -sefyll mas Practical work + experience -tactile learning mwy o cymorth addysgiadol cyflwyniadau ar gyfer wahanol swyddi financial training for green jobs more training for people who come from a farming background - help keep up with the change in economic structure gwersi penodal am rhain fel pwnc yn yr ysgol life skills - money, savings, lide, things we need to know about the future that we don't currently know better pay for apprenticeships - attract more people to do an apprenticeship More information about career paths Workshops Work experience More life lessons (management) Hefyd mwy o aprentisiathau yn y diwydiant creadigol Learn relevant legal information Sgiliau a profiad yn cael eu darparu I swyddi mwy creadigol Adnoddau cryfach ar gyfer pbol sy'n delio â diffyg gwaith e.e job centres learning more important things in school for self-employment

better transport to get to a job

1

Statement More accesible grants and funding to improve youth support	Agreements
Community spaces -clubs -activities -electricity - charging spaces -cymorth -period products -food donations parks and fitness areas communal open spaces	
environments -public walks / dog walking paths -bins - inconsistency with rubbish collecting -safer outside e.g. glas on floors	
Fund raising in communities for community spaces (sports, cake sales, tug of war etc) Public water fountains to refill plastic bottles	
Community gardens -good for mental health -any age -locally grown food -community involvement make people more aware More environmentally friendly community space -more plantation	
Community cafes -with computer access myw o pathiau cerdded (nature trails) not pay for public toilets + more toilets homeless shelters bee sanctuary 4G (astroturff) around Ceredigion	
Youth clubs (Aberystwyth and Aberaeron) More funding for public gardens in small communiities BMX / bike tracks Cycle paths (more and better quality) Safer Cycle paths	

Page 247

2

Agreements

Statement Dog parks Increase pedestrianised areas -green spaces Increase knowledge on the environment (eg. Why it should be respectedm like not standing on dunes, sand - wildlife lived) Plannu mwy o blanhigion I hybu bywyd gwyllt Green public transport Little swampy area (good for water life etc) Plant more trees Stop cutting down trees for building Plant more trees / plants / flowers Public allotment / gardens Community greenhouses Public packaging (non plastic) Meadow areas (better for biodiversity) (great for carbon) Better drainage systerms More bins around schools / parks / public areas Save the bees (more planters in commal areas) Bins for period products Cyfyngu llygredd golau er mwyn coniatau bod anifeiliaid nosol yn gallu byw mewn heddwch ar bod ansawdd cwsg y bobl lleol yn gwella wind turbines public transport (buses) more water fountains around the place - promote reusable bottles rather than buying bottles everywhere Nets in seas Reduce one use plastic products car sharing programme more green spaces solar panels more local food production walking paths / nature trails -public bikes "city bikes" -more bins mwy o "allotments" er mwyn plannu llysiau a thyfurn lleol Reduce air miles exoanding local food production by diversifying what is grown, and the kinds of local fuel available

Statement

Agreements

2

Mwy o hymyddo iaith a nelepwydelior iaith ar blatsomiau cymraeg Dysgu orn diwylliannau arall er mwyn taclo a derbyn pobl sy'n mudo o gwledydd arall ac o hîl gwahanol

learn more about communities within the welsh language

gwersi trwy gyfrwng y cymraeg

(- baccloniaeth cymraeg

- maths
- gwyddoniaeth)

Mwy o sideau Cymreig ar gyfer plant bach fell gellir tyfu lan yn hyderus yn siarad yr iaith

Hybu siarad Cymreag mewn ysgolion dwy-ieithog

All teachers in Wales must be able to speak Welsh

Two way respect between languages

-respecting and learning other languages / cultures + vice versa

Sicrhau pwyllgorau cymreitod yn pos ysgol

Mwy o weithwyr digwyddiaddau ee pel-droed ayyb yn defnyddio

Cymraeg fel y iaith gyntaf.

More Welsh events

-music

-drama etc

Compulsory to learn Welsh in primary school over Wales

Mwy o llyfray Cymraeg mewn siopau a ysgolion

-diweddari llyfrau mwy modern

Celebrate Welsh schools

I think it is important to celebrate all cultures & diversity

How do we celebrate the Welsh language?

It should not be over - prioritising Welsh - speakers or idolising Welsh - speakers with bad opinions only because they speak Welsh

I think it's important to include all communities and help support diversity in Welsh speaking places, by using education to help join people together

Culture week - have a week in school to learn about different cultures in the school

Celebrate people of ethnic heritage in Wales

Celebrating cultural diversity: allwing and encouraging all identities and cultures (including Welsh) to celebrate and partake in their cultures and traditions

Making sure it does not impact or get prioritised over education, mental health, environment, world issues, public transport

Celebrate Welsh history, Welsh history month

We need to celebrate the Welsh language without alienating those who don't speak it. Inclusivity is key.

Pwysigrwydd Eisteddfod

More Welsh events - music

Availability of Welsh classes

- for older people

Dim on ysgolion Cymraeg neu ddwy weithog

YSTYRIAETHAU/ THOUGHTS

Open question to gather young people's views about what they like about Ceredigion and what they would change about Ceredigion. Phrased 1 thing I like about Ceredigion is.... 1 thing I wish I could change about Ceredigion is.... And 1 thing I wonder about the future of Ceredigion is....

I like Ceredigion is slow paced and is somehere where you can escape from busy lives	I wish There was more transport and opportunities especially in rural areas away from towns	I wonder gwell tratnidiaeth
Byd natur	Better transport, to visit more places - stop at more rural stops on the way to the destination	Use more of the Welsh language
The natural beauty and the different opportunities there are to explore it	We did not feel so disconnected from	Improve public transport connections to other area in Wales eg trains
Busnesau lleol	Fwy o trafnidiaeth I cefn gwlad Trafnidiaeth gwell, hybu Cymraeg yn fwy	Hybu'r iaith cymraeg ?
Sports / opportunity A lot of stuff available to do + spend time doing entertainment and leisure	More activities, more shops More public transport in more rural areas.	If there could be less crime / drugs
The environment	More accessibility	
Sports opportunity	Police had different priorities	More opportunities outside of sports
Rugby	More accessibility I wish Ceredigion produced more green energy and had better transport	
	I wish Ceredigion had a different education system that taught different and more modern skills	
Mwy o drafnidiaeth	Yr amrywiaeth o drwydiannau Mwy o chwaraeon	Mwy o drefnidiaeth I blant ysgol Teimlad o cymuned di iaith Gymraeg