



CABINET

DYDD IAU, 28 GORFFENNAF 2022

**YN SYTH AR ÔL CYFARFOD PWYLLGOR CRAFFU POLISIÄU AC
ADNODDAU'R CABINET**

**SIAMBR Y CYNGOR – CANOLFAN DDINESIG CASTELL-NEDD PORT
TALBOT**

**RHAID GOSOD POB FFÔN SYMUDOL AR Y MODD DISTAW AR
GYFER PARHAD Y CYFARFOD**

Gweddarlledu/Cyfarfodydd Hybrid:

Gellir ffilmio'r cyfarfod hwn i'w ddarlledu'n fyw neu'n ddiweddarach drwy wefan y cyngor. Drwy gymryd rhan, rydych yn cytuno i gael eich ffilmio ac i'r delweddau a'r recordiadau sain hynny gael eu defnyddio at ddibenion gweddarlledu a/neu hyfforddiant o bosib.

Rhan 1

1. Penodi Cadeirydd
2. Cyhoeddiad(au) y Cadeirydd
3. Datganiadau o fuddiannau
4. Cofnodion y Cyfarfod Blaenorol
5. Blaenraglen Waith 2022/23 (*Tudalennau 5 - 8*)
6. Cwestiynau gan y cyhoedd
Mae'n rhaid cyflwyno cwestiynau'n ysgrifenedig i'r Gwasanaethau Democrataidd, democratic.services@npt.gov.uk erbyn ganol dydd

fan bellaf ar y diwrnod gwaith cyn y cyfarfod. Mae'n rhaid i'r cwestiynau ymwneud ag eitemau ar yr agenda. Ymdrinnir â chwestiynau o fewn cyfnod o 10 munud.

7. Ehangu Dechrau'n Deg - Cam 1 (*Tudalennau 9 - 36*)
8. Defnyddio staff mewnol ar gyfer Gwasanaethau Hamdden (*Tudalennau 37 - 54*)
9. Dyraniadau Ychwanegol ar gyfer y Rhaglen Gyfalaf (*Tudalennau 55 - 58*)
10. Gofal plant mewn Ysgolion ac Adeiladau Addysg: Newidiadau Dros Dro i Drefniadau Rhent Cyfredol (*Tudalennau 59 - 72*)
11. Comisiynu Gwasanaethau a Ariennir gan Deuluoedd yn Gyntaf (*Tudalennau 73 - 82*)
12. Gwasanaeth Adnewyddu ac Addasu Tai (HRAS) - Polisi Adnewyddu Tai'r Sector Preifat (*Tudalennau 83 - 112*)
13. Dyddiadau Tymhorau Ysgol 2024-2025 (*Tudalennau 113 - 118*)
14. Cronfa Ffyniant Gyffredin y DU (*Tudalennau 119 - 194*)
15. Gofynion y Depo Gwastraff ac Adleoli'r Cerbydlu (*Tudalennau 195 - 224*)
16. Eitemau brys
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl disgrisiwn y Cadeirydd yn unol ag Adran 100b (4)(B) o Ddeddf Llywodraeth Leol 1972.

Rhan 2

17. Mynediad i gyfarfodydd (*Tudalennau 225 - 230*)
Penderfynu gwahardd y cyhoedd ar gyfer yr eitem ganlynol yn unol â Rheoliad 4 (3) a (5) o Offeryn Statudol 2001 Rhif 2290 a'r paragraffau eithriedig perthnasol yn Rhan 4 Atodlen 12A o Ddeddf Llywodraeth Leol 1972.
18. Heol Panteg/Cyfyng, Tirlithriad (Yn eithriedig dan Baragraffau 13 ac 14) (*Tudalennau 231 - 244*)

19. Darparu Canolfan Groeso (Yn eithriedig dan Baragraff 14)
(*Tudalennau 245 - 288*)

K.Jones
Prif Weithredwr

Canolfan Ddinesig
Port Talbot

Dydd Gwener, 22 Gorffennaf 2022

Aelodau'r Y Cabinet:

Y Cynghorwyr S.K.Hunt, S.A.Knoyle, N.Jenkins, D.M.Peters,
J.Hurley, S.Harris, J.Hale, A.Llewelyn, W.F.Griffiths a/ac S.Jones

Mae'r dudalen hon yn fwriadol wag

Cabinet Forward Work Programme

| Meeting Date | Agenda Item | Type | Contact Officer |
|----------------------------------|--|----------|--------------------------------------|
| 21st September | Corporate Plan 22/23 | Decision | Caryn Furlow-Harris |
| | Draft Workforce Strategy: The Future of Work | Decision | Caryn Furlow-Harris Sheenagh Rees |
| | Rapid Rehousing Report | Decision | Angela Thomas |
| | | | |

| Meeting Date | Agenda Item | Type | Contact Officer |
|--------------------------------|--|-------------|-----------------|
| 19th October | | | |
| | Public Ombudsman for Wales Annual Report | Information | Craig Griffiths |
| | Self Assessment | Decision | Caryn Furlow |
| | | | |

| Meeting Date | Agenda Item | Type | Contact Officer |
|---------------------------|-------------|------|-----------------|
| 30 th November | | | |
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| Meeting Date | Agenda Item | Type | Contact Officer |
|---|--|----------|-----------------|
| 7 th December (Special) Only items on the Agenda) | Budget (Permission to Consult) | Decision | Huw Jones |
| | Draft Corporate Plan 2023 - 2027 (Permission to Consult) | Decision | Caryn Furlow |

| Meeting Date 2023 | Agenda Item | Type | CDG/CMB/ Comments | Contact Officer |
|--------------------------|----------------------------|----------|----------------------|------------------------|
| 11 th January | | | | |
| | Third Sector Grants Scheme | Decision | | Huw Jones/Caryn Furlow |
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| Meeting Date | Agenda Item | Type | CDG/CMB/ Comments | Contact Officer |
|--|--|----------|------------------------------|-----------------|
| 12 nd February (Only Items on the Agenda) | | | | |
| | Budget (Revenue, Capital etc) (Results of Consultation) | Decision | CMB 8 th February | Huw Jones |
| | Corporate Plan 2023 - 2027 (Results of Consultation) | Decision | CMB 8 th February | Caryn Furlow |

| Meeting Date | Agenda Item | Type | CDG/CMB/ Comments | Contact Officer |
|-----------------------|-------------|------|----------------------|-----------------|
| 5 th April | | | | |
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| Meeting Date | Agenda Item | Type | CDG/CMB/ Comments | Contact Officer |
|-------------------------------------|----------------------------|-------------|----------------------|------------------------------------|
| 7 th May Tudalen 8 | | | | |
| | Audit Wales Annual Summary | Information | | Caryn Furlow-Harris Karen Jones |
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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

28th July 2022

Report of the Head of Early Years, Inclusion & Partnerships – Hayley Lervy

Matter for Decision

Wards Affected:

Gwaun Cae Gurwen

Margam

Port Talbot

Flying Start Phase One Expansion Plan

Purpose of the Report:

Approval is sought for the attached Flying Start Phase One Expansion Plan. Welsh Government require Neath Port Talbot Council to approve the plan, along with Swansea Bay University Health Board, in order for phase one to begin in September 2022.

Executive Summary:

As per the Flying Start Expansion Guidance, requiring expansion of the programme into NEW areas of the local authority, the Flying Start phase one expansion plan aims to offer the whole Flying Start programme of support for 0-4 year olds, in the 3 additional Lower Super Output Areas of Margam 1, Gwaun Cae Gurwen 2 and Port Talbot 3, along with an increase in capacity for the Flying Start Outreach programme, which will see an additional 32 children outside

of Flying Start areas benefiting from the Flying Start funded services. The additional areas have been identified using the robust data provided by Welsh Government. Due to the very short time scale to implement phase one of the expansion, the plan rational has had to reflect what is realistically possible from September 2022, with areas needing significant development or capital investment priorities for future phases, when capital investment will also be available to support the wider expansion roll out. A target of 127 additional children supported by the Flying Start programme within these new areas has been set.

Background:

Flying Start is the Welsh Government's targeted Early Years programme for families with children under 4 years of age who live in some of the most disadvantaged areas of Wales. Flying Start aims to make a decisive difference to the life chances of children by mitigating the impact of poverty, which is linked to poor life outcomes in early childhood, including health outcomes.

The Programme comprises of four entitlements which in NPT provide:

- funded quality, part-time childcare for 2-3 year olds; (30 high quality childcare settings, with high quality staff, monitored via service level agreements)
- an intensive health visiting service(21 Health Visitors, 11 Community Nursery Nurses's, 2 x management, 1 x Clinical Nurse Specialist for Safeguarding, providing Health Child Wales Programme plus enhanced visits, support and tailored groups)
- access to parenting support (team of 12 parenting staff supporting parents with structured parenting course, drop ins, 1:1 support, early years groups, joint working with health board staff for a holistic support package)
- support for speech, language and communication development (4 x Speech and Language Therapists, 2 Speech and Language Therapy Assistants providing Wellcomm Screening,

targeted support, adult-child interaction therapy/Hanen, multidisciplinary team meetings to support transition, childcare support)

Additionally in NPT, we are fortunate to have;

- NPT wide specialist midwifery support for expectant mothers under 22 (2 Midwives 1 Community Nursery Nurse supporting parenting, breastfeeding, infant feeding support, intensive antenatal visits)
- Early Years Educational Psychology contribution, enabling the early years model of the service to run NPT wide

Through a multidisciplinary team approach, which identifies all of the needs of the child and their family and provides prudent and proportionate interventions, Flying Start aims to ensure that:

- children are healthy and thriving;
- families are capable and coping; and
- Flying Start children are reaching potential.

The focus of Flying Start is upon the early identification of any needs and the timely application of interventions. Many of the children we work with have experienced ACE's

| | |
|--|---------------------------------|
| Funding allocation for Phase One | £177,800.00 |
| Number of additional beneficiaries (anticipated) in Phase One | 127 |
| Population size – under 4-year olds | 7223 (mid 2020 estimate) |
| Existing CAP | 1845 |
| New CAP (post-expansion) | 1972 |

Subject to NPTCBC formal approval, and the approval of the Chief Operational Officer for Swansea Bay University Health Board, we hope to gain approval to expand into 3 new LSOA's with all elements of the Flying Start (FS) programme to be made available from September, to the newly eligible families within these areas. There will be some transitional arrangements phased in for health visiting from September which are clearly detailed within this plan. Using the dataset provided by Welsh Government, ranking Lower Super Output Areas's by the level deprivation of children aged 0-4, using Department for Work and Pensions and Welsh Index of Multiple Deprivation data, NPT has clearly identified 3 new LSOA's with high need, that are also equipped with childcare availability to provide the full Flying Start offer from September.

- Margam 1 – estimated 46 children aged 0-4
- Port Talbot 3 - estimated 42 children aged 0-4
- Gwaun Cae Gurwen 2 - estimated 62 children aged 0-4

More detailed work is currently underway to identify the actual number of families with children aged 0-4 within the identified areas from generic HV caseloads.

Other data around LA referrals and ALN information was looked at to support the decision for the proposed area. The data suggests that these 3 areas are suitable and will respond to need from the areas.

Some areas not currently within Flying Start eligibility, that appear on the Welsh Government data set as more deprived than the proposed new Lower Super Output Areas, are either already within plans to increase the NPT current Flying Start coverage footprint, to enable us to raise up to our target CAP 1845, or have limitations in terms of lack of current accessible childcare provision. This includes areas such as Seven Sisters and Bryn and Cwmavon, who are awaiting Childcare Offer capital new builds that will not be complete until 2024. Through discussions with colleagues and partners, it was felt that expanding into new areas without accessible funded childcare during phase one

would be difficult. Outreach guidance is being looked at to assist targeted support via the referral route for families in these communities as “communities of interest”, so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas.

Continuity of Service

| Revenue budget for Flying Start 22/23 | |
|---|------------|
| Flying Start core budget | £4,033,463 |
| Expansion Admin | £70,518 |
| Childcare rate increase | £178,310 |
| Expansion indicative(to be awarded in Sept) | £178,327 |

Flying Start is 100% funded by WG, with a current grant term until 31st March 2025. Its continuity therefore relies upon Welsh Government seeing it continuing as one of its Flagship programmes. As much as this holds some risk, the longevity of the programme is a direct result of its continuing success in improving the lives of children under 4 and their families, in the most deprived areas since 2007. The commitment to expand the childcare element of Flying Start to all 2 years olds in Wales within the next 2 years is reassuring sign of a longer term commitment

Financial Impacts:

There are no financial implications for the Council in relation to this report.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.

The first stage assessment has indicated that a more in-depth assessment is not required. A summary is included below:

The Flying Start expansion programme provides increased access, via outreach support where necessary, to additional areas of NPT. These areas have been selected based on robust data from WG as well as supporting data from the childcare sufficiency audit 2022.

The programme will enable children, parents and expectant mothers under 22 years of age (a specific element of the programme) to access and benefit from services to improve life chances and mitigating the impact of poverty.

Specific services provided under the programme are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability.

Positive impacts are also anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available.

Valleys Communities Impacts:

The Flying Start expansion programme will include a range of services and build on the childcare opportunities in the Amman Valley.

Workforce Impacts:

There are no workforce impacts or implications for the Council in relation to this report.

Legal Impacts:

There are no legal impacts or implications for the Council in relation to this report

Risk Management Impacts:**Crime and Disorder Impacts:**

No impact

Counter Terrorism Impacts:

No impact

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

No Impact

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

It is recommended that Members approve the Flying Start Phase One Expansion Plan, allowing the plan to be put forward for approval by the Chief Operational Officer for Swansea Bay University Health Board.

If approval is granted, timescales to begin expansion into 3 new areas with all elements of the Flying Start programme from September are achievable.

Reasons for Proposed Decision:

To ensure a feasible expansion is possible within the timescales set for phase one by Welsh Government.

To begin the much needed expansion of Flying Start services to other areas of need within the local authority.

To comply with Welsh Government Expansion Guidance.

Implementation of Decision:

The decision will be implemented after the 3 day call in period.

List of Background Papers:**Flying Start Expansion Plan Draft****Officer Contact:**

Hayley Lervy, Head of Early Years, Inclusion & Partnerships,
h.lervy@npt.gov.uk

Lisa Clement-Jones, Early Years and Flying Start Manager
l.clement-jones@npt.gov.uk

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Flying Start Phase One Expansion Plan.

Flying Start is the Welsh Government's targeted Early Years programme for families with children under 4 years of age who live in some of the most disadvantaged areas of Wales. Flying Start aims to make a decisive difference to the life chances of children by mitigating the impact of poverty, which is linked to poor life outcomes in early childhood, including health outcomes.

Members' approval is sought for the Flying Start Phase One Expansion Plan, outlining an expansion of services to an additional 127 0-4 year olds 32 of within the outreach programme, 95 within 3 additional LSOA areas. Welsh Government require Neath Port Talbot Council to approve the plan, along with Swansea Bay University Health Board, in order for phase one to begin in September 2022.

Service Area: Early Years and Flying Start, Think Family Partnership

Directorate: ELLL

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | X | |
| Staff | | X |
| Wider community | | X |
| Internal administrative process only | | X |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|-----|-----|----|---------------------|---------------|-----------------|--|
| Age | X | | | | M | The programme is aimed at children aged 0-4 years. |

| | | | | | | |
|----------------------------|---|---|--|--|---|--|
| Disability | X | | | | M | The programme includes an outreach element that sees additional learning needs (ALN) and disability as a “community of interest”, providing services to support children with an ALN and/or disability. Specific services provided under the programme are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability. |
| Gender Reassignment | | X | | | L | |
| Marriage/Civil Partnership | | X | | | L | |
| Pregnancy/Maternity | X | | | | M | The programme includes a specialist support for maternity/pregnancy with young Mum’s under 22, and antenatal parenting support |
| Race | | X | | | L | |
| Religion/Belief | | X | | | L | |
| Sex | | X | | | L | |
| Sexual orientation | | X | | | L | |

4. Does the initiative impact on:

| | Yes | No | None/ Negligible | Don’t know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|--|
| People’s opportunities to use the Welsh language | x | | X | | M | Additional Welsh Language or bilingual childcare will be accessed in some areas during the expansion of Flying Start, increasing the availability of Welsh language opportunities for 0-4 year olds within some of the expansion areas. |
| Treating the Welsh language no less favourably than English | x | | X | | M | During expansion, additional Welsh language staff and services have been built into the plan, to allow more services to be offered in the medium of Welsh, or allow the opportunity for bilingual services to be offered to our communities. |

| | | | | | | |
|--|--|--|--|--|--|---|
| | | | | | | Positive impacts are anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available. |
|--|--|--|--|--|--|---|

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|--|
| To maintain and enhance biodiversity | | X | | | L | |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | X | | | L | |

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6. Does the initiative embrace the sustainable development principle (5 ways of working):

| | Yes | No | Details |
|---|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | X | | The programme support the long term well-being of children, young people and families through providing a range of support services to address issues that may otherwise negatively impact on their well-being. |

| | | | |
|--|---|--|---|
| Integration - how the initiative impacts upon our wellbeing objectives | X | | The programme contributes to wellbeing objective 1 – Best Start in Life. |
| Involvement - how people have been involved in developing the initiative | X | | The childcare sufficiency audit 2022(CSA) draft data has been used to inform the expansion plan, where stakeholders, children, young people and parents were consulted with, regarding childcare within Neath Port Talbot. |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | X | | Appropriate professional from NPTCBC and health services have been involved in the process via steering groups. |
| Prevention - how the initiative will prevent problems occurring or getting worse | X | | <p>Flying Start is the Welsh Government’s targeted Early Years programme for families with children under 4 years of age who live in some of the most disadvantaged areas of Wales. Flying Start aims to make a decisive difference to the life chances of children by mitigating the impact of poverty, which is linked to poor life outcomes in early childhood, including health outcomes.</p> <p>The programme will enable children, parents and expectant mothers under 22 years of age (a specific element of the programme) to access and benefit from services to improve life chances and mitigating the impact of poverty.</p> <p>Specific services provided under the programme are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability.</p> |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|--|---|
| A full impact assessment (second stage) is not required | X |
|--|---|

Reasons for this conclusion

Based on the above assessment, a full impact assessment is not required as the programme expansion has low or no impact on most factors. Any impact that has been identified is positive, providing additionality of access to services.

The expansion has been based on robust data provided from Welsh Government, with the expansion of Flying Start childcare built into a Welsh Government commitment for Flying Start childcare for two year olds to be universally available within the next two years, using a phased roll out approach. All areas of NPT will see this offer within this timescale.

The Flying Start expansion programme provides increased access, via outreach support where necessary, to additional areas of NPT. These areas have been selected based on robust data from WG as well as supporting data from the childcare sufficiency audit 2022.

The programme will enable children, parents and expectant mothers under 22 years of age (a specific element of the programme) to access and benefit from services to improve life chances and mitigating the impact of poverty.

Specific services provided under the programme are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability.

Positive impacts are also anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

| | Name | Position | Signature | Date |
|---------------|--------------------|--------------------------------------|-------------------------|-------------|
| Completed by | Lisa Clement-Jones | Early Years and Flying Start Manager | <i>L. Clement Jones</i> | 05.07.2022 |
| Signed off by | Andrew Thomas | Head of Service/Director | <i>A. Thomas</i> | 11.7.2022 |

DRAFT PLAN, PENDING NPTCBC AND SBUHB APPROVAL

Expansion of Early Years Provision: Phase One Only

| Section 1 – Organisation Details | | |
|--|---|--|
| 1.1 | Local Authority | Neath Port Talbot (NPT) |
| 1.2 | Project Manager (Lead Contact Name for purposes of award letter) | Lisa Clement-Jones |
| 1.3 | Address | Ffrwdwyllt House, Commercial Road , Taibach, SA13 1PZ |
| 1.4 | Email Address (Project Manager) | l.clement-jones@npt.gov.uk |
| 1.5 | Contact Telephone Number (Project Manager) | 07816364496 |
| Section 2 – Details of Expansion Plans | | |
| <p>2.1. You have received indicative revenue allocations, which are to be ring-fenced for expansion purposes only, and you will be expected to deliver services to an additional number of children based on a revised sum of £2400 per head.</p> | | |
| Funding allocation for Phase One | | £177,800.00 |
| Number of additional beneficiaries (anticipated) in Phase One | | 127 |
| Population size – under 4-year olds | | 7223 (mid 2020 estimate) |
| Existing CAP | | 1845 |
| New CAP (post-expansion) | | 1972 |
| <p><u>2.2 Addressing Deprivation:</u></p> <p><i>Expanding the footprint of Flying Start to new LSOAs in your local authority is one of the main priorities during the first phase of expansion.</i></p> <p>Please provide details of how you will reach your target number of additional children within your new Flying Start areas:</p> <p>Subject to NPTCBC formal approval, and the approval of the Chief Operational Officer for Swansea Bay University Health Board, NPT plan to expand into 3 new LSOA's with all elements of the Flying Start (FS) programme to be made available from September, to the newly eligible families within these areas. There will be</p> | | |

some transitional arrangements phased in for health visiting from September which are clearly detailed within this plan.

Using the dataset provided by WG, ranking LSOA's by the level deprivation of children aged 0-4, using DWP and WIMD data, NPT has clearly identified 3 new LSOA's with high need, that are also equipped with childcare availability to provide the full Flying Start offer from September.

- Margam 1 – estimated 46 children aged 0-4
- Port Talbot 3 - estimated 42 children aged 0-4
- Gwaun Cae Gurwen 2 - estimated 62 children aged 0-4

More detailed work is currently underway to identify the actual number of families with children aged 0-4 within the identified areas from generic HV caseloads. Other data around LA referrals and ALN information was looked at to support the decision for the proposed area. The data suggests that these 3 areas are suitable and will respond to need from the areas.

Some areas not currently within Flying Start eligibility, that appear on the WG data set as more deprived than the proposed new LSOA areas, are either already within plans to increase the NPT current FS coverage footprint, to enable us to raise up to our target CAP of 1845, or have limitations in terms of lack of current accessible childcare provision. This includes areas such as Seven Sisters and Bryn and Cwmavon, who are awaiting Childcare Offer capital new builds that will not be complete until 2024. Through discussions with colleagues and partners, it was felt that expanding into new LSOA areas without accessible funded childcare during phase one would be difficult. Outreach guidance is being looked at to assist targeted support via the referral route for families in these communities as “communities of interest”, so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas.

Following discussions with WG regarding how the CAP number recording could be explored during expansion, allowing monitoring expansion numbers to be broken down flexibly and not solely FS Health Visiting caseload numbers, NPT feel confident that we can clearly show additionality during expansion into new LSOA's clearly in a number of ways, offering FS childcare within new geographical LSOA's and the full FS entitlement being eventually offered.

Below is the initial section of LSOA data provided by WG, that included WIMD and DWP data with the 3 expansion LSOA's highlighted;
The table shows detail around the current situation for these LSOA's. The order has not been changed.

| Proposed phase of expansion | LSOA Name | Est. number of 0-4 Children | Coverage by Flying Start | Date of action | Possible additional children of childcare age (2-3) | Action required |
|-----------------------------|------------------------------|-----------------------------|--------------------------|----------------|---|--|
| CURRENT/1 | Sandfields West 4 | 69 | 57.78 | 2022/23 | 8 | Extend current caseloads to CAP |
| CURRENT/1 | Sandfields East 1 | 69 | 24.2 | 2022/23 | 12 | Extend current caseloads to CAP |
| CURRENT | Aberavon 4 | 71 | 92.28 | - | - | No Action |
| CURRENT | Neath East 3 | 73 | 92.86 | - | - | No Action |
| CURRENT | Cymmer (Neath Port Talbot) 2 | 70 | 89.65 | - | - | No Action |
| CURRENT/1 | Briton Ferry West 2 | 45 | 29.82 | 2022/23 | 8 | Extend current FS area caseloads Open WL Cylch Teulu Tyle'r |
| 2 | Ystalyfera 1 | 80 | 3.6 | 2023 | 19 | extend into school - capital needed for CIW/NMS regs |
| CURRENT | Aberavon 2 | 82 | 99.17 | - | - | No Action |
| CURRENT | Neath East 1 | 63 | 82.98 | - | - | No Action |
| CURRENT | Glyncorrwg | 52 | 97.67 | - | - | No Action |
| CURRENT | Ystalyfera 2 | 48 | 98.87 | - | - | No Action |
| CURRENT | Neath North 3 | 76 | 99.04 | - | - | No Action |
| CURRENT | Glynneath 1 | 72 | 95.71 | - | - | No Action |
| CURRENT | Briton Ferry East 2 | 60 | 99.88 | - | - | Add WL offer – YGG TYY |
| 3 | Bryn and Cwmavon 4 | 82 | 0 | 2024 | | CCO Build due/outreach |
| CURRENT/1 | Neath South 1 | 71 | 63.46 | 2022/23 | | CCO Build due Extend current FS area caseloads |
| 3 | Seven Sisters | 98 | 0 | 2024 | 25 | CCO build due/outreach |
| CURRENT | Bryn and Cwmavon 3 | 55 | 97.83 | - | - | CCO build due/relocation of FS in 2024 |
| CURRENT | Tai bach 2 | 70 | 94.03 | - | - | No Action |
| CURRENT | Briton Ferry West 1 | 84 | 97.65 | - | - | Open WL Cylch Teulu Tyle'r |
| 1 | Margam 1 | 46 | 0 | 2022 | 12 | Full FS expansion FS HV recruitment 0.5 WTE |
| 1 | Port Talbot 3 | 42 | 0 | 2022 | 11 | Full FS expansion FS HV recruitment 0.5 WTE |
| 1 | Gwaun-Cae-Gurwen 2 | 62 | 0 | 2022 | 16 | Full FS welsh expansion and capital FS CNN recruitment FTE |
| CURRENT | Aberavon 3 | 82 | 82.24 | - | - | No Action |
| CURRENT | Sandfields East 2 | 71 | 83.19 | - | - | No Action |
| CURRENT | Sandfields West 3 | 96 | 93.7 | - | - | No Action |
| 2 | Neath South 2 | 103 | 2.98 | 2023 | | new WL setting will be open |

| | | | | | |
|---------|--|---------------|-------|---|--------------------------------|
| CURRENT | Cedffranc Central 3 | 81 | 99.57 | - | add welsh provision 2022/23 |
|---------|--|---------------|-------|---|--------------------------------|

Following WG and NPTCBC agreeing the proposed additional LSOA's of **Margam 1, Port Talbot 3 and Gwaun Cae Gurwen 2**, NPT FS team will:

- Recruit a health visitor and community nursery nurse
- Recruit additional parenting staff, including a Welsh speaker (underway)
- Recruit 2 x additional speech and language assistants
- Notify all FS parenting and speech, language and communication staff of the new areas for programme coverage
- Contact all newly eligible families with welcome packs and information regarding how they will be able to access all the elements of FS on offer.
- Increase purchased spaces within current FS childcare (those with SLA's in place already) with availability in and around the new LSOA areas to accommodate the additional eligible families.
- Support identified childcare settings to expand the available FS places available, in line with expected age 2-3 children becoming eligible for FS offer. This may involve some revenue and capital adaptations for additional toilets, adaptation of outdoor space to accommodate more children or additional resources needed for a higher number of children within the setting.
- Allocate parenting workers to the new LSOA areas, with parenting courses running within those areas also.
- Begin the task of phasing health visitor caseloads over to FS health visitors where possible
- Initially, to support transition into FS services and await recruitment of new staff; skill mix and exploiting the strong working partnership of FS health visitors, generic health visitors and FS community nursery nurses (CNN) will take place to plan a journey FS health visiting pathway that has the FS additional and enhanced support on top of Healthy Child Wales programme, in a way that is appropriate for the families involved. This may involve CNN's providing the FS additionality where possible, generic HV recording and monitoring with support of FS HV and CNNs or shared caseloads in the short term.

Please provide a list of the LSOAs you intend to bring into the Flying Start programme including a breakdown of estimated numbers of additional children in scope of services in each:

WG have given us a target of working with an additional 127 children, 95 children within geographical expansion, and 32 children via outreach. The estimated number children within the areas is approx. 150, however we are already aware that the WIMD estimates are slightly over.

| Proposed phase of expansion | LSOA Name | Est. number of 0-4 Children | Coverage by Flying Start | Date of action | Possible additional children of childcare age (2-3) | Action required |
|-----------------------------|--------------------|-----------------------------|--------------------------|----------------|---|---|
| 1 | Margam 1 | 46 | 0 | 2022 | 12 | Full FS expansion FS HV recruitment 0.5 WTE |
| 1 | Port Talbot 3 | 42 | 0 | 2022 | 11 | Full FS expansion FS HV recruitment 0.5 WTE |
| 1 | Gwaun-Cae-Gurwen 2 | 62 | 0 | 2022 | 16 | Full FS welsh expansion and capital FS CNN recruitment FTE |

How confident are you that you will reach your target number of children? Please provide details of any challenges and barriers you may have already identified:

The targeted number of children will be reached from September by all elements of the Flying Start programme.

Health Visiting: This will need to be phased approach, with Flying Start CNN's and HV working alongside generic HV for a transitional period to ensure any caseload movements are suitably supported by staff at all times.

Childcare: Additional spaces will be available from September, pending successful recruitment. Flexibility available within the programme means that other vacant spaces in nearby childcare can also be utilised if needed.

Parenting: The team has recruitment in place for an additional 2 parenting workers, so caseload capacity and increased numbers of parenting courses will be available from September.

SLC: The FS SLC team already cover countywide, and via referrals, so additionality is ready for the additional children, with more capacity planned for within the recruitment plans for 2 x FS SLC staff and pathfinders funded staff. All the additional staff will be within the management structure of the FS SLC team, to allow for ease of further expansion from phase 2 onwards, and parity of processes and governance across the early years services within NPT and SBUHB footprint.

Early Years Educational Psychology: the Early years LA wide model will support all ALN children that need it via our newly developed pathway and existing Outreach referrals via

Midwifery: continuing to invest in this valuable support for young mum's, contributing to the regional plans for improved pathways for the most vulnerable.

Outreach: Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as "communities of interest", so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this.

2.3 Increasing Welsh Language Provision:

The Welsh Government's target is to see the number of people able to speak and enjoy using Welsh reach a million by 2050. Increasing Welsh language early years childcare provision has been set as an overarching aim of the expansion.

You will need to demonstrate how you plan to expand Welsh language early years childcare provision in Phase One.

Please provide details about how you intend to address the following priorities:

- **increasing the number of**
 - (i) **individual Welsh medium places and**

Gwaun Cae Gurwen will see up to an additional 16 Welsh language childcare spaces used by FS children in phase one from September.

- (ii) **the number of Welsh medium settings in the local authority area.**

Building on on-going works, in line with our WESP aims, at least 4 additional Welsh or bilingual settings are due to open near to, or in FS areas during 2022/23. These new settings will be used to offer and encourage Welsh language childcare to FS families.

While we are committed to the increase and development of Welsh language childcare provision, we also recognise that childcare providers are enthusiastic about offering more Welsh language opportunities in their setting. We have staff that are passionate about the Welsh Language, working with the English Medium settings to improve the Welsh they offer through and awards based Welsh Language quality assurance scheme which includes support, access to training and drop-in Welsh language acquisition sessions. The change in categories may mean over time a move from category 1 English language settings to category 2 English / Welsh language settings

Outreach focus

Additional care will be taken when placing outreach placements, with amendments to outreach policies to include ensuring Bilingual/Welsh childcare is offered, along with benefits of bilingualism messages.

Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as "communities of interest", so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

2.4 Promoting the benefits of multilingualism:

Please outline how your plans will promote the benefits of speaking more than one language from an early age¹:

Our commitment to promote the benefits of bilingualism and speaking Welsh, can be clearly seen in our WESP, where we aim to:

- Promote partnership work with Midwifery and Health Visitors to assist early messages about the Welsh Language and bilingualism, to be shared though the perinatal and postnatal period. Information booklets providing information on the benefits of bilingualism and addressing common fears will be created and used by the partners from initial perinatal communication with parents.
- Partnership work with Swansea University/ Academi Hywel Teifi will embed the promotion of bilingualism into the midwifery course currently running at the University.
- Revisit the training run by Cefin Campbell with all staff working within EY in NPT, LA and Health (including SALT), childcare sector etc. It is important to regain some of the momentum lost during COVID, revisiting some of the good work that had started to impact how our own team members and our partners used and promoted Welsh and Bilingualism.

Additional Welsh speaking staff are being recruited into the FS parenting team, and our Welsh Language Dev Officer has development a Welsh Award for Childcare settings to promote and improve the use of Welsh within settings.

2.5 Outreach:

You are expected to deliver 75% of your expansion via the geographical targeting methodology referenced above. As part of your plans for phase one up to 25% of your expansion can be achieved via Flying Start Outreach in order to give you the flexibility to reach families living outside of existing or new Flying Start areas and in order to reach disadvantaged families living in more rural areas.

Please provide details of the number of children you intend to bring into the Flying Start programme via Outreach?

32 additional children will be support via our outreach process.

Additional care will be taken when placing outreach placements, with amendments to outreach policies to include ensuring Bilingual/Welsh childcare is offered, along with benefits of bilingualism messages.

¹ Please be aware of the [Race Equality Action Plan for Wales – An Anti-Racist Wales](#)

Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as “communities of interest”, so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

2.6 Flying Start Services in Expansion Areas

In Phase One, all 4 elements of Flying Start are being expanded to new families and communities in Wales. Current programme guidance should be followed and the provision of services in your expansion areas should mirror the services being offered within more established Flying Start areas in your local authorities, as far as this is practicable.

If you feel it is not going to be possible to deliver the full Flying Start service in Phase One, please provide details of the service relaxations you propose to adopt (as described in the guidance) and the steps you intend to take to move from providing a transitional service to a full service:

- **Margam 1** – 12 additional places

Childcare will be supported within pram pushing distance wherever possible, however where this is not possible in the initial stages, whilst the child care develops and grows through recruitment and some capital works, families will be offered alternative appropriate an accessible childcare as close to their home as possible.

Health Visiting will be phased into new expansion areas as recruitment is complete for the additional areas.

During transition periods, it is proposed that:

- Caseloads in new areas will remain with generic HV caseloads.
- Generic HV will be supported with Flying Start information/guidance
- Generic HV will be supported with Flying Start monitoring requirements
- Additional Flying Start enhanced visits will be supported by Flying Start CNN's
- Close joint working between FS CNN's and generic HV will be vital

The recruitment needs identified for HV and CNN support in readiness for September phase 1 expansion are:

- Advertise for current wte FS HV vacancy
- Recruit 1 wte x FS HV for additional expansion area coverage
- Recruit 1 x CNN FS support

In all areas initially, to support transition into FS services and await recruitment of new staff; skill mix and exploiting the strong working partnership of FS health visitors, generic health visitors and FS community nursery nurses (CNN) will take place to plan a journey FS health visiting pathway that has the FS additional and enhanced support on top of Healthy Child Wales programme, in a way that is appropriate for the families involved. This may involve CNN's providing the FS additionality where possible, generic HV recording and monitoring with support of FS HV and CNNs or shared caseloads in the short term.

2.7 Other Considerations:

We appreciate that increasing childcare provision, enhanced health visiting, support with parenting and support for Speech, Language and Communication (SLC) during Phase One will require careful planning. To support your plans for expanding Flying Start it will help you to consider the following questions:

Childcare

Please make reference to your local authority's Childcare Sufficiency Assessment where appropriate.

Please tell us how many childcare places are required to ensure that all eligible 2-3 year olds (*identified as part of the Phase One expansion*) will receive their 2 ½ hours a day, 5 days a week, 39 weeks a year entitlement:

We still provide a 42 week a year provision here in NPT, and hope to retain this where possible, as per parental request.

- **Margam 1:** 12 additional places.

Our FS setting Tiddlywinks Taibach will be filled initially, as it is within pram-pushing distance of the LSOA catchment. If and when capacity is reached here, with no scope for increase, nearby settings will be used (3 childcare settings within pram-pushing distance), utilising further afield FS settings as a needed. There are some childminders that may engage in FS also.

Welsh Language provision will be available in our nearby Cylch Aberafan, and Cylch Tir Morfa which is next to the closest Welsh Medium Primary School.

Our FS setting Tiddlywinks has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality childcare.

Cylch Tir Morfa has a lot of experienced staff that have key skills and high quality training for working with children with ALN. Utilising this high quality setting will enable children with ALN to access high quality Welsh Medium childcare provision, close to their destination Welsh Medium Primary School.

- **Port Talbot 3** – 11 additional Places

Our FS setting Tiddlywinks Taibach will be filled initially, as it is almost within pram-pushing distance of the LSOA catchment. If and when capacity is reached

here, with no scope for increase, nearby settings will be used (3 childcare settings within pram-pushing distance), utilising further afield FS settings as a needed. There are some childminders that may engage in FS also. Welsh Language provision will be available in our nearby Cylch Aberafan, and Cylch Tir Morfa which is next to the closest Welsh Medium Primary School. Our FS setting Tiddlywinks has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality childcare. We have an experienced setting within this LSOA that has successfully placed outreach children and children with ALN that will be utilised during expansion.

- **Gwaun Cae Gurwen 2** – 16 additional places

We are fortunate to have 2 bilingual/Welsh childcare settings very close to the LSOA. Both FS settings have capacity, with one needing some capital adaptations to add an additional toilet to allow an increase in capacity. If and when capacity is reached here, with no scope for increase, nearby settings will be used. There are some childminders that may engage in FS also.

Our FS setting Canolfan Maerdy has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality, Welsh Medium childcare.

Outline the proportions of places in settings in terms of whether they will be Welsh Medium, English Medium, Local Authority, Voluntary, Private or Childminders:

| LSOA | Spaces | WM | EM | Vol | Private | CM |
|---------------|--------|----|----|-----|---------|----|
| Margam 1 | 12 | 2 | 10 | 2 | 9 | 1 |
| Port Talbot 3 | 11 | 4 | 7 | 0 | 11 | 0 |
| GCG 2 | 16 | 16 | 0 | 16 | 0 | 0 |

Health Visiting and Midwifery

Please set out your arrangements for working with your Local Health Board to deliver the Flying Start expansion in Phase One:

NPTCBC continue to have a very strong working relationship with SBUHB. The FS HV Lead and Deputy Lead dedicated to NPT LA area are pivotal to this ongoing strong working relationship, and the strength of the programme in NPT. Together, we are confident that we can grow the programme into phase one with ease, and be ready for phase two, with forward planning and collaboration. The close working relationship of the wider FS team is key to the programme's success, with FS and generic HV teams working seamlessly to address family's needs. We are passionate about partnership working, and this will see our joint working grow during expansion.

With an additional 127 added to our CAP, we will need additional HV staff to make sure caseloads keep within 110.

Recruit:

1 x WTE Flying Start Health Visitor (HV) for new area Port Talbot 3/Margam 1
1 x Community Nursery Nurse (CNN) to support transitional period within Gwaun
Cae Gurwen and wider Flying Start footprint as needed.
1 x band 6 midwife to back fill hours lost by a staff auctioning “retire and return”

In terms of Midwifery, we hope to continue to invest in this valuable support for young mum’s, contributing to the regional plans for improved pathways for the most vulnerable.

Which additional Health staff do you plan to recruit (please consider skill mix)? When? What additionality will they bring to the services for Flying Start families?

Health Visiting

1 x WTE Flying Start Health Visitor (HV) for new area Port Talbot 3/Margam 1
1 x Community Nursery Nurse (CNN) to support transitional period within Gwaun
Cae Gurwen and wider Flying Start footprint as needed.

Parenting

Please set out your plans for delivering the expanded Parenting entitlement using a co-located, dedicated parenting team:

Recruitment is underway for an additional 2 parenting workers, one of which is a Welsh language post to enable families to have access to our parenting programme in the medium of Welsh, access support and advice in Welsh if required, and the wider parenting team to be supported to increase their use of Welsh language within their own practice.

The team will continue to be flexible with their approach to access to parenting, taking on non-eligible families as much as they are able, and responding to outreach parenting requests, resulting in additional families being supported on caseloads also. Additional staff will be the wider geographical coverage of Flying Start possible, with opportunities also for further joint working with other parenting support service in readiness for phase 2 expansion.

SLC

Please liaise with your Flying Start Speech and Language Therapist Manager / Team before completing this section.

Set out your plans for delivering the expanded SLC entitlement:

2 x additional SLTA will be recruited into the FS SLC team to enable more SLC support within our current pathways in line with WG Talk to Me programme. This

will allow for expansion areas to be covered by the current team, and also free up some specialised SALT availability, to focus on specific therapy work with FS children.

Pathfinders/EYI funding has also be identified to support a further 2 x SLTA , who will also be recruited into the FS SLC team, but cover the wider NPT area, allowing for both an equitable service to non FS areas, and succession planning for expansion into the wider NPT footprint.

An increase in the number of Flying Start funded therapist hours will be looked at going forward, with an increase actioned for phase 2 if required.

How will you develop a targeted approach, based on assessment and referral to support children’s development where there is evidence of additional need?

Our current practice will continue. Universal messages are delivered via the Swansea Bay Speech and Language Therapy (SLT) Services Facebook page in the form of videos of activity suggestions and signposting to BBC’s Tiny Happy People. Parents access groups virtually or face to face where the Speech and Language Assistant Practitioner delivers the ‘Talk with me’ messages and tailored advice.

Universal Language screening will continue with the Health Visiting team completing the WellComm screen face to face. This generates requests for targeted support. Additional referrals are generated from the Healthy Child Wales contacts, the Child Care WellComm screening programme and parental referrals. The SLT team provide assessments via telehealth platforms as appropriate, or face to face assessment in a ‘clean space’ or family home. At a targeted level, children and their families can access Adult Child Interaction Therapy or the Hanen Programme ‘It Takes Two to Talk’ dependent on presentation. Many individual contacts are made to families, child care settings and nursery school in which targeted advice for each child needing it is provided.

SLT team take part in Flying Start multi-disciplinary team meetings with the Early Years Educational Psychology service, Child Care settings and Health Visitors to holistically support those children identified to be at high risk/vulnerable to developing persistent SLC difficulties or ALN. Children identified are then supported in the transition into a statemented provision within the Local Authority, or transition into the Core NHS service for continued supported. Children can be supported jointly with the Educational Psychologist. These children may then have bespoke transition meetings into their Local Authority Nursery placement.

Are there plans to, or do you already, recruit speech and language therapists? If so, please provide evidence of local need and impact on outcomes:

SLT already in place, as per Flying Start Plan

Section 3 – Authorisation

Lead Body: Neath Port Talbot CBC

Signature:

Name: Lisa Clement-Jones

**Position: Early Years and Flying Start
Manager**

Date:

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Mae'r dudalen hon yn fwriadol wag

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CABINET

28th July 2022

REPORT OF THE DIRECTOR OF EDUCATION, LEISURE AND LIFELONG LEARNING

MR A.THOMAS

Matter for Decision.

Wards Affected: All wards

INSOURCING OF LEISURE SERVICES

1. Purpose of Report.

1.1.1 To provide members with a detailed project plan for the transfer of Indoor Leisure Services into the Council.

2. Executive Summary.

2.1.1 The report outlines the work programme, and resources required, including timescales, to implement the decision to return Indoor Leisure Services back to the Council.

3. Background.

3.1.1 At the meeting of the Cabinet on the 1st February 2022, the Cabinet took the decision to return the provision of indoor leisure services back into the Council. This report sets out the approach to the delivery of the insourcing by the 1st April 2023. The aim is to deliver a successful transfer of the service to an in house operating model, which supports the Councils corporate plan, its vision, and strategic priorities, and the objectives the Council wishes to achieve.

3.1.2 The aim is to ensure the Centres are the local public health improvement solution. Investing in the facilities, and working alongside the Councils NERS and PASS Teams, will put the centres at the heart of the post Covid-19 recovery, and future community wellbeing planning, contributing towards 'a vibrant and healthy place to live, work and enjoy recreational time'.

3.1.3 The facilities to transfer are:-

- Aberavon Leisure and Fitness Centre (ALFC)
- Neath Sports Centre (NSC)
- Neath Leisure Centre (NLC) (along with the replacement Neath Leisure Centre opening in summer 2022)
- Pontardawe Swimming Pool (PSP) (along with the replacement swimming pool)
- Pontardawe Leisure Centre (PLC)
- Vale of Neath Leisure Centre (VNLC)
- Gwyn Hall (GH)
- Port Talbot Bowls Hall (PTB)
- Aquasplash Aberavon Beach (open Easter to September only) (AA)

4. Project plan:

4.1.1 A detailed project plan has been developed and is appended as **Appendix 1**, this will be reviewed and developed by the project team on a regular basis. The project plan sets out the approach to the delivery of the insourcing of the County's Indoor leisure services to be operated directly by the Council by the 1st April 2023.

4.1.2 The project objectives and desired outputs, are to deliver a successful transfer, which delivers:-

- Improved services to the customer through improved facilities and the quality of service.
- Capital investment in the facilities to deliver an improved revenue position for the Council.
- A smooth transfer of services and people to ensure a seamless transition for staff and customers.
- Development of a business case to identify the future financial cost to the Council for the in house operation.

5. Project Board:

5.1.1 The delivery of the transfer will require a project board, which includes the following key levels of expertise. It is important to emphasise that the board members are going to have to deal with a high volume of work and they must allocate time and resources for

this, even if it means reprioritising existing workload.

- **Leisure Service lead** will set out the structure and approach for the future delivery of the service, including investment and customer relationship management.
- **Financial lead** will identify the costs and overall approach to the future budget. This will include internal audit.
- **Legal lead** will undertake legal advice on the proposed transfer back along with undertaking detailed work on data protection/information governance and contractual arrangements.
- **Property & Assets will lead** future management of the property and equipment.
- **HR will lead** on staffing issues and TUPE transfer.
- **HSE Lead** will undertake a health and safety audit to ensure the systems are up to date such as risks assessments and operating procedures. Statutory inspection logs should be reviewed to ensure the annual inspections have taken place and that any required remedial works have been completed. HSE will also lead on occupational health.
- **Digital Services** will oversee the transition of the current Celtic Leisure digital services (including hardware and software (membership / booking), support the integration with the Council's systems such as finance and HR.
- **Communications lead** will manage the marketing and communications associated with the transfer and development of the marketing plan.

5.1.2 Other officers e.g. Payroll and trade unions will be involved as and when required at the appropriate time.

5.1.3 The project board will meet monthly to check on progress and problem solve.

5.1.4 Each of the work streams will have a separate project team and will develop their own project plan to deliver on the key outputs required for the delivery of the transfer, and will meet in accordance with their project plan. The individual project teams will report monthly to the project board. The work streams will include continued dialogue with Celtic Leisure.

6. Future Reports.

6.1.1 As the project develops, the following reports will be presented to the Education, Skills and Culture Cabinet Board.

- Update/ Progress reports.
- Indoor Leisure Strategy.
- Indoor Leisure Business Plan.
- Investment proposals.
- Communications Strategy

7. Financial Impact

7.1.1 The Cabinet report of 1st February 2022 detailed the fact that the estimated cost of returning leisure services back to the Council to operate would be c£3.9m per annum recurring.

7.1.2 The report also detailed the fact that the current base budget provision for leisure services is £1.5m giving a funding gap of £2.4m.

7.1.3 The February report also set out the following in terms of options for closing this funding gap:

- Identify permanent savings elsewhere in the Council's budget
- Generate additional income or reduced costs within the indoor leisure service itself; and/or
- Increase Council Tax (Cabinet are reminded that a 1% increase in Council Tax generates a net income of £600k)

7.1.4 Since the February report was prepared there has been a significant increase in the cost of energy. A recent survey carried out by the Local Government Association in England reported that energy bills had increased in the leisure sector by 113% compared to prior to the Covid Pandemic noting that some leisure centre providers are "teetering on the financial brink".

7.1.5 Since the February report was prepared there has also been an increase in the National Minimum Wage from £8.91 per hour to

£9.50 per hour and this is likely to increase again in 2023/24 to c£10.30.

- 7.1.6 The impact of the above is likely to increase the current operating cost by £700k meaning that the funding gap of £2.4m referred to above will be a minimum of £3.1m.

8. Integrated Impact Assessment

- 8.1.1 A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment has indicated that a more in-depth assessment is not required. Appended as **Appendix 2**.

9. Valleys Communities Impacts:

- 9.1.1 There is no direct overall impact on any valley community as a result of this proposal over and above any other potential impacts that might be impacted on, for the following reasons:
- a. There would be no reduction in the facilities currently available.
 - b. Rates of discount to concession users as currently offered will remain along with the Council's concessionary scheme for specific groups and individuals (Passport to Leisure Scheme).
 - c. The Facilities shall be accessible by the full community during opening hours set by the Council.
 - d. A wide-ranging and diverse programme of activities, targeted at encouraging greater levels of community participation across all relevant local social and cultural groups will continue.

10. Workforce Impact

- 10.1.1 At this stage there are no direct impacts on Council staff, but an early appointment of an additional officer to assist in the transfer will be required

However, there would clearly be workforce impacts on Celtic Leisure staff.

10.1.2 The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) will apply, under rules relating to Service Provision Changes. The Regulations set out who is entitled to transfer, what rights they transfer with them, and how the transfer should be managed. The key elements are:

- Identifying: determine which employees are affected.
- Information: in good time prior to the transfer, the outgoing employer informs and consults with all affected employees, communicating the fact that the transfer is happening and how they can object.
- Consultation with staff: the outgoing employer will consult with all affected employees well in advance of the transfer. This will involve recognised trade unions. The incoming employer must remember to inform existing employees as well.
- Employee liability (due diligence) information: at least 28 days before the transfer of contract, the outgoing employer must make the incoming employer aware of key employee or due diligence information.
- Measures: the incoming employer will inform and consult on any planned measures towards the employees after the transfer considering any implications of the employees' terms and conditions of employment, including pensions.

10.1.3 Liabilities that transfer from the outgoing employer to the new one include all statutory and contractual rights. So, if the old employer did something to trigger claims, liability will pass to the new employer, including claims of, for example, unfair dismissal and discrimination. Responsibilities that transfer include:

- Current terms and conditions of employment
- Continuity of service
- Redundancy payments, both statutory and contractual
- Arrears of pay, holiday pay and sick pay and any accrued holiday entitlement

- Liabilities accruing prior to the date of transfer under employment protection legislation, including liability for unfair dismissal and discrimination
 - The terms of any collective agreement incorporated into the employment contract
- 10.1.4 In addition there are specific arrangements in relation to pensions which will be facilitated to ensure no determinant to any financial position in respect of pension provision.
- 10.1.5 TUPE affords protection to transferring staff. Effectively, the new employer steps into the shoes of the old employer and it is as though the employee's contract of employment was always made with the new employer. In the event of any proposal that the Council wishes to make to any aspect of terms of conditions this will have to be subject to detailed consultation with staff and trade unions and discussion. A new employer can only make changes because of the transfer if either (1) they improve terms and conditions, for example or (2) there is an 'economic, technical or organisational' (ETO) reason involving a change in the workforce. ETO reasons include essential cost-saving requirements (economic reasons), using new processes or equipment (technical reasons), making changes to the structure of an organisation (organisational reasons)
- 10.1.6 In addition, it will be contractual requirements that the Council will ensure that when a transfer of staff takes place, any new joiners to the transferred (i.e. those transferred to Celtic Leisure in 2003) are offered terms and conditions which are, overall, no less favourable than those of the transferred staff. This 'no less favourable' formula does not apply to pensions, but under a code of practice, new joiners must also be offered a reasonable pension provision, which may be either membership of the public body's pension scheme (where available) or membership of a pension scheme which meets the auto-enrolment standards under the Pensions Act 2008. This would apply equally to any individuals who were not local authority employees at the time of the initial transfer in 2003 but have since started working with Celtic Leisure

and who may TUPE transfer, thereby allowing protection to current Celtic Leisure staff members.

- 10.1.7 The code of practice will ensure that the provision of quality services is not undermined by poor employment practices in respect to new joiners. It will prevent the damaging ‘two-tier’ situation where TUPE transferred staff on good conditions work beside other staff on much poorer terms and conditions.

11. Legal Impacts

- 11.1.1 At all stages of the transfer appropriate legal advice will be provided.

12 Risk Management

- 12.1.1 Failure to ensure the transfer will affect the provision of leisure services in the Neath Port Talbot locality.

13. Consultation

- 13.1.1 There is no requirement for external consultation on this report In respect of the provision of leisure services. TUPE Staff consultations will take place, the Council will work with Celtic Leisure to ensure that all staff members within Celtic Leisure are kept updated on arrangements and the Council has sought to liaise with Celtic Leisure at all times to address any particular concerns raised, though to date these has been limited, with timescale being a key focus.

14. Recommendations

- 14.1.1 It is recommended that having due regard to the Integrated Impact Screening Assessment:
- (a) Members note approach to the delivery of the insourcing by the 1st April 2023;
 - (b) Delegated authority be granted to the Director of Education, Leisure and Lifelong Learning to make any decision required to achieve the delivery of the insourcing of leisure services by the 1st April 2023 (providing that such delegation shall not be utilised where there is a proposed change in service delivery and or significant cost to service delivery);

- (c) Members note the future reports that will be brought before the Education, Skills and Culture Cabinet Board.

15. Reasons for Proposed Decision

- 15.1 To ensure suitable arrangements are in place for the transfer of indoor leisure services into Neath Port Talbot County Borough Council.

16. Implementation of Decision

- 16.1 The decision will be implemented after a 3 day call in period.

17. Appendices

Appendix 1 Project plan.

Appendix 2 Integrated Impact Assessment

18. List of Background Papers

None

19. Officer Contact

Andrew Thomas

Director of Education, Leisure, Life Long Learning

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The following table sets out the headline project plan for the key stages of the work, which is supported by a detailed operational project plan and delivery of the key workstreams. The Project Team meet at least monthly.

| Key Actions | Timetable |
|--|--|
| 1. Development of Business Case <ul style="list-style-type: none"> • Operational Approach – include staffing structure • Financial Plans • Investment Proposals | Jun – Aug 2022 |
| 2. Business Case Sign Off (Council) | Oct 2022 |
| 3. Financial <ul style="list-style-type: none"> • Financial Systems & Procedures • Finalise Budget | Sept – Dec 2022 February-March 2023 |
| 4. Legal <ul style="list-style-type: none"> • Review existing agreements & Novation | Sept – Dec 2022 |
| 5. HR <ul style="list-style-type: none"> • Agree TUPE list • Staff Consultation & Transfer | Sept – Dec 2022 |
| 6. ICT <ul style="list-style-type: none"> • Review of existing provision • Develop Plan of requirements & implementation | Sept – Dec 2022 |
| 7. Property & Assets <ul style="list-style-type: none"> • Review of buildings & contract novation • Inventory & Maintenance Plans | Sept – Dec 2022 |
| 8. Support Services <ul style="list-style-type: none"> • Preparation of service level agreements • Agree budgets for Support Services | Sept – Dec 2022 |
| 9. Communications <ul style="list-style-type: none"> • Communications Plan (staff/customers/other stakeholders) • Future Marketing Plan including Brand | Sept – Dec 2022 |
| 10. Health & Safety <ul style="list-style-type: none"> • Risk Assessment • Prepare policies & procedures • Occupational Health | Sept – Dec 2022 |
| 11. Finalise Transfer | Jan 2023 |
| 12. Mobilisation & Launch | Jan – Mar 2023 |
| 13. Insourcing Service goes live | 1 April 2023 |

Mae'r dudalen hon yn fwriadol wag

Appendix 2
Impact Assessment - First Stage

1. Details of the initiative

| |
|--|
| Initiative description and summary: IN SOURCING OF LEISURE SERVICES |
| Service Area: Support Services and Transformation. |
| Directorate: Education, Leisure and Lifelong Learning. |

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | ✓ | |
| Staff | ✓ | |
| Wider community | ✓ | |
| Internal administrative process only | | ✓ |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|------------|-----|----|---------------------|---------------|-----------------|---|
| Age | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Disability | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a |

| | | | | | | |
|----------------------------|--|---|--|--|--|---|
| | | | | | | requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity, including disabled people. |
| Gender Reassignment | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Marriage/Civil Partnership | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Pregnancy/Maternity | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Race | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Religion/Belief | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |

| | | | | | | |
|--------------------|--|---|--|--|--|---|
| Sex | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |
| Sexual orientation | | ✓ | | | | The protected characteristic will not be affected as the service specification will not change, there is a requirement in the service specification to deliver increases in activity levels from underrepresented/target groups identified as having no or low levels of physical activity. |

4. Does the initiative impact on:

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| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|---|
| People's opportunities to use the Welsh language | | ✓ | | | | The proposal has no impact on the ability to restrict people's opportunities to use the Welsh language as the service specification will not be changing. The design of all signs will take into account guidelines on bilingual design as issued by the Welsh Language Commissioner, and be equal in terms of format, size, quality, legibility and prominence |
| Treating the Welsh language no less favourably than English | | ✓ | | | | At no time will the Council be treating the Welsh language no less favourable than English as the service specification will not be changing. The specification requires a service of equal standing to Welsh and English speakers. All marketing literature will be fully bilingual. |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|---|
| To maintain and enhance biodiversity | | ✓ | | | | There will no impact on the ability to maintain and enhance biodiversity as the service specification will not be changing. |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | ✓ | | | | There will no impact on the ability to maintain and enhance biodiversity as the service specification will not be changing. |

6. Does the initiative embrace the sustainable development principle (5 ways of working):

| | Yes | No | Details |
|---|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | ✓ | | The new delivery model will ensure that residents of Neath Port Talbot continue to have the opportunity to participate in physical activity, and access to high quality leisure facilities. It will also ensure our local environment, heritage and culture can be enjoyed by future generations. |
| Integration - how the initiative impacts upon our wellbeing objectives | ✓ | | Well-being Objective 1 - To improve the well-being of children and young people - . "All of our children and young people have the best start in life, so they can be the best they can be" <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i> |

| | | |
|--|---|--|
| | | <ul style="list-style-type: none"> • Well-being Objective 2 - To improve the well-being of all adults who live in the county borough - “Everyone participates fully in community life – socially and economically” <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i> • Well-being Objective Aim 3 - To develop the local economy and environment so that the well-being of people can be improved, and all communities are thriving and sustainable. <i>This proposal will ensure local jobs, generating income for the local economy.</i> <p>“The whole of Neath Port Talbot county borough will be a vibrant and healthy place to live, work and enjoy recreational time” <i>This proposal will ensure residents of Neath Port Talbot continue to have the opportunity to participate in physical activity</i></p> |
| Involvement - how people have been involved in developing the initiative | ✓ | As this is a decision for Neath Port Talbot Council there is not a requirement for involvement of additional parties in this decision. |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | ✓ | As this is a decision for Neath Port Talbot Council there is not an opportunity for collaboration with any additional organisations. |
| Prevention - how the initiative will prevent problems occurring or getting worse | ✓ | Failure to ensure suitable arrangements are in place will affect the provision of leisure services in the Neath Port Talbot locality |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|--|---|
| A full impact assessment (second stage) is not required | ✓ |
| Reasons for this conclusion | |

The proposal is non-discriminatory as no protective characteristic will be adversely affected.
 The proposal has no impact on Welsh Language.
 The Proposal has no impact on biodiversity.
 The proposal is in line with the Council's obligations under the Wellbeing of Future Generations Act 2015

A full impact assessment (second stage) **is** required

Reasons for this conclusion

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| | Name | Position | Date |
|---------------|---------------|------------------------|-------------|
| Completed by | Paul Walker | Operations Coordinator | 27/6/22 |
| Signed off by | Andrew Thomas | Director | 27/6/22 |



Neath Port Talbot County Borough Council

Cabinet

28th July 2022

Report of the Chief Finance Officer – Huw Jones

Matter for Decision:

Additional Capital Programme Allocations

Wards Affected: All

Purpose of report

To agree the criteria for the allocation of additional capital funding received from the Welsh Government and to deal with the allocation of already approved budgets.

Background

The Welsh Government announced late in 2021/22 an additional allocation of capital funding of £3.5m which, due to the timing, was not fully considered as part of the capital programme setting process.

Of this £3.5m a total of £0.75m was committed to fund the Highways and Engineering Programme agreed by the previous Streetscene and Engineering Cabinet Board in March 2022; this leaves £2.75m to be allocated.

The approved capital programme also contains an allocation of £1.5m (£750k per annum for two years) to fund projects aimed at helping the Council 'Catch up, clean up and green up' after the Covid-19 pandemic.

Taken together these two sources of funding mean that there is £4.25m available to support new capital investment.

Proposal for use of funding

During the Covid pandemic the Council's workforce had to be re-purposed to ensure that essential services such as refuse and recycling collections were maintained. As a result the state of the public realm across the County Borough has understandably deteriorated.

In order to address this it is proposed that Cabinet consider a one off capital investment programme totalling £4.25m in a range of public realm improvements across the County Borough. The funding will need to be invested in the maintenance or creation of capital assets so cannot be spent on 'day to day' activities.

If Cabinet are minded to approve this proposal it is recommended that officers prepare a detailed schedule of investments which can then be considered by relevant Cabinet Boards as appropriate.

Financial Impact

All of the proposals contained within this report will be delivered from within existing resources.

Integrated Impact Assessment

This report does not require its own Integrated Impact Assessment (IIA). However, as individual projects are being developed, the requirement for individual IIA's will be considered and completed as necessary. The Council will ensure that all capital investment is in line with legislation and best practice and aim to improve sustainability on our infrastructure.

Valleys Community Impacts

Positive impact for all households within all communities.

Workforce impacts

The availability of the workforce will need to be considered when determining the timescales for project delivery.

Legal impact

No impact

Risk management

No impact.

Consultation

There is no requirement under the Constitution for external consultation on this item.

Recommendation

It is recommended that Cabinet:

- Earmark £4.25m of capital funding for public realm improvements across the County Borough;
- Request that officers prepare further details for consideration at Cabinet Board(s) as appropriate.

Reason for proposed decision

To deliver increased investment and improvements across the County Borough.

Implementation of decision

The decision is proposed for implementation after the three day call in period.

Appendices

Note

List of background papers

Capital programme working papers

Officer contact

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Mae'r dudalen hon yn fwriadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

28th July 2022

Report of the Head of Early Years, Inclusion & Partnerships – Hayley Lervy

Matter for Decision

Wards Affected:

All Wards

Childcare in Schools/Education Buildings: Temporary changes to current rent arrangements

Purpose of the Report:

Agreement is sought to pilot a change of the set rent charges for childcare within school and education buildings. Any new childcare agreements including leases and heads of terms will be set for a one year period only, while the pilot change is tested for viability and suitability. This will aim to make childcare space opportunities in schools and education buildings more accessible to new external private childcare providers.

All childcare providers will be expected to continue to cover any service charges as appropriate.

During the pilot, we wish to:

- Implement the pilot rent charge for any new after school club providers to reflect the school need, and shorter session time.

- Remove the requirement for rent from Welsh and Bilingual childcare providers to support our WESP, and attract these provisions to apply for Expression of Interests and Tenders to run within our schools/education buildings.

Our current process for non-Flying Start childcare provision, is suitable for larger full daycare childcare providers, where rent is affordable. Flying Start settings currently cover service charges only, as similarly, the providers within schools are providing a service much needed by NPTCBC to fulfil its obligations to Flying Start families. The suggested pilot rent payment structure will support the response to the need of both NPTCBC and the community, and support the sustainability of Welsh provision in line with our WESP and our Childcare Sufficiency Audit for after school club provision development.

The impact of the changes will:

- Make afterschool clubs more sustainable in schools, where schools are unable to provide the service themselves.
- Sustain Welsh language childcare provision within schools, increasing the amount of children transitioning into Welsh medium education.
- Attract more interest in running bilingual and Welsh provision within school and education buildings.

The below charging framework is proposed:

| Childcare Provision Type | Service Charges | Base Rent | Additional Rent | Agreement Term |
|---------------------------------|------------------------|------------------|------------------------|-----------------------|
| Flying Start | 100% | N/A | N/A | 5 years |
| Welsh/Bilingual | 100% | N/A | N/A | 1 years |
| Full Daycare | 100% | £25/wk | £1/reg child/wk | 5 years |
| Afterschool Club | 100% | £1/wk | £1/reg child/wk | 1 years |

Executive Summary:

Members are asked to approve a pilot of a new fair and clear rent charge framework for childcare in schools that supports the ongoing and continuing development of childcare facilities on school sites. Any new agreements will be for a one year period only, during the pilot phase.

Any update will be reported to Members on an annual basis.

Background:

Delegated powers around childcare in schools falls under the responsibility of Head of Early Years, Inclusion and Partnership Hayley Lervy.

The Local Authority has a statutory duty to provide sufficient childcare places for parents and carers that need it. This duty came into effect in April 2008 and forms part of the statutory duties imposed on all local authorities set out by the Childcare Act 2006.

In line with the duty, the Flying Start, Early Years and Childcare Team have updated their Childcare Sufficiency Assessment which is due for public consultation from July 1st 2022, last published in March 2017.

The assessment aims to identify areas of unmet demand for childcare and also will allow for the planning and preparation in line with WG Childcare is an integral part of our community within Neath Port Talbot, enabling children to thrive and develop to their full potential, supporting readiness for school, and enabling parents to access work, education and training.

Through funded programmes, such as Flying Start, Childcare Offer for Wales, and Childcare and Play funding from the Welsh Government, The Flying Start, Early Years and Childcare Team endeavour to continue to draw down much needed capital and revenue funding from Welsh Government, and create sustainable learning communities for children right from the start, by providing as much childcare on school sites as possible. This not only enables a smooth transition for children into education from pre-school, but

builds on the trusted school reputation with parents, develops early connections and partnerships between schools and families, and brings capital investment to our education estate. Working in tandem with our WESP targets, we strive to increase the number of children accessing Welsh education by placing much needed pre-school childcare within our Welsh schools as possible.

Continuity of Service

In order to ensure continuity of the development of childcare within Neath Port Talbot, it is recommended that Members approve the above suggested pilot framework of cost charged to any new childcare providers developed within schools, to make it appealing for childcare to be school-based.

Members will be kept up to date within current scheduled reporting.

Financial Impacts:

It is proposed that the charges for existing leases will remain the same until such time that they are renewed due to a new provider. At this time, the new charging framework will come into place. As new provisions open the proposed charging framework will be implemented which will generate minimum rental income (Approx £1,000 base rent per annum for full day care and £39 per year for afterschool clubs).

As any new provisions are not yet confirmed, a financial figure cannot be estimated at this time, but this income will be **additional** to existing income budgets.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016).

The first stage assessment has indicated that a more in-depth assessment is not required. A summary is included below:

Any new childcare services within school and education buildings are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability.

Positive impacts are also anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available.

Valleys Communities Impacts:

This pilot may include childcare opportunities in the valleys communities.

Workforce Impacts:

There are no workforce impacts or implications for the Council in relation to this report.

Legal Impacts:

There are no legal impacts or implications for the Council in relation to this report

Risk Management Impacts:

The proposed is a pilot, so risk is minimal.

This Report seeks to minimise the risk to the Council by continuing to support Governing Bodies of Schools and also supporting the Local Authority in meeting the statutory duties placed on it in the Childcare Act 2006. The reduction of rent proposals support the sustainability of childcare within school and education buildings, and will reduce the need for such childcare to seek grant funding support from Early Years Sustainability pots to support rent payments. Making opportunities for childcare within schools and education buildings more financially accessible to the childcare sector, supports our vision of strong transition processes for children from pre-school childcare into foundation learning. Furthermore, the co-location of

services for children and young people supports ease of access to services for families.

Crime and Disorder Impacts:

No impact

Counter Terrorism Impacts:

No impact

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

No Impact

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

It is recommended that Members agree in principle to the pilot changes to charges for childcare providers in schools, as set out in detail above.

A report on childcare developments on school sites will continue to be reported to Members on an annual basis.

Reasons for Proposed Decision:

To ensure that continuity of the development of childcare in Neath Port Talbot, in line with WG policies and plans.

Allowing officers to strive to close the childcare sufficiency gaps identified by our Childcare Sufficiency Audit.

To support the Governing Bodies of schools in supporting the request for childcare facilities to be developed on school sites. Thus also supporting the Local Authority in meeting the statutory duties placed on it in the Childcare Act 2006. This will in turn support the Child Poverty agenda in enabling parents the time to enter training or

employment opportunities, or to access employment or training within the childcare sector.

The impact of the pilot changes will:

- Make afterschool clubs more sustainable in schools, where schools are unable to provide the service themselves.
- Sustain Welsh language childcare provision within schools, increasing the amount of children transitioning into Welsh medium education.
- Attract more interest in running bilingual and Welsh provision within school and education buildings.

Implementation of Decision:

The decision will be implemented after the 3 day call in period.

List of Background Papers:

- Education, Skills & Culture Cabinet Report, 18th Feb, 2022?
- First Stage Screening IIA – Changes to Rent for Childcare in Schools

Officer Contact:

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Lisa Clement-Jones, Early Years and Flying Start Manager

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Mae'r dudalen hon yn fwriadol wag

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary:

Childcare in Schools/Education Buildings: Temporary changes to current rent arrangements
 Members' approval is sought to pilot a new set of rent charges for any newly developed childcare within school and education buildings. Childcare agreements including leases and heads of terms will be set for a one year period only, while the pilot change is tested for viability and suitability. This will aim to make childcare space opportunities in schools and education buildings more accessible to external private childcare providers.
 All childcare providers will continue to cover any service charges as appropriate.

Service Area: Early Years and Flying Start, Think Family Partnership

Directorate: ELLL

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | | X |
| Staff | | X |
| Wider community | | X |
| Internal administrative process only | X | |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|------------|-----|----|---------------------|---------------|-----------------|--|
| Age | | X | | | L | |
| Disability | | X | | | L | Any new childcare services within school and education buildings are anticipated to have a positive impact for |

| | | | | | | |
|----------------------------|--|---|--|--|---|--|
| | | | | | | children with additional learning needs (ALN) and/or a disability. |
| Gender Reassignment | | X | | | L | |
| Marriage/Civil Partnership | | X | | | L | |
| Pregnancy/Maternity | | X | | | L | |
| Race | | X | | | L | |
| Religion/Belief | | X | | | L | |
| Sex | | X | | | L | |
| Sexual orientation | | X | | | L | |

4. Does the initiative impact on:

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| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|--|
| People's opportunities to use the Welsh language | X | | | | L | Due to the Wales wide, and childcare sector wider issues in recruiting Welsh speaking or Welsh learner childcare staff, and difficulties setting up this type of childcare, efforts are being made to attract external providers to use education and school venues to provide childcare, where the need has been identified. This lower cost option helps NPT to support our WESP aims and objectives. Positive impacts are anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available. |
| Treating the Welsh language no less favourably than English | | X | | | L | |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|--|
| To maintain and enhance biodiversity | | X | | | L | |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | X | | | L | |

6. Does the initiative embrace the sustainable development principle (5 ways of working):


| | Yes | No | Details |
|---|-----|----|--|
| Long term - how the initiative supports the long term well-being of people | X | | The development of sustainable childcare in schools and education spaces supports the long term well-being of children, young people and families through providing a childcare as a support service that addresses issues that may otherwise negatively impact on their well-being. |
| Integration - how the initiative impacts upon our wellbeing objectives | X | | Childcare services contribute to wellbeing objective 1 – Best Start in Life. |
| Involvement - how people have been involved in developing the initiative | X | | Stakeholders, children, young people and parents are consulted regarding childcare via our Childcare Sufficiency Assessment (CSA), that identified some gaps in Welsh and afterschool provision. |

| | | | |
|--|---|--|---|
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | X | | Childcare services in schools and education spaces will continue to be commissioned through an open tender process or expression of interest processes where there is no contract value, to ensure that the most appropriate childcare provider can be selected. |
| Prevention - how the initiative will prevent problems occurring or getting worse | X | | Childcare forms part of a wider early intervention and prevention approach for young children, using child development knowledge to support address or identifying emerging or early support needs at the earliest opportunity to allow for appropriate intervention or additional support. |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|---|---|
| A full impact assessment (second stage) is not required | X |
| Reasons for this conclusion | |
| <p>Based on the above assessment, a full impact assessment is not required as the pilot changes have low or no impact on most factors. In the few cases where impact has been identified this is positive.</p> <p>Any new childcare services within school and education buildings are anticipated to have a positive impact for children with additional learning needs (ALN) and/or a disability.</p> <p>Positive impacts are also anticipated with opportunities to use and promote the Welsh language with additional Welsh language or bilingual childcare being made available.</p> | |

| | |
|--|--|
| A full impact assessment (second stage) is required | |
| Reasons for this conclusion | |
| | |

| | Name | Position | Signature | Date |
|---------------|--------------------|--------------------------------------|---|------------|
| Completed by | Lisa Clement-Jones | Early Years and Flying Start Manager | | 05.07.2022 |
| Signed off by | Andrew Thomas | Director |  | 11.7.22 |

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

28th July 2022

Report of the Head of Early Years, Inclusion & Partnerships – Hayley Lervy

Matter for Decision

Wards Affected:

All Wards

Commissioning of Families First Funded Services

Purpose of the Report:

To seek Member approval for the Director of Education, Leisure and Lifelong Learning, (or his nominated representative) to embark on a tender process in order to secure new Families First funded services from 1st April 2023 onwards. Also, for delegated authority to be granted to the Director of Education, Leisure and Lifelong Learning (or his nominated representative) to accept the most advantageous tenders and to award a contract to providers for the provision of such Families First funded services.

Executive Summary:

In 2017, a range of services were established through commissioning and partnership agreements to deliver support services for children and families as part of the Families First programme. Those agreements are now due to come to an end and cannot be further

extended. The report sets out the need for the Council to embark on a tender process for the appointment of providers of these services.

Background:

Families First is a Welsh Government early intervention and prevention programme aimed at improving outcomes for children, young people (0-25 years) and families.

The Council receives an annual grant from the Welsh Government in respect of this programme, which has a number of key elements:

- a. Team Around the Family
- b. Joint Assessment Family Framework (TAF Assessment)
- c. Strategic Commissioning
- d. Disability Focus

In 2017, a range of services were established to deliver support services for children, young people and families. Contracts were initially issued for two years, from April 2018 – March 2020 and have subsequently been extended to 31st March 2023.

Services are delivered through both internal and external providers, with external providers being identified through a procurement exercise in 2017/18. These are shown below (contract values 2022/23):

| | | |
|---------------------------|------------------------|----------|
| Team Around the Family | NPTC – Social Services | £622,588 |
| Parenting | NPTC – Think Family | £330,000 |
| | Partnership | |
| Youth Services | NPTC – Youth Service | £354,240 |
| Children's Community | NPTC – Think Family | £37,000 |
| | Partnership | |
| Coping with Loss | Barnardos | £58,920 |
| Emotional & Mental Health | Barnardos | £192,660 |
| Domestic Abuse | Thrive Women's Aid | £98,200 |

| | | |
|--|------------------------------------|---------|
| Children with Disabilities - Support for Parents & Families Affected by Disability | Resolven Building Blocks | £83,470 |
| Children with Disabilities – Support for Children & Young People | Interplay/Resolven Building Blocks | £79,830 |
| Disability Co-ordinator | NPTC – Inclusion Service | £32,750 |
| Home Support | Hafan Cymru | £39,820 |

In order to ensure continuity of early intervention services it is necessary for a recommissioning exercise to be undertaken to secure contractors for externally delivered services, to commence service delivery in April 2023.

User figures from 2018-2022 demonstrate the high demand for the services and evidence the need from children and families. Changing the type of service available may create a gap in provision that the programme is currently filling. Therefore, it is proposed that the services to be commissioned retain the same focus of work as the current programme.

| Service | 18/19 | 19/20 | 20/21 | 21/22 |
|--|--------------|--------------|--------------|--------------|
| Coping with Loss | 65 | 28 | 56 | 50 |
| Disability – Support for Children & Young People | 124 | 64 | 25 | 56 |
| Disability – Support for Families | 102 | 111 | 71 | 140 |
| Domestic Abuse | 186 | 160 | 69 | 63 |
| Emotional and Mental Wellbeing | 143 | 216 | 180 | 184 |
| Home Support | 38 | 39 | 26 | 48 |

The existing Families First funded services are delivered by both internal and external providers, including public, private and third sectors. It is anticipated that a similar mix of submissions will be received for those services put out for competitive tender.

Service specifications are being reviewed to ensure that these remain fit for purpose and that they align with other services and support provided by the Council.

It is proposed that services currently delivered internally remain as such and a separate report will be presented to Members to confirm the outcome of the commissioning exercise and to provide details of the internal services following a review of the service specifications.

Proposals

It is proposed that seven Lots be commissioned reflecting the themes and contract value of the current programme, and that contracts are awarded for a two year period with the option to extend for a further two years, on an annual basis.

| | |
|--|----------|
| Coping with Loss | £58,920 |
| Domestic Abuse | £98,200 |
| Emotional Health & Wellbeing | £127,660 |
| Home Support | £39,820 |
| Maintaining Healthy Relationships* | £65,000 |
| Support for Children & Young People with a Disability/Additional Learning Need | £79,830 |
| Support for Families Affected by Disability | £83,470 |

*the service was incorporated into the contract for the Emotional & Mental Wellbeing contract for 2022-23, however, it is recommended that this is commissioned as a separate service going forward.

It is proposed that the commissioning exercise begin in early August 2022 for evaluations of submissions to take place in the Autumn.

Financial Impacts:

Families First is one of seven grants included in Welsh Government's Children & Communities Grant (CCG) and indicative CCG allocations have been given by WG to 2024-25. The Council has flexibility on

how the grant is distributed across the seven programmes, however, the proposals outlined in the report are based on the Families First allocations being of a similar level to 2022-23. Clauses however will be incorporated into the tender documents and any contractors or service levels agreements to ensure that where funding levels are decreased by the Welsh Government, the contract value can be reduced if deemed necessary.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.

The first stage assessment has indicated that a more in-depth assessment is not required. A summary is included below.

The programme is available across Neath Port Talbot and aims to be inclusive to all children and young people who require the support of the services available.

Based on the above assessment, a full impact assessment is not required as the programme has low or no impact on most factors. In the few cases where impact has been identified this is positive, providing access to early intervention services for children and families, and supporting their wellbeing.

Consultation and engagement with children, young people, parents, and stakeholders will be undertaken around the services and criteria proposed. These are in line with the current programme delivery and monitoring information demonstrates that services meet the needs of local families with high participation numbers across the programme.

Valleys Communities Impacts:

The Families First programme is delivered across Neath Port Talbot, supporting families from all Wards. Service specifications require

services to be made available to users at a location that is accessible, appropriate and suitable for the intended purpose, and community venues local to service users should be used to ensure that transport is not a barrier to engagement.

Workforce Impacts:

No implications

Legal Impacts:

The Council is a contracting authority for the purposes of the Public Contract Regulations 2015 (the “Regulations”) which govern the procurement of services. Based on the value of the contract set out above, the contract is likely to exceed the threshold level for Service contracts under the Regulations which is £213,477 (inclusive of VAT). Therefore the Council will at all times have to comply with the Regulations and will additionally have to comply with its own Contract Procedure Rules when procuring the service.

The relationship between the Council and the successful tenderer will be governed by a contract which will set out the terms and conditions applicable to the delivery of the service.

In addition, the Council has entered into a grant agreement with the Welsh Government which requires the Council to achieve best value for any expenditure that it incurs in fulfilling the requirements of the Welsh Government Families First Programme. Embarking on a competitive tender exercise will ensure that the Council meets these requirements.

Risk Management Impacts:

In the event that the Council did not embark on a commissioning activity for the Families First programme for some services, the Council could be found to be in breach of the Welsh Government grant agreement exposing the Council to claw back of such funding. The Council therefore must embark on a tender exercise to meet compliance with the requirements of the grant funding.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

The Families First programme includes a domestic abuse service, providing support to children and parents who have experienced domestic abuse. Through continuing to include a domestic abuse service within the programme the Council will ensure continuity of support, helping to mitigate the effects of violence and abuse on those affected.

Consultation:

There is no requirement for external consultation on this item

Recommendations:

It is recommended that Members give approval to:

1. Embark on a commissioning exercise for the appointment of providers for the following services and values:
 - Coping with Loss
 - Domestic Abuse
 - Emotional Health & Wellbeing
 - Home Support
 - Maintaining Healthy Relationships
 - Support for Children & Young People with a Disability/Additional Learning Need
 - Support for Families Affected by Disability
2. The Director of Education, Leisure and Lifelong Learning (or his nominated representative) be granted delegated authority to agree the final specifications for services that are required to meet the requirements of the Welsh Government Families First Programme Guidance;
3. The Director of Education, Leisure and Lifelong Learning (or his nominated representative) be granted delegated authority to accept the most advantageous tenders identified as part of the

tendering programme identified in Recommendation 1, following a quality/cost evaluation of all tenders.

4. The Director of Education, Leisure and Lifelong Learning (or his nominated representative be granted delegated authority to enter into a contract and any other associated documentation with providers to fulfil the requirements of the Welsh Government Families First Programme Guidance; and
5. The Director of Education, Leisure and Lifelong Learning (or his nominated representative) be designated to be the Representative of this Council for the purposes of the proposed Contract and to carry out on behalf of the Council all the delegated powers of such a Representative.

Reasons for Proposed Decision:

To ensure that commissioning activities can be undertaken to secure appropriate support services are in place for children, young people and families in the Neath Port Talbot area.

Implementation of Decision:

The decision is proposed for implementation after the three day call in period

List of Background Papers:

First Stage Impact Assessment

Welsh Government Families First Programme Guidance, April 2017

Officer Contact:

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Tudalen81

Mae'r dudalen hon yn fwiadol wag

NEATH PORT TALBOT COUNCIL

CABINET

28TH JULY 2022

**REPORT OF THE HEAD OF
ADULT SERVICES – A. THOMAS**

SECTION A – FOR DECISION

Matter for Decision

WARD(S) AFFECTED: All

**HOUSING RENEWAL & ADAPTATION SERVICE (HRAS) -
PRIVATE SECTOR HOUSING RENEWAL POLICY**

PURPOSE OF REPORT

To seek authority to implement the new policy tools for the Housing Renewal and Adaptation Service, which includes the newly created discretionary Disabled facility Grant (DFG) for small and minor works with no means test requirement following a Welsh Governments request.

EXECUTIVE SUMMARY

A report went to cabinet on 20th January 2022 outlining the details from Welsh Government on the request for all local authorities to remove the means test for small and medium sized DFG grants and to create a discretionary grant for this. The cabinet decision was made to accept this change and for the HRAS to proceed with updating and re-writing the policy tools to suit.

BACKGROUND

On 10th March 2021 Welsh Government made the following announcement:

We know that reducing barriers so disabled people can maintain their independence, safety and good health allows them to continue to live at home with dignity, and it also reduces pressures on our health and social care services.

From April 2021 it will be simpler for disabled people to get help with small and medium sized adaptations to their homes as we take measures to remove the means test from small and medium Disabled Facilities Grants (DFG).

To enable the authority to offer this a new discretionary disabled facility grant needed to be created and the policy tools amended to suit.

The existing policy document is out of date and includes grants and assistance that are no longer available due to funding cuts and changes, these include:

- Council property Adaptations
- Minor repair assistance
- Minor adaptation assistance
- Emergency repairs
- Priority landlords assistance

The new attached policy has been updated and re written and includes the following assistance and loans

- Mandatory DFG
- Discretionary DFG
- Discretionary Rapid Adaptation Grant
- Relocation Loan assistance
- Welsh Government Landlord Loans
- Welsh Government Owner Occupier loan
- Welsh Government Owner occupier Financial Assistance.

It is proposed to implement the new policy tools from 1st August 2022 and to start accepting discretionary DFG applications from that point on.

Applications that are currently in the system for a DFG will continue to follow the existing process that is in place, only applications received after 1st August will follow new process. Large works such as extensions will continue to follow the current means tested route.

The other grants and loans will continue as normal.

FINANCIAL IMPACT

The new discretionary grant will increase demand on the service and existing budget, resulting in the budget being exhausted earlier in the financial year with a likelihood of the waiting list increasing year on year unless the budget is increased.

INTEGRATED IMPACT ASSESSMENT

There is no equality impacts associated with this report

WORKFORCE IMPACTS

There are no workforce impacts associated with this report

LEGAL IMPACTS

This policy sets out how the council will fulfil its legal obligations in respect of mandatory and discretionary grants under the Housing Grants, Construction and Regeneration Act 1996, and in respect of discretionary grants and loans utilising funding provided by the Welsh Government through the Landlord, Homeowner and Homeowner Financial Assistance Loan Schemes.'

RISK MANAGEMENT

As stated above the introduction of the new discretionary grant is very likely to increase demand and based on current budget levels will result in increased waiting times for all

DFG applications due to budget being exhausted earlier in the financial years.

CONSULTATION

There is no requirement under the Constitution for external consultation on this item.

RECOMMENDATION

It is recommended that the policy tool is approved and adopted to be implemented from the 1st August 2022 and reviewed in 2025

REASONS FOR PROPOSED DECISION

To adopt new policy tools and to start the new discretionary Disabled Facility Grant.

IMPLEMENTATION OF DECISION

The decision is proposed for implementation after the three day call in period.

APPENDICES

App 1 - Private Sector Housing Renewal Policy – Policy tools 2022 -2025

LIST OF BACKGROUND PAPERS

Social Care Health & Well-being Scrutiny board paper – 20th January 2022, Disabled Facility Grants – Removal of means test for small and medium grants.

OFFICER CONTACT

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PRIVATE SECTOR HOUSING RENEWAL POLICY

POLICY TOOLS

2022 – 2025

August 2022

Tudalen87

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APPENDICES

APPENDIX A - DISABLED FACILITIES ASSISTANCE

- Mandatory Disabled Facilities Grant (DFG)
- Discretionary Disabled Facilities Grant (DFG)
- Discretionary Rapid Adaptations Grant (RAG)
- Relocation Loan Assistance (via DFG)

APPENDIX B - DISCRETIONARY LOANS

- Welsh Government Landlord Loans (empty property loans)
- Welsh Government Owner Occupier Loan (Home Improvement Loans)
- Welsh Government Owner Occupier Financial Assistance

APPENDIX C - GRANTS/LOANS CONDITIONS

APPENDIX D - GRANTS/LOANS ELIGIBLE WORKS

APPENDIX E - FEES & CHARGES

APPENDIX F - LEGISLATIVE BACKGROUND

1. INTRODUCTION

- 1.1 This policy is to identify priorities for capital investment in private sector housing stock, and to demonstrate how this investment will assist in contributing to the strategic objectives of Neath Port Talbot County Borough Council (the Council) and the Welsh Government.
- 1.2 This Policy provides information to the residents of Neath Port Talbot on the types of financial assistance and / or advice that may be available from the Council to ensure their home is safe to live in, energy efficient and helps to maintain their health and wellbeing.
- 1.3 The Council aims to improve the quality of private sector residential housing stock, in particular to make or keep homes warm, safe, secure and more energy efficient.
- 1.4 The assistance and services set out in this Policy are available to private sector homeowners, tenants, landlords and third sector organisations (subject to meeting individual assistance criteria) throughout the county borough. This Policy describes in detail:
 - The full range of assistance that may be made available
 - Who is eligible for this assistance
 - The level of assistance being offered
 - Legal conditions attached to the assistance
 - How to make an application for assistance
- 1.5 Assistance will be targeted at those households who by virtue of their age, disability or financial disadvantage are considered to be most in need
- 1.6 The availability of mandatory and discretionary assistance via grants and loans from the local authority including the eligibility criteria, terms and conditions is detailed in Appendices A and B.
- 1.7 The Council will ensure that assistance is delivered in a reasonable and fair manner, in accordance with best practice and relevant policy, legislation and to the Council's service standards.

2. POLICY OBJECTIVES

- 2.1 The Council recognises that good quality, affordable, and sustainable housing has the potential to make a positive and lasting impact on the health, economic vibrancy and community sustainability of Neath Port Talbot.
- 2.2 The aims and objectives of this policy are as follows:

- To improve the quality of all housing stock, in particular to make or keep homes warm, safe, secure and more energy efficient
- To have county-wide services and housing stock that enables people to maintain their independence
- To reduce the number of empty properties within the County, working with owners, landlords and developers to bring properties back into residential use

2.3 Through the aims and objectives set out in 2.2, the Council's intentions are to achieve the following:

- To improve the condition and safety of private sector housing in the County with the primary aim of improving the health and wellbeing of residents
- To promote independent living through the adaptation of properties within the County, enabling people with disabilities to remain in their own homes
- To enable warmer and safer homes in which a greater number of elderly and vulnerable residents of the County are able to remain
- To assist in reducing the number of households in fuel poverty by improving energy efficiency of homes, whilst working on behalf of residents to attract external funding from a variety of sources (Welsh Government, Energy Suppliers etc.) to minimise the cost of energy efficiency measures for homeowners
- To make the best use of resources available to deliver housing improvements to those in most need
- To bring empty properties back into residential use.

3. TYPES OF ASSISTANCE

3.1 As a result of diminishing capital funding available from Welsh Government in recent years, the availability of grant assistance has significantly reduced. Grant assistance in Private Sector Housing is only available for those who qualify for disabled facilities assistance, or small scale rapid adaptation assistance.

3.2 The Council has a statutory duty to provide mandatory assistance to qualifying disabled applicants via a Disabled Facilities Grant. These grants are subject to means testing to establish if the applicant is required to make a financial contribution towards the cost of the adaptation works.

3.3 The Council also offers a discretionary Disabled Facilities Grant for small and medium-only sized works, for which a means test is not required.

3.4 Details of both mandatory and discretionary disabled facilities assistance are set out in Appendix A.

- 3.5 Home improvement assistance offered by the Council in the form of loan products is set out in Appendix B.
- 3.6 The provision of home improvement loans will provide valuable fresh capital investment, which can be reused by the Authority on repayment of the loan. These Schemes are a way of providing additional finance to individuals and businesses for home improvements, which will contribute to the overall programme of improving the quality of homes and increasing housing supply.

- 3.7 Financial assistance available:

Mandatory Grants

- Disabled Facilities Grant

Discretionary Grants

- Disabled Facilities Grant (Small and Medium works only)
- Rapid Adaptation Grant (RAG)
- Relocation Assistance (via DFG - exceptional circumstances only)

Discretionary Loans

- Welsh Government Landlord Loans (empty property loans)
- Welsh Government Owner Occupier Loan (Home Improvement Loans – To make properties warm, safe or secure)
- Welsh Government Owner Occupier Financial Assistance (To remove hazards and make properties warm, safe or secure)

- 3.8 Both grants and loans will be subject to conditions, including repayment conditions. These are detailed in Appendices A and B.
- 3.9 The availability of discretionary grant or loan assistance will be subject to the Council's annual budget setting procedure, and are offered at the Council's discretion.

4. COMPLAINTS

- 4.1 The Council aims to meet the needs of all its customers. However, there may be times when a person may feel dissatisfied with the service he or she has received or the manner or decision taken with regard to their application. In such circumstances, complaints may be made through a formal complaints procedure as set out in the Council's Corporate Complaints Policy for further investigation and response.

- 4.2 The intention is to proactively deal with complaints and seek early resolution where service users are dissatisfied with the outcome of the Council's decision/action. As such, all complaints will receive a formal reply, in writing.

5. TRANSITIONAL ARRANGEMENTS & PREVIOUS POLICY

- 5.1 This document replaces the previous policy regarding grants and loans offered by the Council and it becomes operational from 1st of August 2022.
- 5.2 Full applications received prior to 1st August 2022 will continue to be dealt with in accordance with the policy in operation at the date of receipt.

6. POLICY REVIEW

- 6.1 It is the intention of the Council to regularly review this policy to ensure maximum benefits are delivered from financial assistance made available via housing capital programmes and loan funds made available by Welsh Government. This includes seeking all external investment opportunities, working with partners and providing financial assistance that achieves maximum outcomes in the most cost effective manner.

- 6.2 This Policy will be reviewed :

- Every three years
- Within three months of the coming into force of legislation or regulation which has an impact upon the policy

- 6.3 Reviews may also be undertaken to take account of any changes in local strategic housing priorities, uptake of financial assistance and budgetary constraints.

APPENDIX A - DISABLED FACILITIES ASSISTANCE

The Council has a duty to consider all applications for Mandatory Disabled Facilities Grants (DFG) which are administered under the Housing Grants, Construction and Regeneration Act 1996 (HGC&RA) (as amended). The Council also provides discretionary Disabled Facilities Grants for small and minor works which are administered under the Regulatory Reform Order (2002) and assistance in the form of a fast-track grant for smaller adaptations. Loan products for disabled facilities assistance are also provided on a discretionary basis. All applications for assistance will be subject to an assessment of need by the Occupational Therapy Team. This policy provides criteria to ensure grants are awarded fairly and consistently.

| MANDATORY DISABLED FACILITIES GRANT (Mandatory DFG) | |
|--|--|
| Purpose/key outcomes | <p>Mandatory DFGs are available to adapt a property to suit the particular needs of a disabled person who resides at the property. The purposes for which mandatory disabled facilities grants may be given fall into a number of categories and are set out in section 23(1) (HGC&RA), as below:</p> <ul style="list-style-type: none"> • Facilitating access by the disabled occupant to and from the dwelling, qualifying houseboat, or qualifying park home, or the building in which the dwelling/flat is situated • Making the dwelling, qualifying houseboat, or qualifying park home, or the building safe for the disabled occupant and other persons residing with him/her • Facilitating access by the disabled occupant to a room used or usable as the principal family room • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room used or usable for sleeping • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a lavatory, or facilitating the use by the disabled occupant of such a facility • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a bath or shower (or both), or facilitating the use by the disabled occupant of such a facility • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a wash hand basin, or facilitating the use by the disabled occupant of such a facility • Facilitating the preparation and cooking of food by the disabled occupant |

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| | <ul style="list-style-type: none"> • Improving any heating system in the dwelling, qualifying houseboat or qualifying park home to meet the needs of the disabled occupant or, if there is no existing heating system there or any such system is unsuitable for use by the disabled occupant, providing a heating system suitable to meet his/her needs. • Facilitating the use by the disabled occupant of a source of power, light or heat by altering the position of one or more means of access to or control of that source or by providing additional means of control • Facilitating access and movement by the disabled occupant around the dwelling qualifying houseboat or qualifying park home in order to enable him/her to care for a person who is normally resident and in need of care. • Facilitating access to and from a garden by a disabled occupant • Making a garden safe for a disabled occupant • Such other purposes as may be specified by order of the Secretary of State. |
| <p>Eligibility criteria (applicant)</p> <p>To be offered grant aid:</p> | <p>Owner Occupiers: must be a freeholder, or leaseholder with at least 10 years of the lease remaining, and the dwelling must be their only or main residence.</p> <p>Tenants: the applicant must intend that they or the disabled occupant will live in the dwelling as their only or main residence throughout the grant condition period or for such shorter period as their health and other relevant circumstances permit.</p> <p>Landlords: where a tenant makes an application for a Mandatory DFG, the landlord must be, or intends to be, a freeholder or leaseholder with at least 10 years of the lease remaining and the dwelling(s) is/are to be let on a permanent residential basis and not as a holiday home.</p> <p>A disabled person may make an application for a grant even if they fall outside the definitions above: each individual circumstance will be considered for grant assistance subject to an assessment of need from an occupational therapist and on application for grant assistance.</p> <p>Financial Resources: Owner Occupiers and Private Tenants - The Statutory Test of Financial Resources as required for Disabled Facilities Grants (HGC&RA 1996 as amended) applies. The amount of grant allocated will be the difference between</p> |

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| | <p>the amount the applicant is assessed as being able to afford to pay and the total cost of the eligible works.</p> <p>Assessment is based upon 'Household income' as defined which generally means the total income of the Applicant and his/her spouse or partner. However:</p> <ul style="list-style-type: none"> • grants for works to meet the needs of disabled children are not subject to a test of parents' financial resources. • A disabled adult person residing at a property subject which they share with an owner occupier (who may/may not be related) is assessed solely on his or her resources. <p>The age of the applicant is not a factor to be taken into account.</p> |
| <p>Eligibility criteria (works)</p> | <p>Works of adaptation required to enable the occupier to remain within their home. Assistance is given to:</p> <ul style="list-style-type: none"> • Facilitate access • Provide suitable facilities • Make a building safe for use • Make environmental improvements to enable the disabled person to safely live in their home. <p>Eligible works will be determined subject to an assessment of need by the Council's Occupational Therapist.</p> |
| <p>Conditions</p> | <p>The Council is required to determine applications for Mandatory DFG within 6 months of submission of a valid application.</p> <p>For all Mandatory DFGs where the grant exceeds £5,000.00 the local authority will place a local land charge on the property in accordance with the Housing Grants, Construction and Regeneration Act 1996: General Consent 2008 that will remain in place for 10 years following the completion of the grant works.</p> <p>Relevant Disposal:</p> <p>When applying for a grant or loan the applicants will be required to sign a Certificate of Intended Occupation stating that throughout the grant condition period of 10 years, the applicant or a member of the family intends to occupy the dwelling as his/her only or main residence</p> |

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| | <p>Or:</p> <p>If the applicant is a landlord, that he/she intends to let the dwelling as a residence to someone unconnected with him/her and is in agreement with the works.</p> <p>There is a presumption that grant aid will be recovered in full by the local authority where this condition is breached. This is subject to delegated authority vested in the Head of Housing to potentially waive repayment, in whole or part, within the condition period in certain justifiable cases.</p> <p>Scheduled works included in the grant approval must be completed within 12 months of the approval date. The Council may extend the grant period at its discretion in exceptional circumstances.</p> |
| Maximum | The maximum grant assistance available is £36,000, to include all appropriate fees, disbursements and VAT where applicable. |

Considerations which must be made by the Council prior to enforcing repayment of disabled facilities grants

In each case, the Council must be satisfied that it is reasonable to require the repayment and will consider the following in line with Housing Grants, Construction and Regeneration Act 1996/Disabled Facilities Grant (Conditions relating to approval or payment of Grant) General Consent 2008):

- the extent to which the recipient of the grant would suffer financial hardship were the recipient to be required to repay all or any of the grant;
- whether the disposal of the premises is to enable the recipient of the grant to take up employment, or to change the location of the recipient’s employment;
- whether the disposal is made for reasons connected with the physical or mental health or physical or mental well-being of the recipient of the grant or of a disabled occupant of the premises; and
- whether the disposal is made to enable the recipient of the grant to live with, or near, any person who is disabled or infirm and in need of care, which the recipient of the grant is intending to provide, or where the person to whom the recipient of the grant has moved to live with him or her intends to provide care of which the recipient of the grant is in need by reason of disability or infirmity.
- Furthermore, for Mandatory DFGs, consideration will be given on application by the applicant/member of the family if the conditions of the grant were enforced which would lead to unnecessary financial hardship; or the disposal is made for reasons connected with the physical or mental health or physical or mental well-being of the

recipient of the grant or of a disabled occupant of the premises/member of the family.

| DISCRETIONARY DISABLED FACILITIES GRANT (Discretionary DFG) FOR SMALL AND MEDIUM WORKS | |
|---|--|
| Purpose/key outcomes | <p>Discretionary DFGs are available to adapt a property to suit the particular needs of a disabled person who resides at the property. The purposes for which the discretionary disabled facilities grants may be given fall into a number of categories of small and medium sized works and are set out in section 23(1) (HGC&RA), as below,</p> <ul style="list-style-type: none"> • Facilitating access by the disabled occupant to and from the dwelling, qualifying houseboat, or qualifying park home, or the building in which the dwelling/flat is situated • Making the dwelling, qualifying houseboat, or qualifying park home, or the building safe for the disabled occupant and other persons residing with him/her • Facilitating access by the disabled occupant to a room used or usable as the principal family room • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room used or usable for sleeping • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a lavatory, or facilitating the use by the disabled occupant of such a facility • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a bath or shower (or both), or facilitating the use by the disabled occupant of such a facility • Facilitating access by the disabled occupant to, or providing for the disabled occupant, a room in which there is a wash hand basin, or facilitating the use by the disabled occupant of such a facility • Facilitating the preparation and cooking of food by the disabled occupant • Improving any heating system in the dwelling, qualifying houseboat or qualifying park home to meet the needs of the disabled occupant or, if there is no existing heating system there or any such system is unsuitable for use by the disabled occupant, providing a heating system suitable to meet his/her needs. • Facilitating the use by the disabled occupant of a source of power, light or heat by altering the position of one or more means of access to or control of that source or by providing additional means of control |

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| | <ul style="list-style-type: none"> • Facilitating access and movement by the disabled occupant around the dwelling qualifying houseboat or qualifying park home in order to enable him/her to care for a person who is normally resident and in need of care. • Facilitating access to and from a garden by a disabled occupant • Making a garden safe for a disabled occupant • Such other purposes as may be specified by order of the Secretary of State. |
| <p>Eligibility criteria (applicant)</p> <p>To be offered grant aid:</p> | <p>Owner Occupiers: must be a freeholder or leaseholder with at least 10 years of the lease remaining and the dwelling must be their only or main residence.</p> <p>Tenants: the applicant intends that they or the disabled occupant will live in the dwelling as their only or main residence throughout the grant condition period or for such shorter period as his health and other relevant circumstances permit.</p> <p>Landlords: where a tenant makes an application for a DFG, the landlords must be, or intends to be, a freeholder or leaseholder with at least 10 years of the lease remaining and the dwelling(s) is/are to be let on a permanent residential basis and not as a holiday home.</p> <p>A disabled person may make an application for a grant even if they fall outside the definitions above: each individual circumstance will be considered for grant assistance subject to an assessment of need from an occupational therapist and on application for grant assistance.</p> <p>Financial Resources: no test of financial resources is required.</p> |
| <p>Eligibility criteria (works)</p> | <p>Works of adaptation required to enable the occupier to remain within their home. Assistance is given to:</p> <ul style="list-style-type: none"> • Facilitate access • Provide suitable facilities • Make a building safe for use • Make environmental improvements to enable the disabled person to safely live in their home. <p>Definition of small and medium works as stated by Welsh Government:</p> <ul style="list-style-type: none"> • Small – rails, indoor and outdoor, small ramps, mop stick rails etc. |

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| | <ul style="list-style-type: none"> • Medium – Walk in showers, stair lifts, large ramps <p>Eligible works will be determined subject to an assessment of need by the Council’s Occupational Therapist.</p> |
| Conditions | <p>The Council is required to determine applications for Discretionary DFG within 6 months of submission of a valid application.</p> <p>For all Discretionary DFGs where the grant exceeds £5,000.00 the Council will place a local land charge on the property in accordance with the Housing Grants, Construction and Regeneration Act 1996: General Consent 2008 that will remain in place for 10 years following the completion of the grant works.</p> <p>Relevant Disposal:</p> <p>When applying for a grant or loan the applicants will be required to sign a Certificate of Intended Occupation stating that throughout the grant condition period of 10 years, the applicant or a member of the family intends to occupy the dwelling as his/her only or main residence</p> <p>Or:</p> <p>If the applicant is a landlord, that he/she intends to let the dwelling as a residence to someone unconnected with him/her and is in agreement with the works.</p> <p>There is a presumption that grant aid will be recovered in full by the Council where this condition is breached. This is subject to, delegated authority vested in the Head of Housing, to potentially waive repayment within the condition period in certain justifiable cases.</p> <p>Scheduled works included in the grant approval must be completed within 12 months of the approval date. The Council may extend the grant period at its discretion in exceptional circumstances.</p> |
| Maximum | <p>The maximum grant assistance available is £36,000, to include all appropriate fees, disbursements and VAT where applicable.</p> |

| DISCRETIONARY RAPID ADAPTATIONS GRANT (RAG) | |
|--|---|
| Purpose/key outcomes | Works to allow the applicant to remain independent in their own homes. Supporting works previously completed under DFG. |
| Eligibility criteria (applicant) | Eligibility for a Rapid Adaptation Grant:- <ul style="list-style-type: none"> • Owner Occupiers and private tenants (as DFGs) • Passporting Benefit • Household income of less than £25k and savings of less than £10k |
| Eligibility criteria (works) | Works to allow the applicant to remain independent in their own home. Works to replace facilities previously provided via DFG will not require OT assessment. Trusted assessors can make referrals from Care & Repair for work to facilitate access. Assistance given to:- <ul style="list-style-type: none"> • Facilitate Access. • Maintain suitable facilities |
| Conditions | Conditions for repayment will not apply to Rapid Adaptation Grants. |
| Maximum | £10,000 |

| RELOCATION ASSISTANCE (via DFG) | |
|--|--|
| Purpose/key outcomes | <p>There is a presumption against the allocation of a Disabled Facilities Grant where</p> <ul style="list-style-type: none"> • the property is unsuitable in the long term to meet the applicant's needs. • adaptation of the existing property may not adequately meet the needs of the disabled person or their family/carer. • adaptation is not practicable, or would be unusually expensive <p>Where an Occupational Therapist identifies a person whose needs cannot be met within their existing home, a disabled person may be eligible for financial assistance in the form of Relocation Assistance to move from their current home to a more suitable property, which is either adapted to meet their needs or, where adaptations are practicable.</p> |

| | |
|---|---|
| Eligibility criteria (applicant) | Owners and tenants who are eligible for a DFG where the costs of work exceed the maximum DFG grant limit as identified at approval stage. |
| Eligibility criteria (works) | <p>For owner occupiers to help assist with the ancillary costs of purchasing a more appropriate or already adapted home which includes estate agent fees, conveyance costs, stamp duty, removal expenses, redecoration allowance and eligible works to the new property.</p> <p>For tenants, costs associated with moving to more appropriate or already adapted rented accommodation.</p> |
| Conditions | Conditions will be as per the conditions applied to a DFG |
| Maximum | <p>The amount of grant will be calculated as the eligible costs incurred up to a maximum figure equivalent to that which would have been offered as a Disabled Facilities Grant to adapt the existing home to meet the needs of the disabled occupant, had that been practicable.</p> <p>The maximum grant payable is £36,000, to include all appropriate fees, disbursements and VAT where applicable.</p> |

APPENDIX B - DISCRETIONARY LOANS

Funding has been made available by Welsh Government through the Landlord, Homeowner and Homeowner Financial Assistance Loan Schemes. These schemes provide additional finance to individuals and businesses for home improvements, which will contribute to the overall programme of improving the quality of homes and increasing housing supply.

Owner Occupier Loan Eligibility

An owner occupier must satisfy a financial assessment undertaken by the Housing Renewal & Adaptation Service Officers in relation to their financial situation to ensure that they have the means to re-pay the loan.

In exceptional circumstances, where financial hardship could result in property repossession and to alleviate potential homelessness, consideration may be given to securing the loan by placing a long-term charge on the property. Any such decision will be made by the Social Care Health and Wellbeing Cabinet Board in the presence of either the Head of Service or Principal Officer for the Housing Renewal & Adaptation Service but only upon receipt of a written request and accompanied by satisfactory supporting documents.

| WELSH GOVERNMENT LANDLORD LOANS (EMPTY PROPERTIES) LOAN | |
|--|--|
| Purpose/key outcomes | Landlord Loans are a Welsh Government initiative designed to bring empty homes (empty for over 6 months) back into use as residential accommodation for sale or rent. Finance may be used for: <ul style="list-style-type: none">• loans to return a property to use to sell - these loans would have a maximum 2 year repayment period• loans to return a property to use for rent - these loans would have a maximum 5 year repayment period |
| Eligibility criteria (applicant) | Loans are available only to individuals intending to let or dispose of property following renovation/conversion, not for owner occupancy by the applicant. |
| Eligibility criteria (works) | Works required for the renovation and improvement of single properties or for the conversion of empty properties into a number of units suitable and intended for use as residential accommodation. Funding can be available before works start, providing owners with working capital Larger loans will be issued in staged payments. |

| | |
|-------------------------|---|
| Repayment Terms | <p>These will depend upon intended use following completion of works.</p> <ul style="list-style-type: none"> • If the property/units are made available for sale, the loan must be repaid within 2 years from date of loan approval, or on disposal if earlier. • If the property/units are made available for letting, the loan must be repaid within 5 years from date of loan approval. <p>Loans are interest free if repaid in accordance with the loan conditions, but interest will be charged in case of default.</p> |
| Conditions | <p>Loans shall be secured as local land charges for works, or as first or second legal charges against the Land Registry Title.</p> <p>Loans shall only be made available for properties that have been empty for at least six consecutive months or more at the date of application.</p> <p>Loans shall not exceed 80% of the property value, nett of any sums already secured against the property by legal charge or otherwise, at the date of application. Where the loan required exceeds this limit, the Council may be prepared to lend a greater sum subject to the provision of acceptable security upon another property.</p> <p>Applicants must ensure that the conversion/repair works are completed within a time period agreed at the outset.</p> |
| Maximum | <p>£25,000 per unit of accommodation, up to a maximum of £250,000 per applicant.</p> |
| Loan Fee Charges | <p>An administration fee will be payable to the Council for processing each application: For loans up to £9,999 a fee of £800 For loans from £10,000 up to £250,000</p> <ul style="list-style-type: none"> • £1,000.00 (single unit) • If a property is to be converted into multiple units of accommodation the administration fee will be as detailed above plus £250 for each additional unit, up to a maximum of £3250. <p>Building/planning fees and RICS evaluation fees (if required) are not included and must be paid by the applicant.</p> |

| WELSH GOVERNMENT OWNER OCCUPIER LOANS (HOME IMPROVEMENT LOANS) | |
|---|---|
| Purpose/key outcomes | Owner Occupier Loans are made available to support repairs to substandard housing. The works must also contribute to making the property warm, safe or secure. |
| Eligibility criteria (applicant) | <p>The applicant must be able to afford to repay the loan by agreed instalments or have the means to repay the loan on the due date.</p> <p>For owner-occupiers an Affordability Test will need to be completed.</p> |
| Eligibility criteria (works) | <p>Any works or repair to be funded by a loan must contribute to making the property warm, safe or secure.</p> <p>A Housing Health and Safety Rating System (HHSRS) assessment of the property will be required to determine that the works to be funded by the loan will cause a satisfactory improvement in hazard scoring.</p> |
| Repayment Terms | Loan repayment will be via monthly direct debit direct to the Council, spread over lifetime of the loan. |
| Conditions | <p>Loan period up to 10 years maximum.</p> <p>All charges will be registered in the local land charges register or registered with the Land Registry to secure the debt.</p> <p>For loans up to £5000 a local land charge will be secured on the property that will bind the applicant.</p> <p>Loans over £5000 must be secured by a legal charge registered with the Land Registry to secure the debt.</p> |
| Minimum & Maximum | Minimum of £1,000 up to a maximum of £25,000 per unit of accommodation. |
| Loan Fee Charges | <p>An administration fee will be required for processing an application:</p> <p>For owner occupier loans the fee chargeable to the applicant will be £500 or such other sum as the Council may specify from time to time</p> |

| | |
|--|--|
| | Building/planning fees and RICS valuation fees (if required) are not included in the administration fee and must be paid by the applicant. |
|--|--|

| WELSH GOVERNMENT OWNER OCCUPIER FINANCIAL ASSISTANCE LOANS | |
|---|--|
| Purpose/key outcomes | Owner Occupier Financial Assistance Loans are made available to support repairs to substandard housing. The works may also contribute to making the property warm, safe or secure. |
| Eligibility criteria (applicant) | Owner Occupier Financial Assistance is only available to owner-occupiers who fail the affordability assessment for an Owner Occupier Loan and who are not able to access other financial assistance/grants. |
| Eligibility criteria (works) | <p>A Housing Health and Safety Rating System (HHSRS) assessment of the property will be required to determine that the works to be funded by the loan will cause a satisfactory improvement in hazard scoring.</p> <p>Owner Occupier Financial Assistance will only be provided in respect of HHSRS hazards in order to improve the house to a safe, warm and secure standard, and may not cover all works/costs proposed to be carried out and included in the application.</p> |
| Repayment Terms | The loan will shall be repayable upon sale or disposal of the property. |
| Conditions | All Owner Occupier Financial Assistance loans will be secured by a legal charge registered with the Land Registry to secure the debt. |
| Minimum & Maximum | Minimum of £1,000 up to a £25,000 per unit of accommodation. |
| Loan Fee Charges | <p>An administration fee will be required for processing an application:</p> <p>For owner occupier financial assistance loans the fee chargeable to the applicant will be £250 or such other sum as the Council may specify from time to time</p> <p>Building/planning fees and RICS evaluation fees (if required) are not included in the administration fee and must be paid by the applicant.</p> |

APPENDIX C – GRANT / LOAN CONDITIONS

Some grants and/or loans are awarded on condition that the applicant will repay the grant/loan amount in full to the Council if the property is either sold or not occupied as intended within an agreed time period. Full details of the grant/loan conditions are issued direct to applicants, in writing, at the time that a grant/loan is approved.

The grant condition period normally starts on the date that work is completed to the satisfaction of the Council. Charges are lodged as a local land charge when work has been completed (dependent on type and value of grant). In certain circumstances, the local land charge may be registered prior to work having been completed if the Council deems that progress on the work is unsatisfactory or incomplete.

The loan condition period normally starts from approval of the loan. Charges are either lodged as a local land charge or registered with the Land Registry dependant on the value of the loan.

The requirement to deliver Mandatory Disabled Facilities Grants remains a duty under the Housing Grants, Construction and Regeneration Act 1996 as amended by the Regulatory Reform Order 2002.

The Council will continue to give priority to the Mandatory DFG and the small and medium Discretionary grant over all other types of discretionary assistance. The Council must determine applications for both mandatory and discretionary disabled facilities grant within six months.

The Disabled Facilities Grants (Maximum Amounts and Additional Purposes) (Wales) Order 2008, places a limit of £36,000 on the amount of mandatory grant which may be given for works under section 23(1) of the Housing Grants, Construction and Regeneration Act 1996.

The maximum Discretionary DFG for small and medium grants by the Council will be £36,000

The Mandatory DFG grant is subject to a statutory test of financial resources (means test) and an applicant may be required to pay for some or all of the work. There is generally no means test for the families of disabled children. For specific information relating to individual circumstances please enquire for further details.

The Discretionary DFG for small and medium works will not be means tested.

The Council has also adopted the general consent granted by sections 34(6) (b), 52 and 94 of the Housing Grants, Construction and Regeneration Act 1996, which means:

- The Council seeks repayment of grant monies in excess of £5,000
- The grant repayment condition period should be a period of 10 years commencing on date on of certified completion.

Disabled Facilities Grant conditions imposed under this Policy remain as defined in the Housing Grants, Construction and Regeneration Act 1996 and any associated Regulations made under this Act as well as detailed within this Policy. Whilst this Policy gives a guide to the conditions, detailed guidance and a statement of law is available with reference to this legislation.

For all Mandatory and Discretionary DFG grants, and discretionary loans, conditions are placed on grant/loan recipients via a local land charge or legal charge registered against the property. The powers that enable the local authority to secure these charges are defined within the Regulatory Reform Order 2002, and will be outlined to grant/loan applicants within the Grant/Loan Offer letter/agreement. The offer of the grant/loan will be subject to the applicant agreeing that the charge is secured against the property.

All Grant/Loan allocations are subject to repayment conditions as stated within the respective scheme consent, form of application, approval document and/or loan agreement and legal charge documents. As a matter of principle, the Council will start from the position that all grants and loans must be repaid in accordance with the repayment conditions. In the case of the Discretionary and Mandatory DFG allocations, however, in exceptional circumstances the Council may determine to waive repayment in whole or part, or to agree to limited variation to the terms/period of repayment. Each case is considered on its own merits and it is the responsibility of the grant applicant to prove that there are legitimate financial reasons why the conditions cannot be met. Any such decision will be made, upon receipt of a written request and accompanied by satisfactory supporting documents, by the Social Care Health and Wellbeing Cabinet Board in the presence of either the Head of Service or Principal Officer for the Housing Renewal & Adaptation Service.

APPENDIX D – GRANT / LOAN ELIGIBLE WORKS

All grant/loan eligible work is determined by the Council's Housing Renewal & Adaptation Service Officers, who will produce/request a specification of eligible works in each individual case. The cost of work will be determined by obtaining two competitive quotations where loan assistance is sought, (to be provided by the applicant) or via use of a standard schedule of rates for grant assistance. This will form the basis of the grant/loan offer and award.

In relation to disabled facilities assistance, adaptations must be recommended by an Occupational Therapist and based upon the specific needs of the applicant or disabled person. The Housing Renewal & Adaptation Service Officer will determine the extent of the eligible works proposed, whether the works are necessary and appropriate, reasonable and practicable, and therefore if they are eligible for financial assistance. Where applicable, clients will undergo a financial means test, to determine if a client contribution towards the cost of works will be required which will be notified as part of the approval process.

In most cases only eligible work as defined can be considered for grant/loan aid, and Council officers will be able to give applicants advice specific to their individual grant/loan application dependent on property condition.

Applicants may, however, choose to commission non-grant/loan aided work at the same time as eligible work, but must fund that costs themselves. In all circumstances, the Council acts only as the provider of financial assistance and is neither the employer nor client of workers and contractors engaged by the applicant to carry out the works.

All work must be carried out to the specifications set out by the local authority, to the required standard in accordance with current Building Regulations and, where applicable, in accordance with planning permission.

Energy efficiency works may be offered with other types of grant/loan assistance if appropriate, and works identified may attract grant/loan aid either from the Council, or via external funding sources which the Council may be able to identify and claim on behalf of applicants. Advice will be given in each individual case.

Grant/loan aid is not available toward the cost of furniture removal and storage, temporary alternative accommodation costs or redecoration costs such as matching tiling, wallpaper or paint following completion of repairs.

Applicants need to consider and budget for any of these extra costs before accepting the offer of finance and proceeding with the grant/loan aided work.

APPENDIX E - FEES & CHARGES

When making an application for financial assistance, applicants may incur fees and charges. Fees and charges include any fees the Council reasonably deem appropriate and may include:

- Legal services
- Application / monitoring fees (e.g. building regulations and planning permission)
- Radon survey fees
- Technical and structural surveys
- Completion of forms and certificates
- Design and preparation of plans and drawings
- Compliance with statutory requirements inclusive of health and safety
- Preparation of schedules of works and quantities
- Advice on contracts and contractors
- Supervision of works
- Valuations of payments
- Disconnection and reconnection of electricity, gas, telephone and water utilities necessitated by undertaking grant or loan assisted works

Fees and charges for services such as the above will only be potentially eligible for financial assistance if those services are essential to enable the formal grant/loan approval to be completed.

All appropriate and eligible expenses will be taken into account when considering an application for discretionary grants/loans. In the case of discretionary grants, maximum limits refer to the cost of works and appropriate fees can be awarded in addition. In the case of Mandatory Disabled Facilities Grants, however, all fees and charges must be included in the grant amount, and cannot exceed the maximum allowed.

Applicants must note that any fees, charges or expenses incurred as part of the grant/loan application process will not be reimbursed unless appropriate invoices are provided and the grant application progresses through to completion to the satisfaction of the Council.

The Council has and will exercise discretion to only agree to fees it deems reasonable, and may refuse to allow the full cost if it considers fees to be excessive or unreasonably incurred. Applicants will also be liable to repay any costs incurred by the Council if a grant/loan application fails to progress.

APPENDIX F - LEGISLATIVE BACKGROUND

In July 2002 the Government made significant changes to housing grant legislation, introducing the Regulatory Reform (Housing Assistance) (England & Wales) Order 2002. This order allows local authorities to formulate their own flexible financial assistance policies to target their funding to address specific local needs and strategic priorities.

Disabled Facilities Grants now remain the only mandatory grant, with all other types of assistance being at each Council's discretion.

With the introduction of the Regulatory Reform Order, before a Local Authority can provide any assistance under the order, an Authority must have adopted a policy for the provision of assistance, and give public notice of the policy. In addition, they must ensure that a full copy of the policy is available at all reasonable times and available by post on payment of a reasonable charge. Any assistance must then be provided in accordance with the policy.

Consequently, it is incumbent upon Local Authorities to ensure that their financial assistance policy is updated to reflect the terms of this scheme and any other assistance they offer.

The purpose for which assistance may be provided is set out in Article 3 of the order. That is for the purpose of improving living conditions in their area and Authorities may provide direct or indirect assistance to a person for the purpose of enabling him:

- to acquire living accommodation (whether within or outside their area) - only where the Authority has acquired or proposes to acquire (compulsory or otherwise his existing living accommodation) or are satisfied that the acquisition of other living accommodation would provide for that person a benefit similar to that which would be provided by the carrying out of work to his existing accommodation;
- to adapt or improve living accommodation (whether by alteration, conversion or enlargement);
- to repair living accommodation;
- to demolish buildings comprising or including living accommodation;
- where buildings comprising, or including, living accommodation have been demolished to construct buildings that comprise, or include, replacement living accommodation

'Living accommodation' is defined in Part 2 of the Order as a building or part of a building, a caravan, a boat or similar structure, occupied or available for residential purposes.

The Order further states that the 'assistance' may be provided in any form and may be unconditional or subject to conditions, including conditions as to the repayment of the assistance or of its value (in whole or in part), or the making of a contribution towards the assisted work.

In addition, the Local Government Act 2000 created a discretionary power referred to as 'the well-being power' which enables Local Authorities to do anything that they consider is

likely to promote or improve the economic, social or environmental well-being of their area and/or persons in it, provided that they are not restricted from doing so by other legislation.

However, Section 2 does not enable a Local Authority to do anything which they are unable to do by virtue of any prohibition, restriction or limitation on their powers which is contained in any enactment (whenever passed or made).

Therefore, Local Housing Authorities must have regard to Section 24, Local Government Act 1988, (subject to Section 25) which provides the Local Housing Authority with the power to provide any person with financial assistance for the purposes of, or in connection with, the acquisition, construction, conversion, rehabilitation, improvement, maintenance or management (whether by that person or by another) of any property, which is or is intended to be privately let as housing accommodation.

Private let as housing accommodation is defined 'at any time when it is occupied as housing accommodation in pursuance of a lease or licence of any description or under a statutory tenancy and the immediate landlord is a person other than a Local Authority'.

Section 25, Local Government Act 1988, states that consent from the Secretary of State or Minister is required for the provision of financial assistance, unless the assistance or benefit is provided in exercise of any power conferred by Article 3 of the Regulatory Reform (Housing Assistance)(England and Wales) Order 2002 .

Consequently, the broad nature of the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 and the general 'wellbeing' powers contained in the Local Government Act 2000, means that Local Authorities will be able to provide financial assistance through the provision of discretionary grants and loan schemes to the full range of applicants and can attach such conditions or terms that they consider appropriate in the circumstances.

Relevant Legislation:

- Housing Grants, Construction and Regeneration Act 1996
- Local Government Act 1988
- Local Government Act 2000
- Regulatory Reform (Housing Assistance) (England and Wales) Order 2002
- National Assembly of Wales Circular 20/02, Renewal Guidance
- The Disabled Facilities Grants (Maximum Amounts and Additional Purposes) (Wales) Order 2008

Mae'r dudalen hon yn fwriadol wag

**NEATH PORT TALBOT COUNTY BOROUGH
COUNCIL**

Cabinet

28th July 2022

**REPORT OF THE HEAD OF EDUCATION
DEVELOPMENT**

Mr C Millis

MATTER FOR DECISION

WARDS AFFECTED – ALL WARDS

School Terms Dates 2024/2025

Purpose of the Report

1. To obtain Cabinet permission to approve the proposed school term dates in respect of the 2024/2025 academic year.

Executive Summary

2. The Local Authority is responsible to determine school terms and holiday dates for community and maintained special schools.
3. The proposed school term dates 2024/2025 have been consulted upon. No adverse comments were received.

Background

4. To ensure harmonisation of school term dates across Wales, the Welsh Government have issued legislation which gives the Welsh Ministers power to direct authorities and the governing bodies of voluntary aided and foundation schools on the school term dates that they set.
5. Where agreement cannot be met, Welsh Ministers have the power to intervene and direct the Local Authority.
6. It is a requirement that the Authority inform the Welsh Ministers of term dates for the school year 2024/2025 by the final working day in August 2022.
7. The 2024/2025 school term dates proposed by Neath Port Talbot are the same as other authorities, although INSET days may vary.
8. Permission is sought to approve the proposed 2024/2025 term dates which are attached as Appendix A and for them to be submitted to the Welsh Ministers.

Consultation

9. Consultation has taken place and no adverse comments were received.

Financial Impact

10. There are no financial impacts associated with this report.

Integrated Impact Assessment

11. A Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this Policy does not require an Integrated Impact Assessment (IIA). There are no equality impacts associated with this report.

Workforce Impacts

12. There are no workforce impacts associated with this report.

Legal Impacts

13. In relation to this specific purpose of the report, there is a legal requirement that the 2024/2025 school term dates must be submitted to the Welsh Ministers by the final working day of August 2022.

Risk Management

14. There are requirements placed on the Local Authority to consult and determine the school term dates prior to submission to the Welsh Ministers.

Recommendations

15. To approve for submission to the Welsh Ministers the proposed 2024/2025 school term dates.

Implementation of Decision

16. To enable the Authority to meet its statutory duties.

Appendices

17. Appendix A: Proposed School Term Dates 2024/2025.
18. Appendix B: Consultation Report.

List of Background Papers

19. The Education (Notification of School Term Dates)(Wales) Regulations 2014
20. School Standards and Framework Act, 1998

Officer Contact

21. Mrs H Lewis - School Admissions
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Appendix A



School Terms and Holiday Dates
2024/2025 Academic Year

| | | Mid Term Holiday | | | |
|----------------|--|--|--|--|-------------|
| Term | Term | Begins | Ends | Term Ends | Days |
| Autumn 2024 | Monday 2 nd September | Monday 28 th October | Friday 1 st November | Friday 20 th December | 75 |
| Spring 2025 | Monday 6 th January | Monday 24 th February | Friday 28 th February | Friday 11 th April | 65 |
| Summer 2025 | Monday 28 th April | Monday 26 th May | Friday 30 th May | Monday 21 st July | 55 |
| | | | | Total | 195 |

Schools will be closed to pupils for INSET/Staff Preparation on five days between Monday 2nd September 2024 and Monday 21st July 2025.

Bank Holidays

| | |
|---------------------|------------------------------------|
| Good Friday | Friday 18 th April 2025 |
| Easter Monday | Monday 21 st April 2025 |
| May Bank Holiday | Monday 5 th May 2025 |
| Spring Bank Holiday | Monday 26 th May 2025 |

CONSULTATION REPORT

School Term Dates in relation to the 2024/2025 academic year.

Purpose of the consultation report

1. This report is to inform Members of the outcome of consultation.

Consultation Process

2. The consultation invited comments on proposed 2024/2025 School Term Dates for community schools within Neath Port Talbot County Borough Council.

Summary of responses to consultation

3. No adverse comments were received.

Officers Comments

4. Members may wish to note that the Welsh Government have issued legislation which gives the Welsh Ministers power to direct authorities and the governing bodies of voluntary aided and foundation schools on the school term dates that they set.

Mae'r dudalen hon yn fwriadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

Thursday 28th July 2022

Report of the Head of Property and Regeneration – S. Brennan

Matter for Decision

Wards Affected: All Wards

UK Shared Prosperity Fund

Purpose of the Report:

To update Members on the UK Shared Prosperity Fund and to seek Members approval on the UK Shared Prosperity Fund regional Investment Plan for the south west Wales region and the lead local authority for the region for the purposes of the UK Shared Prosperity Fund.

Executive Summary:

The UK Shared Prosperity Fund (UKSPF) is a central pillar of the UK Government's Levelling Up agenda. The fund provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

This report provides a background to the Fund including the priority areas for funding, governance arrangements and the Investment Plan process.

Background:

The UK Shared Prosperity Fund (UKSPF) is a central pillar of the UK Government’s Levelling Up agenda. The fund provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

The fund will replace *some* aspects of European Structural and Investment Funds and will invest in domestic priorities and target funding where there is evidence of need including:

- Building pride in place
- Supporting high quality skills training
- Supporting pay, employment and productivity growth
- Increasing life chances

The Fund is a mix of revenue and capital funding and will be ‘unlocked’ via a three year Investment Plan. The Neath Port Talbot UKSPF allocation over 3 years, from April 2022 to March 2025 is:

Neath Port Talbot allocation

| NPT | Core | Multiply | Total |
|------------|-------------|-----------------|--------------|
| | 28,448,295 | 5,938,236 | 34,386,531 |

Less 4% administrative fee for Lead Body

| NPT | 2022/23 | 2023/24 | 2024/25 | Total |
|------------|----------------|----------------|----------------|--------------|
| Core | 4,201,594 | 7,352,790 | 15,755,979 | 27,310,363 |
| Multiply | 877,032 | 1,534,806 | 3,288,869 | 5,700,707 |

UKSPF Investment Priorities and Interventions

Communities and place

The overall objectives of this investment priority are:

- Strengthening our social fabric and fostering a sense of local pride and belonging, through investment in activities that enhance physical, cultural and social ties and amenities, such as community infrastructure and local green space, and community-led projects.
- Building resilient, safe and healthy neighbourhoods, through investment in quality places that people want to live, work, play and learn in, through targeted improvements to the built environment and innovative approaches to crime prevention.

Supporting local business

The overall objectives of this investment priority are to:

- Creating jobs and boosting community cohesion, through investments that build on existing industries and institutions, and range from support for starting businesses to visible improvements to local retail, hospitality and leisure sector facilities.
- Promoting networking and collaboration, through interventions that bring together businesses and partners within and across sectors to share knowledge, expertise and resources, and stimulate innovation and growth.
- Increasing private sector investment in growth-enhancing activities, through targeted support for small and medium-sized businesses to undertake new-to-firm innovation, adopt productivity-enhancing, energy efficient and low carbon technologies and techniques, and start or grow their exports.

People and skills

The overall objectives of this investment priority are to:

- Boosting core skills and support adults to progress in work, by targeting adults with no or low level qualifications and skills in maths, and upskill the working population, yielding personal and societal economic impact, and by encouraging innovative approaches to reducing adult learning barriers.
- Reducing levels of economic inactivity through investment in bespoke intensive life and employment support tailored to local need.
- Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support, including access to basic skills.
- Supporting local areas to fund gaps in local skills provision to support people to progress in work, and supplement local adult skills provision e.g. by providing additional volumes; delivering provision through wider range of routes or enabling more intensive/innovative provision, both qualification based and non-qualification based. This should be supplementary to provision available through national employment and skills programmes.

Multiply

In Wales, Multiply will be delivered as part of the single UKSPF Investment Plan. Areas will be required to set out how they then intend to deliver Multiply interventions which must align with Welsh national curriculum and learning approaches and aligned to the UKSPF People and Skills priority area and interventions.

UKSPF Interventions

There are a number of pre-approved interventions linked to each of the three priorities and projects will be developed in line with these flexible interventions.

UKSPF Governance

The UKSPF's interventions will be planned and delivered by local authorities (delegated delivery model) working with local partners via a number of delivery models.

Governance – UK level

Overall implementation of the Fund will be led by the Department for Levelling Up, Housing and Communities, working in partnership with a range of UK Government departments. It will be managed through a UK-wide ministerial forum, with the responsibility to oversee the delivery of the Fund. It will monitor investment and overall performance, and ensure coherence with wider UK Government and devolved administration provision.

Governance - Regional level

Neath Port Talbot is included in the 'South West Wales / Swansea Bay' strategic regional area.

The UKSPF prospectus states that each area agrees a lead local authority who will submit the Investment Plan and be responsible for fund administration. Each lead local authority will be able to use up to 4% of the regional fund allocation to undertake necessary Fund administration e.g. project assessment, contracting and monitoring.

Whilst each local authority will play an active role in facilitating the Fund it is proposed that the City and County of Swansea be designated the lead local authority for the purposes of the UKSPF.

The City and County of Swansea have in recent years facilitated a number of regional projects of a similar level to this fund, for example the Welsh Government Transforming Towns programme and accordingly are able to provide the necessary resources that will be appropriate for the fund. This approach is being proposed to all

Cabinets throughout the region and is endorsed by officers throughout the neighbouring authorities.

Suitable arrangements will be put in place to facilitate the Neath Port Talbot elements of the UKSPF via the Neath Port Talbot Council Strategic Funding Programmes Office and the role of the City and County of Swansea will be to oversee administration of the fund only.

Governance – local level

The UK government recognises that access to local insight and expertise is essential for each place to identify and address need and opportunity and respond with the right solutions for each place. Local partnerships will be a core component of how the Fund will be administered locally and will include a range of local stakeholders including: civic society organisations, employer bodies responsible for identifying local skills plans, and businesses. Local authorities should involve MPs in every stage of UKSPF planning and delivery.

UK Government requires comprehensive and balanced local partnerships. The Neath Port Talbot local governance arrangements for UKSPF will be based on the Neath Port Talbot Local Economic Forum with extended membership and revised Terms of Reference to ensure it is fully representative and that its terms of reference meet the Fund's needs.

UKSPF Investment Plan

To order to access UKSPF funding, lead local authorities need to submit an Investment Plan, setting out how they intend to use and deliver the funding. The Investment Plan has been developed in conjunction with local stakeholders via local partnership structures. Investment Plans will need to be agreed by UK government to unlock the allocations.

In Wales, Welsh Government and the Office of the Secretary of State for Wales will be involved in the preparation of Investment Plans.

The Investment Plans need to be submitted via an online portal by 1st August 2022.

A regional working group has been established to develop the regional Investment Plan. It was agreed that each local authority would develop a local Investment Plan which would then be subject to consultation via the local partnership structures and key partners to ensure local opportunities and needs are included in the local Investment Plan, which will feed in to the regional Investment Plan. The Neath Port Talbot local Investment Plan is aligned to the Neath Port Talbot Corporate Plan, Neath Port Talbot Economic Recovery Plan and Wellbeing Assessments.

The Investment Plan is a high level document which identifies challenges and opportunities at a local area supported by evidence.

The regional Investment Plan is at **Appendix 2**.

Financial Impacts:

No implications.

Integrated Impact Assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.

The first stage assessment has indicated that a more in-depth assessment is not required. A summary is included below.

Section 7 – Declaration of the IIA states:

In line with Neath Port Talbot IIA screening form guidance, it has been determined that a full assessment is not appropriate in this instance, as the scheme will have a low impact on protected characteristics.

Valleys Communities Impacts:

The nature of the proposed Investment Plan will have a positive impact on the valley communities and is aligned to the Neath Port Talbot Corporate Plan, Neath Port Talbot Economic Recovery Plan and the Wellbeing Assessments.

Workforce Impacts:

The Strategic Funding Programmes Team will manage the Fund at the local level, and recruitment is in progress to ensure sufficient resource is in place.

All UKSPF projects will need to ensure appropriate resource is included in the application for funding.

Legal Impacts:

No implications. Though it should be noted that any procurement activities will be carried out in accordance with the requirements of the Public Contract Regulations 2015.

Risk Management Impacts:

There are no risk management issues associated with this report. The UKSPF application form will require applicants to develop a risk register which will be managed as part of the project plan. Due diligence checks will be carried out.

Consultation:

This item has been subject to external consultation. The UKSPF prospectus outlines the consultation requirements, the following consultation has taken place:

| Consultation event | Date |
|---|------------|
| NPT Economic Recovery Workshop | 9/06/2022 |
| NPT Local Economic Forum – extended meeting | 29/06/2022 |
| Third Sector Strategy Group | 30/06/2022 |
| Christina Rees MP | 13/06/2022 |
| Stephen Kinnock MP | 17/06/2022 |
| David Rees MS | 01/07/2022 |
| Jeremy Miles MS (written) | 06/07/2022 |
| Regional Consultation | 18/07/2022 |

A UKSPF engagement plan has been developed and is in delivery.

Neath Port Talbot UKSPF projects

UK government issued additional guidance in relation to project delivery on 19th July 2022. This guidance will provide the framework to inform how areas carry out project selection.

UKSPF projects can allocate a % of UKSPF to resource projects effectively.

Timeline

| Date | Activity |
|----------------------------|--|
| 13/04/2022 | UKSPF Fund launch |
| April – July 2022 | Investment Plan development and consultation with local partners and regional / national stakeholders. |
| May – June 2022 | Lead Authority to be agreed. Local and Regional Governance to be agreed and established. |
| 30/06/2022 – 01/08/2022 | Investment Plan submissions window. |
| From October 2022 | First payments expected to lead local authorities. |
| April 2022 – March 2025 | UKSPF funding period. |

Recommendations:

It is recommended that, having due regard to the Integrated Impact Assessment screening:

1. Members agree the regional Investment Plan as detailed in this report at Appendix 2.
2. Members agree that City and County of Swansea Council are the designated lead local authority for the purposes of the UKSPF.
3. Delegated authority be granted to the Director of Environment and Regeneration in consultation with the Leader and relevant Cabinet

Member(s) to approve the final regional Investment Plan for submission to UK government by 1st August 2022 deadline.

4. Delegated authority be granted to the Director of Environment and Regeneration in consultation with the Chief Finance Officer, the Leader and relevant Cabinet Member(s) to enter into grant agreements or associated documentation that might be necessary to draw down funding from the UKSPF.

Reasons for Proposed Decision:

To enable City and County of Swansea to formally submit the UKSPF Investment Plan on behalf of the south west Wales region and to enable Neath Port Talbot Council to enter into funding agreements with organisations to deliver UKSPF projects.

Implementation of Decision:

The decision is an urgent one for immediate implementation, subject to the consent of the relevant Scrutiny Chair (and is therefore not subject to the call-in procedure.)

Appendices:

Appendix 1 - IIA

Appendix 2 - regional Investment Plan

List of Background Papers:

Links to UKSPF key documents:

UKSPF Prospectus

[UK Shared Prosperity Fund: prospectus - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612222/UKSPF_Prospectus.pdf)

UKSPF Frequently Asked Questions

[UK Shared Prosperity Fund: frequently asked questions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612222/UKSPF_Frequently_Asked_Questions.pdf)

UKSPF allocations

<https://www.gov.uk/government/publications/uk-shared-prosperity-fund-prospectus/ukspf-allocations>

UKSPF allocations methodology

<https://www.gov.uk/government/publications/uk-shared-prosperity-fund-allocations-methodology>

UK SPF interventions, outputs and indicators

<https://www.gov.uk/government/publications/uk-shared-prosperity-fund-interventions-outputs-and-indicators>

Multiply for Scotland, Wales and Northern Ireland

<https://www.gov.uk/government/publications/uk-shared-prosperity-fund-prospectus/multiply-in-scotland-wales-and-northern-ireland>

Levelling Up White Paper

<https://www.gov.uk/government/publications/levelling-up-the-united-kingdom>

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UK Shared Prosperity Fund

Investment Plan Drafting Template

Version 2
May 2022

Your location

To be eligible for funding, you will need to be applying on behalf of a lead authority in one of the [delivery geographies](#).

Select the lead authority: Swansea Council

For Scotland and Wales only: Who else is this investment plan being submitted on behalf of? Select all that apply

Carmarthenshire County Council

Neath Port Talbot County Borough Council

Pembrokeshire County Council

Your details

Name:

Email address:

Phone number

Organisation name: Swansea Council

Local challenges and opportunities

In this section, we will ask you:

- If you've identified any challenges or opportunities, you intend to support
- Which of the UKSPF investment priorities these fall under

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

South West Wales has a diverse economy and a unique set of natural and cultural assets. Economically, our industrial heritage combines with some of the UK's most significant marine energy potential, driving major opportunities for decarbonisation and the growth of the UK's Green Economy. Environmentally, the coastline and countryside – including the Pembrokeshire Coast and Brecon Beacons National Parks and the Gower Area of Outstanding Natural Beauty – contribute to a superb visitor offer and quality of life. Culturally, the region encompasses the dynamic, growing university city of Swansea, a diverse and distinctive network of rural towns and an increasingly vibrant Welsh language.

The region contains much diversity, especially within the rural/ urban dimension. Despite diversity across the region, there is substantial commonality, and some of the big opportunities have a region-wide footprint. However, some of them extend beyond the region itself, and outward facing links will be important. A range of key questions present themselves under the banner of community cohesion:

- How we respond to the needs of our ageing population so that people can live healthy, long and good lives;
- How we can continue to deliver excellent public services whilst unprecedented cuts to public spending continues;
- How we can reduce the gap between the least and most deprived in each county, especially our children and young people so that every child has the best start in life;

- How we help communities to sustain themselves and build a climate where people look out for one another;
- How we balance the changing expectations of a generation who demand services through new technologies, whilst making sure that those who are presently digitally excluded are not left behind;
- How we make sure we protect and enhance our local environment so that it can be appreciated for many generations to come;
- How to address loneliness, isolation, mental health;
- How we rebalance the distribution of opportunity and wealth between urban centres and rural / valley communities.

Common challenges across the region under the Communities and Place priority are:

Revitalising City Centre, Town Centres and Villages

Swansea City Centre, our towns and smaller communities are the focal points for economic and social activity across the region. The move away from the high street to internet and out-of-town shopping, coupled with a lack of fit for purpose commercial and retail premises were creating growing levels of vacant premises and declining footfall even before the covid pandemic.

Declining footfall and increasing costs are reducing businesses' ability to invest in the appearance of their premises. This has a negative impact on attractiveness of high streets and local pride in place, and creating a downward spiral. This situation has been exacerbated by the pandemic, with the failure of local and national retailers leading to increased numbers of vacant premises and successive lockdowns hitting footfall, marring the vibrancy of high streets across the region.

Springboard data for June 2022 shows that, whilst footfall in Swansea city centre is starting to recover it remains 24.2% below pre pandemic 2019 levels. In Pembrokeshire, vacancy rates remain above Wales' national average for Fishguard, Haverfordwest, Milford Haven and Pembroke Dock. Milford Haven town centre recorded the highest vacancy rate of A class units in Pembrokeshire in 2021 at 29%.

There is an imbalance in uses across places between retail, leisure, hospitality, residential – and the start of a shift that occurred during the pandemic to build on. There is a lack of smaller scale commercial space for micro businesses and opportunities to capitalise on the potential for co-working spaces in local communities to provide an alternative to the increase in home working that has occurred during the pandemic.

This is a continued need to invest in the city centre, town centres and villages across the region to:

- encourage sustainable growth and their transformation into places to live, work, learn and take part in leisure activities;
- Attract a greater diversity of uses;
- Enhance the town centre environment, public realm, heritage and cultural offer, both for existing residents and for new investors and visitors;
- Improve accessibility (for example, building on the experience of the new Port Talbot transport interchange);
- Secure alternative uses for redundant properties, including meanwhile use;
- Attract commercial investment;
- Develop opportunities for community ownership and leadership.

Up to this point a predominance of capital funding and lack of revenue support has constrained the ability to design targeted interventions to support communities and business such as events and other footfall generators.

Covid Recovery, Poverty and Cost of Living Crisis

In common with all parts of the UK, South West Wales continues to suffer from the impact of the Covid pandemic and subsequent global economic shocks impacting on cost of living. For example, approximately 21,000 working age adults and 7,500 children live on an income of less than 60% median in Neath Port Talbot, household incomes (£16,262 in 2019) in Swansea are below Wales (by 5.8%) and UK levels (by 24.1%) and growing more slowly, 29,444 households in Carmarthenshire are living in poverty. These lower wage levels are being squeezed by the cost of living crisis with rising energy and food costs making it

increasingly difficult for households to make ends meet, with fuel and food poverty impacts amongst others. Those in the most difficult circumstances prior to these shocks are now in an even worse position. Food banks are prevalent across the region.

The pandemic has increased loneliness and isolation, reduced confidence and had a negative impact on mental health. Limitations in information flow within communities, and an over-reliance on social media, leaves out significant part of demographics of places. We need to create opportunities to bring people back into local community activity, and build capacity in local communities and empower more grass roots activity to reduce the dependency on the public sector

According to the End Child Poverty Coalition, commenting on DWP data from May 2020, Pembrokeshire has the highest rate of child poverty in Wales with 31.3% of children living in poverty after housing costs were taken into account. The effect of poverty on children has been well-researched, and is known to result in poorer physical and mental health, lower educational attainment and impaired life chances whether measured in terms of career progression, contact with the criminal justice system or life expectancy.

Poverty is found in every part of the region, and in many places there are above average rates of poverty and deprivation that will require more targeted interventions. In the 2019 Welsh Index of Multiple Deprivation (WIMD), Swansea has an above average proportion of its Lower Super Output Areas (LSOAs) featuring in the most deprived 10% in Wales, with 17 (11.5%) of its 148 LSOAs in the 191 (10%) most deprived. In Neath Port Talbot, the greatest concentrations of deprivation according to WIMD 2019 were in Sandfields and Aberavon within the Port Talbot urban area, Briton Ferry, parts of Neath and the area around Croeserw in the upper Afan Valley. More generally, the distribution of deprivation is associated with parts of urban Neath and Port Talbot and with the post-industrial upper Valleys.

With the continued increase in the cost of living the challenge is to improve living standards to ensure those in employment are not worse off than they were on benefits. There is an increased requirement for additional welfare rights support, debt advice, financial support and digital inclusion to access online services, as well as ensuring access to wellbeing enhancing facilities and open spaces, but also extends to involvement in and benefiting from community-based measures to reduce the cost of living.

Ageing population

Responding effectively to the needs of ageing population can place additional pressures on services, therefore helping people to age well and lead as independent lives as possible is both a challenge, and an opportunity. A key consideration in this regard is ensuring that older people have access to existing cultural, historic and heritage institutions to counter the effects of isolation. This extends to ensuring that older people have access to local sports facilities to enjoy appropriate and relevant activities to increase wellbeing. In addition, the rates of older people in poverty are increasing, thought in part to be as a result of individuals entering retirement with insufficient savings or earnings. This is made worse by the rising cost of living and compounded by the fact that pensioners have very little opportunity to increase their income to counteract these effects. Evidence also indicates that pensioners are least likely to check what benefits they are entitled to. It is therefore imperative that older people are able to benefit from community-based measures to reduce the cost of living.

Disability and Health Conditions

A significant cohort of individuals with disabilities or limiting health conditions exists across the region. It is particularly important therefore, that consideration is given to ensuring that these individuals are able to make positive contributions to their local communities and enjoy the services and activities available. There are opportunities here to ensure that improvements made to existing (or the creation of new developments) are designed with these individuals in mind. This is both an access issue and a relevance issue. In addition, individuals from this group are more likely to be detrimentally affected by the cost-of-living crisis and therefore there are opportunities here to support these individuals through inclusion in developments designed to counter these affects (as noted above). Since the onset of the pandemic, there has been an increased complexity in support needs seen with mental health issues, contributing to individuals needing longer and more intense periods of support.

There is much evidence which substantiates the positive impacts that the natural and built landscape can have on wellbeing, serving to counteract the sometimes-devastating effects of mental health issues for

individuals and their families. There are clear opportunities here for consideration to be given to the design of community-based interventions and in improvements made to the accessibility of these services.

Wellbeing

Covid-19 has had a severe impact on mental health. Mind Cymru has reported that more than half of adults (60% of those over 25) and three quarters of young people (74% of those aged 13-24), said that their mental health has worsened during the period of lockdown restrictions in spring 2021. Loneliness affects the mental health of young people more significantly than the mental health of older people. While over three quarters (78%) of young people said that loneliness had made their mental health worse during lockdown, this rose to 85% for 18–24-year-olds.

Isolation is not limited to older people - there are also many young people that lack the confidence and ability to access services, many of whom do not have access to transport.

Rural and Valley communities

South West region is characterised by rurality, which sets our places and destinations in stunning natural environment, but also presents challenges in delivery of and access to services in areas of very low population density, ongoing viability of small farming communities, transport connectivity, and balancing pressures of destination management from a tourism/visitor perspective, and sustainable development and survival of local communities.

All four counties have a significant part of their geography in rural settings, which read as a continuous green and coastal belts. Around the city core of Swansea and suburban town centres, 60% of the county is rural in nature, with significant pockets of semi-rural settlements interspersed with suburban zones. An estimated 61% of the population of Carmarthenshire live in rural settings. Beyond the coastal strip and the major towns of Neath Port Talbot, the county borough is extensively rural, containing several relatively remote, primarily post-industrial communities. North of the M4, settlement patterns follow the main valleys: east to west, these are the Afan Valley, the Vale of Neath, the Dulais Valley, the upper Swansea Valley and part of the upper Amman Valley around Gwaun-Cae-Gurwen. Rural Neath Port Talbot also contains important natural and heritage assets, including Afan Forest Park and the Aberdulais Falls. These read across to Clydach, Mawr and Pontardulais in Swansea county, leading through to Ammanford and the West. Carmarthenshire is characterised by a relatively high number of sparse settlements anchored by three main towns; Carmarthen, Llanelli and Ammanford. Home to over 190,000 people it is the 4th largest county in Wales in terms of population size and exhibits a comparatively low population density of 80.2. Carmarthenshire's topography is one that creates a number of challenges and subsequent opportunities, the most pertinent are explored below in the context of some key themes.

These communities face unique challenges and opportunities when compared to the urban areas that are consistent with the rural economy across Wales. Close proximity to larger urban centres in the region often overshadows the unique rural challenges faced in the region.

Public transport is a major challenge and a barrier to accessing employment to those within valley and rural communities. Reliance on public transport has become more and more difficult due to service bus cuts - where buses do run they run on a limited time schedule which is not appropriate for early morning or late evening shift working. Transport availability impacting on the health of residents within rural and valleys areas due to being unable to attend hospital, dental and GP appointments.

Tourism is a key sector in the rural economy, and there is an established and growing network of local food and drink producers that are putting South West Wales on the map as a food destination.

The stunning natural environment is at the heart of the 'quality of life' proposition, and of central importance to the wider region's tourism offer and to its attractiveness to potential residents and investors. The close proximity of the natural environment and dense urban settings is both a challenge and a major unique selling point, but needs to be handled sensitively and sustainably.

Links between production and the network of large and small retail centres throughout the region were highlighted during the early months of the Covid pandemic, and even a small shift in buying habits was more

than small traders could cope with, pointing to a 'making do' situation on smaller high streets that retains vibrancy and a good income for small traders where appropriate.

Delivery of services and the subsequent access to those services creates specific challenges including:

- Lower population densities make achieving relative economies of scale difficult, this can include a low number of customers for services to support, making delivery costs expensive as well as limiting potential engagement opportunities.
- Large travel distances increase the time and cost for accessing services, this can hinder an individual's ability to feel connected to their communities, worsen isolation and reduce feelings of local pride and belonging. This is especially pertinent for marginalised groups.
- Poor digital connectivity and issues with 'the last mile of connectivity' remain a significant challenge for many in the most rural areas, although this has improved somewhat in recent years.

There is a need for interventions to support the recovery and growth of rural towns and their surrounding areas, including opportunities to enhance physical, cultural and social ties and amenities through focusing investment to create quality places that people want to live, work, play and learn in.

Access to Services

21.4% of Carmarthenshire's and 38% of Pembrokeshire's Lower Super output areas are identified within the top 10% most deprived in relation to access to services (Wales Index of Multiple Deprivation 2019). This is largely due to the rurality of the counties. The third sector plays a significant role in delivering services and reaching vulnerable residents within these counties, and across the wider region, which has been particularly evident during the pandemic. There are opportunities to expand and build on the third sector's role in delivering effective and resource efficient services and to further support structural changes within the sector.

Climate emergency/ decarbonisation and Nature Emergency

Dealing with the climate and nature emergency, and contributing to net zero ambitions by supporting local communities and businesses to reduce their carbon footprint, improve habitats and enhance biodiversity. This includes the need to consider climate risks and interventions for climate adaptation and maximising the potential for renewable energy and increasing green infrastructure and urban greening in communities vulnerable to climate change. There is a lack of signage and legibility of green spaces where these intersect with urban settings.

Environmental challenges include:

- Air quality;
- Flooding in our main town centres;
- A lack of green space and play space required to enhance biodiversity and improve health and well-being.
- Loss of habitat and key infrastructure as a result of flooding, storms and erosion, agricultural intensification. Invasive non-native species and development pressure worsened by the effect of climate change and a need to improve resilience of infrastructure on the back of this
- Reduced biodiversity

Linked to town centre regeneration, there is still a challenge in achieving accessible good quality green spaces, and access to the natural environment from our urban spaces across the region. Consideration needs to be given to access for marginalised groups.

More needs to be done to reap the benefits of green infrastructure in all its variations from buildings and infrastructure to low carbon climate resilient infrastructure, renewable energy generation and skills development to prime the workforce for the Green economy.

In addition, more needs to be done to harness the potential of the circular economy which is a key element of the net zero agenda and has many elements (from re-fit, repair, re-making through sustainable design and manufacture to considerations of natural resources and land use). In addition, the circular economy approach can also be used to engage citizens and raise awareness of climate change and the decarbonisation agenda.

This will promote investment in a more circular / regenerative economy - promoting more sustainable use of our natural resources and using waste as a resource.

Crime

A rise in anti-social behaviour has been recorded across town centres. In the year to June 2021 there was a 5.7% decrease in overall recorded crimes in Swansea, on the previous 12 months, but the biggest increases (over +10%) occurred in possession of drugs and public order offences. Anti-social behaviour and street homelessness are influencing perceptions of local high streets and there are opportunities to introduce targeted structured longer term interventions to address these issues. New Public Space Protection Orders have been put in place for parts of Swansea City Centre, Morriston high street and Haverfordwest. Of the 10% (190) most deprived Lower Super Output Areas (LSOAs) in Wales in terms of Community Safety, six are within Carmarthenshire which cover the three community areas of Carmarthenshire's biggest three towns; Llanelli, Carmarthen and Ammanford, 15 are in Swansea, 6 in Pembrokeshire and 5 in Neath Port Talbot.

Some of the challenges linked to Anti-Social Behaviour are as follows:

- Difficulty to evidence the issues and put in place appropriate interventions due to under reporting;
- Youth disengagement and the need for diversionary activities in our communities, particularly post covid / lockdown;
- Public perception - there has been significant investment recently to regenerate and develop our towns which is overshadowed by bad press and media about a small number of individuals causing issues;
- Neighbour disputes have increased dramatically during lockdown and there continues to be issues around some of these, despite restrictions lifting.

Challenges around domestic abuse is as follows:

- The changing picture of domestic abuse as technology has moved on over the past few years - we are seeing more issues about stalking, scams, cyber-crime in domestic abuse cases;
- Number of victims with very complex needs who need more than just support for domestic abuse but other factors like mental health or addiction, we need to make it easier for people to access the support;
- There have been gaps in Relationship and Sexuality Education (RSE) delivery throughout lockdown and we are now seeing the effects of that, with children not as aware of healthy relationships as they would have been, or consent and similar topics.

Tourism, Sport & Leisure, Culture

Tourism and cultural activities are an important driver for the region, both in terms of employment and economic contribution. There are opportunities for further growth. Experience of place is a key mission of the Regional Economic Delivery Plan based on the rich fabric of destinations interspersed throughout the region. The sheer variety of offer within easy travel reach presents a compelling offer, but challenges remain, and securing sustainable growth with respect to net zero and respecting impact on local communities and how to harness the opportunity successfully to their benefit not detriment. This sector has also been severely impacted by the effects of the pandemic and behavioural change which has a lasting legacy for workforce and capacity. Research shows that leisure and cultural activities are key to ensuring we have positive well-being and help alleviate loneliness and provide a sense of purpose. Increasing access to such facilities is also a key priority.

Some of the key challenges include:

- Encouraging overnight stays to increase the economic contribution of tourism;
- Establishing regional destinations as an 'alternative' destination with on-going investment in the tourism product;
- Changing the perceptions of parts of the region as predominantly urban or industrial area to gain recognition for regional assets in terms of valley and rural areas, coast and urban areas.

Swansea received over 4.79m visitors in 2019, with tourism generating over £477m expenditure in the local economy. Investment is needed in tourism, cultural, sporting and leisure assets across the county to improve quality, breadth and sustainability of the 'experience' offer for both visitors and residents alike. Promotion of this offer more widely will raise the profile of Swansea as an attractive place to live, work, visit, study and

invest and increased participation of local residents in cultural, sporting and leisure activities will have a positive impact on wellbeing

Heritage

In some areas there is a lack of interpretation of key sites and destinations and understanding of heritage of these places for local and civic pride, and reading as a destination on the back of those stories. For example, in Swansea whilst there is a rich industrial heritage there are difficulties supporting key listed buildings and structures and 'heritage for heritage sake' is impacting on lack of civic pride in place. Run-down buildings and facilities in parts of county, and in particular character features e.g. locally manufactured brick and pennant stone features, are not understood or emphasised.

Active Travel

Overall priority of private vehicles is also having a major impact on legibility of places, and damaging character and destination. Active travel routes need to take priority to enable people to move safely and sustainably between local communities to access local services and employment. Large sections of our population are in transport poverty needing to spend 10% or more of their income to run a car for example (Sustrans Cymru).

Transport is frequently raised as an issue which exacerbates loneliness and isolation. Smaller and lower density rural and valley communities face particular challenges where access to public transport is poor especially for those with mobility issues. Even in urban areas people have difficulty accessing transport as in many instances they cannot get to the bus stop. Community transport is provided to enable older people, many of whom live alone, to access social activity which reduces isolation and keeps attendees mentally active, but employment zones are often difficult to reach with limited timetables from mainstream transport providers, which needs consideration. Timing of services rarely takes account of shift working patterns etc.

Digital

The Covid-19 pandemic has changed the way we live our lives for many of us. Being online has been invaluable during the pandemic, allowing us to remain connected with family and friends, access information and guidance, work from home and use a wide range of services. While many have embraced new ways of accessing digital services, however, there is an increasing digital divide - 11% of our citizens remain offline and excluded from the vital services they need as more and more government and local authority services go online. The lack of digital skills and internet access have a huge impact on people's lives. Access to digital connectivity, technology and skills, are essential to ensure that everyone has an equal opportunity, and nobody gets left behind in this digital society. 41% of people aged 75 plus still do not use the internet. Support for older people to get online is a priority to reduce social isolation and have access to the essential services they need.

Welsh Language

A key overarching theme to be considered in the capitalisation of the opportunities mentioned above is the Welsh language. This extends to the protection, promotion and facilitation of the Welsh language in everything that we do, recognising its importance in creating a sense of place for Carmarthenshire and its people. This is in line with the Welsh Government's ambition to have 1 million people in Wales speaking Welsh by 2050 and more local strategic ambitions at a Carmarthenshire level.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

Each local area is working constructively through local regeneration partnerships to formulate responses to the challenges set out above. These are presented in the context of our South West Wales Regional Economic Delivery Plan, and relevant local plans and strategies.

Regional Economic Delivery Plan

The Regional Economic Delivery Plan's three 'Missions' will guide future activity over the next ten years and beyond. They are designed to give a clear direction of travel, while remaining sufficiently broad to accommodate a wide range of potential investments that will come forward over time. The three high-level Missions are as follows:

Mission 1: A UK leader in renewable energy and the net zero economy

Looking to 2030, we aim to make South West Wales a UK leader in renewable energy. That means taking advantage of our natural assets and our industrial and R&D capabilities to build an internationally-significant presence in future fuel technologies and to drive the decarbonation of our industrial base and the wide economy

Key Actions:

- Additional Capacity to drive forward the agenda
- Progressing the region's major renewable energy generation projects
- Attracting and driving forward industrial investment
- Decarbonising transport and the housing stock

Mission 2: Building a strong, resilient, and embedded business base.

"Business is at the centre of our strategy to 2030. It will be through the expansion of existing firms and the start-up and attraction of new ones that new employment will be generated and productivity growth secured. That means supporting sustainable business growth – both at the 'leading edge' of technology and innovation and across the economy"

Key Actions:

- Accelerated adoption and innovation support (linked with the recommendations of Wales 4.0 in relation to business, skills and innovation support)
- 'Progressive procurement' within a local business and supply chain development system

Mission 3: Growing and sustaining the South West Wales 'experience' offer

"South West Wales enjoys a superb environment and a unique 'quality of life' offer. This is a key asset for the region, and one which we must protect and enhance. We will make South West Wales known for the quality and breadth of its 'experience' offer', bringing together urban and rural environmental quality, 'quality of life' and culture. This will support a high-value visitor economy – but it will also be locally owned and a central part of our investment proposition".

Key Actions:

- Targeted and coordinated capital investment, including in town and city centres
- Balancing of initiatives at a regional, local and community-driven scale

Cities, Towns and Villages

South West region contains the second largest and smallest of Wales' cities in Swansea and St David's.

The larger district centres in Swansea were largely born of the legacy of the industrial revolution as dormitory zones for the major metal and mining industries across the county, but as the worst effects of the industries fade, attention is turning to telling the story and as part of that enabling local entrepreneurship in all its senses to flourish from a strong base of community and voluntary activity to new micro businesses across all sectors many of whom are beginning to breathe new life into ailing high streets. There is a need to create affordable, attractive and sustainable places to live, learn, work and play across all settings which enhance footfall and patronage to embed local resilience to help weather current and future shocks.

Revitalisation of City Centre, Town Centres and Villages

- Achieving positive influence on places to help foster successful balance of commercial premises of differing sizes, affordable and market housing and complementary facilities.

- Easing 'reading' and navigation of places through softening of public realm, clear and attractive signage and making the most of digital technologies
- Meanwhile space support building on successful pilots and emerging learning and changes in working practices to reduce vacancy rates on high streets and increase footfall to support local businesses
- Increase in events, cultural, sporting and leisure activities to add vibrancy and drive footfall in the city centre and high streets
- Building 'passcards' to enable fluid access to local and central venues to work
- Targeting investment on core towns and villages to strengthen their offer and help them become centres for growth, locations for key hubs to re-engage communities and achieve holistic provision of services.
- Working in partnership, to build sustainable places with excellent public transport and active travel infrastructure, integrated green infrastructure, and critically, mixed-use town centres that meet local needs.
- build on the key role that town centres have in building sustainable places as identified by the Welsh Government Town Centre First principle, which requires new commercial, retail, education, health and public services to be located in town centres.
- Following place-based regeneration model for town centres following the 'Placemaking Wales' approach to create sustainable places and ensure they are appropriate to the place and best support the community
- maximise the opportunities of our town centres and to boost the variety of services on offer in towns – creating flexible working and living space; and increasing access to services and leisure. A number of activities are emerging from the strategy for towns including:
 - The conversion of vacant commercial floor space into residential accommodation;
 - Enhancement and upgrade of vacant commercial floor space into beneficial business use;
 - The provision of green infrastructure and biodiversity projects;
 - The provision of small-scale public realm enhancement schemes;
 - Small-scale acquisitions;
 - The development and enabling of local markets;
 - The establishment of temporary meanwhile or pop up uses in vacant premises;
 - Collective external shop frontage enhancements;
 - Digital towns to support Wi-Fi analytics and Lora Wan networks;
 - Provisions supporting or facilitating active travel routes;
 - Dedicated support to provide toilet provisions;
 - The provision of outdoor play facilities, multi-use games areas (MUGAs) and outdoor recreational pursuits.

Covid Recovery, Poverty and Cost of Living

- Activities to help people emerge from pandemic isolation and embrace opportunities through existing and new community activities, e.g. utilise community buildings to create easily accessible 'warm places' in local communities that can provide a focal point for services and create a place for people to meet, eat and use shared facilities. Helping people to reduce costs and addressing loneliness and isolation.
- Improve local measure for information flow within communities outside of social media
- Providing opportunities for people to engage in volunteering and local community activity, to build capacity in local communities and empower more grass roots activity to reduce the dependency on the public sector
- support communities with the cost-of-living crisis with a focus on fuel and food and other poverty that impacts on our citizens. Build on the work of the 'safe and well' initiative established as the humanitarian response to the pandemic and continue to maximise the impact of working in partnership with the Third Sector.
- The Covid-19 pandemic placed significant strain on our local communities, places and services - introducing socio-economic challenges and exacerbating existing ones. As part of the effort to build back stronger and encourage investment we need to focus our attention to the areas of the region that are key to delivering these outcomes.

Maximising Heritage, Tourism, Culture and Sport Potential

- Feasibility and works for conservation areas and key listed and other important historic structures that embody pride in place, unique selling points and destination, including enhancement of features

constructed of local materials and character e.g. locally manufactured brick and pennant stone features that are not understood or emphasised;

- Better means of telling the story of places for local communities and visitors
- Step-change in interpretation of key sites and destinations and understanding of heritage of these places for local and civic pride and reading as a destination on the back of those stories
- Building capacity and investing in tourism, leisure, sporting and cultural facilities and activities to improve quality of life and the 'experience offer' for residents and visitors, and improve health and wellbeing
- Supporting implementation of key masterplans
- Maximising the potential of the region coast, valley and rural, urban centres, heritage and culture
- heritage-led tourism regeneration opportunities for the development of the visitor economy including community focus to enable heritage groups to play an integral part in the decision making process around the future of heritage assets and sites alongside other key partners.

Rural and Valleys Communities

- Building on the momentum developed through the Rural Development Programme to support active, resilient and connected rural communities and businesses
- Developing shorter circular supply chains between consumers, producers and suppliers, linking rural and urban areas
- learn lessons from the Leader approach and will develop the opportunity of creating a fund to support our valley and rural communities. Work with partners to develop a strategy to target investment in our valley and rural communities and villages.

Active Travel

- Rebalancing priority of private vehicles vs pedestrians and introducing active travel to improve legibility of places, and enhance character and destination
- Maximising the opportunities of alternative accessible models of transport – utilising community transport, car clubs, car schemes, wheels 2 work and also utilising electric vehicles

Decarbonisation/ Climate Adaption and Supporting Nature Recovery

- Enhancing biodiversity and the connectivity of habitats across the region by investing in green infrastructure in local communities
- Improving energy efficiency and carbon footprint of community facilities
- Capitalising on the potential for low carbon energy generation
- Improving signage and legibility of green spaces where these intersect with urban settings
- Working with partners to develop a more circular / regenerative economy - promoting more sustainable use of our natural resources and using waste as a resource to mitigate against climate risks and develop interventions for climate adaptation.
- Investing in specific proposals to adapt to changing climate patterns
- Supporting small scale improvements to air and water quality, and mechanisms to unlock development in areas currently restricted by high nutrient levels
- Natural solutions to challenges linked to climate change, health, wellbeing and cost of living (e.g. flood and nutrient load attenuation, community food growing and access to greenspace)

Crime

- Targeted structural long term interventions to reduce anti-social behaviour on local high streets
- There are opportunities to use innovative solutions to tackle Anti-Social Behaviour, to further develop links with Youth Justice and the Youth Service to look at bridging any gaps and further improve on services. There is an opportunity for a joined up approach across all UKSPF priorities to tackle disengagement.
- It is important to continue to increase awareness of all forms of domestic abuse, through a variety of means, and ensure appropriate training is available.

Digital

Digital transformation over the last few years has changed dramatically. The pandemic has forced us to be more digitally connected. People are now able to work from home in a seamless way, which has improved connectivity and collaboration. Still need to provide opportunities for those who are digitally excluded.

Linking in with community groups to deliver digital inclusion sessions in community building to those who do not have internet access or digital equipment. We need to work with individuals and groups to keep them safe when using digital technology and how to use their equipment and devices correctly to get the best out of digital services.

The Council will work with the Third Sector to ensure organisations are promoting digital inclusion by linking in and identify areas that need support to access digital services.

Reasonable broadband provision across the region opens up opportunities for rural businesses and communities to find additional and innovative ways of exploiting digital infrastructure to improve their communities and place.

Community cohesion

- There is an opportunity for Local Area Coordinators to work with the community to identify and respond to the challenges, needs and opportunities of their local areas.
- Provide capacity support to build on community activities which increased during the pandemic and build resilient communities.
- Work with partners to enhance and support community/cultural/heritage and sporting facilities that are important to our communities.
- There is an opportunity to maximise volunteer effort in communities building on the work that has started during the pandemic where communities are taking pride in where they live.

Foundational Economy

There is potential to explore new approaches to community-led economic development, building on the more active use of local public sector procurement, small business growth in the foundational economy. The establishment of community ownership models, where these present opportunities to retain local wealth from key assets (for example through energy generation, where receipts from local renewable energy schemes could help to incentivise take-up); or where community-owned assets might generate a long term return from economic goods that might prove otherwise commercially unattractive (e.g., small-scale commercial property).

Opportunities to drive local business development through 'progressive procurement' models. Typically, these involve weighting local employment and supply chain benefits within the procurement process; and breaking down commissioning into smaller lots to enable smaller local firms to compete.

A Framework for Regional Investment in Wales (FRIW)

Our proposals under this priority are consistent with the outline of the Framework for Regional Investment in Wales and consistent with the priorities outlined therein.

Priority 1: More Productive and Competitive Businesses

"We want to drive recovery and prosperity by supporting entrepreneurs, start-ups and businesses to create and retain sustainable jobs that reflect the principles of Fair Work Wales. We will help businesses to take advantage of opportunities to grow and strengthen the productivity and competitiveness of businesses and social enterprises of all sizes, particularly micro to medium sized businesses. This includes supporting businesses in their efforts to create or improve their share of the export market"

Priority 2: Reducing the Factors that lead to Economic Inequality

“We want to maximise the number of people able to participate in good quality, sustainable work, for which they receive fair pay, ensuring this is shared fairly across geographies and demographics, particularly amongst under-represented groups. Evidence³⁹ shows that inequality has a negative impact on economic growth and social outcomes. In the short term we will focus our efforts on supporting those who have been most adversely affected by the economic impact of the Covid pandemic, notably young people, those in low paid and insecure employment, women, black, Asian and minority ethnic (BAME) groups, and disabled people”

Priority 3: Supporting the Transition to a Zero-Carbon Economy

“The climate crisis is the global challenge of our age. The risks are real for every citizen and business but are greatest for those who are already at a socio-economic disadvantage. The transition to a zero-carbon economy will bring opportunities for clean, energy efficient economic development, quality jobs and global market advantages, as well as benefits to our environment, our health, our natural capital, and our ecosystem services”

Priority 4: Healthier Fairer, more Sustainable Communities

“A workforce that is healthy and happy, and well-connected communities that are strong and resilient, are economic assets which benefit everyone. The link between well-being and economy has never been clearer. We want to help ensure that communities of place and of people have the resilience and structures they need, so that the people living here can live long, happy lives and fulfil their potential to contribute productively to our economy and society”

Link to Levelling Up Missions

Mission 7. By 2030, the gap in Healthy Life Expectancy (HLE) between local areas where it is highest and lowest will have narrowed, and by 2035 HLE will rise by five years

For men, Healthy Life Expectancy is above the Welsh average (61.5 years) for the period 2018-2020 in both Swansea (61.9 years) and Pembrokeshire (61.8 years) but below in Carmarthenshire and Neath Port Talbot (both 59.7 years). For women, the picture is different with only Pembrokeshire, at 65.8 years, having Healthy Life Expectancy above the Welsh average (62.4 years) for the period 2018-2020, and Carmarthenshire (61.8), Swansea (60.5) and Neath Port Talbot (57.9) all below

The absolute gap in healthy life expectancy for females at birth in each county is starkly different with a 3.3 year gap when comparing the least to the most deprived fifth in Pembrokeshire, 8.9 year gap in Carmarthenshire, 17.2 year gap in Neath Port Talbot and 19.8 year gap in Swansea for the period 2018-2020. For males, the absolute gap in healthy life expectancy is lowest in Neath Port Talbot with a 10.2 year gap between the least to most deprived fifth, followed by Carmarthenshire at 10.8 years, Swansea at 14.9 years, and Pembrokeshire with the largest gap at 15.1 years, for the period 2018-2020.

These values pre-date the pandemic consequently, it is not known what impact the pandemic will have had to these values. Data from Public Health Wales Observatory

https://publichealthwales.shinyapps.io/PHWO_HealthExpectanciesWales_2022/

Mission 8. By 2030, well-being will have improved in every area of the UK, with the gap between top performing and other areas closing.

Mental wellbeing scores, according to the Warwick-Edinburgh Mental Wellbeing Scale, are available for people aged 16 and over from the National Survey for Wales. This data shows that mental wellbeing levels for 2018-19 (the latest data available) were lowest in Pembrokeshire (49.7), followed by Swansea (50.3) and Carmarthenshire (51.1), with only Neath Port Talbot (52.1) above the Welsh average (51.4).

Mission 11. By 2030, homicide, serious violence, and neighbourhood crime will have fallen, focused on the worst-affected areas.

There is an opportunity for a collaborative approach, working with partners and the community to achieve this target.

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

In the years leading up to the Covid pandemic, the South West Wales economy performed strongly in generating new jobs: By 2019, there were some 322,000 jobs in the region, an impressive increase of 20,000 on the 2013 figure.

Reflecting the region's population distribution and historic industrial development, the largest concentrations of employment are in the east, around Swansea Bay. Swansea itself accounts for around 40% of jobs in South West Wales (and is its main commuter destination), and the area around Swansea Bay and Llanelli is defined in Future Wales as a 'National Growth Area' for new jobs and housing. The east of the region also contains a distinctive and extensive concentration of manufacturing activity at Port Talbot, including the UK's largest steel plant and the Port Talbot Waterway Enterprise Zone.

Further west, around 20% of national energy supplies enter Britain via Pembrokeshire, with the Haven Waterway a major centre for existing energy infrastructure and the exploitation of new opportunities. More broadly, Carmarthen and Haverfordwest have important roles as regional centres, supporting an extensive rural economy and food production industry. Reflecting the environmental quality, the region enjoys extensive environmental designations, including the two National Parks and AONB and special protections along much of the coast. This environmental quality supports a large, important and growing visitor economy as well as delivering significant wellbeing benefits to our local residents.

However, there is still a large and persistent productivity gap with the rest of the UK. The region's economic weaknesses are largely structural, linked with long-term processes of industrial change (which in some respects are still ongoing), and are shared with other regions in Wales and the UK. Realising the scale of many of the region's future growth opportunities will require sustained public investment, alongside the private sector.

'Transformational' growth opportunities need to be balanced with the conditions for incremental improvements in resilience, capacity and capability across the whole of economy. There are distinctive opportunities at the 'leading edge' linked to the expertise within Swansea University and University of Wales Trinity Saint David – but long-term employment resilience and wage growth will depend on the sustainability, productivity and expansion of the wider stock of SMEs in the region.

Common challenges across the region under the Supporting Local Business priority are:

Low Productivity and Wage levels

There is still a large productivity gap in South West Wales, which impacts on local prosperity. Productivity (the amount of GVA generated for every filled job) was around £46,300 in South West Wales in 2020. The gap with the rest of the UK has narrowed slightly over time, but it is still substantial: in 2020, productivity was around 80% of the UK level. As well as generating higher output per worker, the key challenge is ensuring that the productivity gain is captured locally in pay, conditions and business opportunities.

In all parts of the region average gross weekly pay for full time workers is below the UK average, with only Neath Port Talbot, at £596.80, having wage levels above the Welsh rate (£562.80). In broad terms the region has an overrepresentation of employment in lower paid, lower skilled sectors and a lower quota in high paid and skilled sectors.

Key Sectors

The region has strengths across a number of sectors - some of which align to the region's science and research assets in health & medicine, engineering & manufacturing and computing & data science – including advanced manufacturing, agri-food, creative industries, energy, health, care & life sciences and software/digital. The majority fall outside the traditional foundational economy and offer the greatest potential for higher productivity, higher wages, higher levels of growth and higher employment potential.

Neath Port Talbot has a distinctive economy in terms of its sectoral balance, with manufacturing accounting for around 25% of total output and 19% of employment (compared with 10% in the UK and 17% in Wales).

While manufacturing's share of output has fallen over the past twenty years (from 37% in 1998) and with a sharp contraction – mainly accounted for by the steel industry – in 2014/15, it has since stabilised and remains highly significant. Neath Port Talbot remains one of Wales' most important manufacturing locations, so the challenge is to build resilience and growth through strategies that focus on diversification, upskilling, developing supply chains to support growing sectors such as renewable energy and the introduction of technological advancements.

Local challenges in Pembrokeshire relate to weakened traditional key strategic sectors, which have been affected by the restrictions imposed during the pandemic, the loss of EU workers or which otherwise need to adapt to the post-Brexit environment, and increased costs in their supply chains. Sectors particularly affected by difficulty recruiting staff include the hospitality and leisure, construction, retail and care sectors. Price increases in the supply chain are particularly evident in the construction industry, and in catering/hospitality.

Reliance on Micro and Small Businesses

There are some important major employers (such as the Valero refinery in Pembroke and Tata Steel in Port Talbot and Llanelli), but the region's business profile is skewed towards micro and small businesses, with 94.3% of all enterprises being micro businesses (0-9 employees).

In Pembrokeshire, in particular, there is still a preponderance of lifestyle businesses that lack innovation potential or dynamism, and which cannot offer career progression for those working in them, although this is now slowly changing.

If we are to realise notable economic growth and increase productivity, there is a need to focus on supporting small businesses to upscale including social enterprises, co-operatives and employee owned businesses as well as traditional SMEs. Through utilising the rich foundation that already exists we will increase local spend and harness the potential for more localised growth in community wealth and wellbeing, drawing together business, people and place. Social businesses are good employers who often provide work and training opportunities to people considered furthest from the workplace and they usually employ people within a very close proximity to the business's base. There are opportunities to further develop growth in this sector.

An over-reliance on micro and small sized enterprises presents unique challenges and requires business support mechanisms which are targeted, yet flexible and consider the unique set of challenges and barriers to scaling up those businesses face. These include;

- Talent recruitment and retention – Several sectors have faced recruitment and retention challenges following the pandemic. Difficulty accessing the right skills, in the right place, at the right time, stunts a business's ability to meet demand and, in some instances, diversify their service or offering.
- Access to finance and investment – Businesses are often constrained in starting or growing owing to lack of affordable or available finance. The finance support landscape can be complicated for smaller businesses to navigate, and without a dedicated resource seeking out these opportunities many small businesses miss out on financial support available. In many cases the businesses are viable enterprises but lack the sufficient cash within the business and/or personally to make investment. The result of this is that business growth and levels of self-employment/start-ups are stifled. This is evidenced in applications to the Swansea Start-up scheme where it is often cited that the existence of the grant fund has been the primary catalyst in allowing the business to begin trading. Over 40% of respondents to the Swansea Business Needs Survey highlighted that finance (or lack of access to this) is their primary barrier to business growth. In terms of overall business barriers this ranks only second behind overhead/premises costs which in some respects can be related to the former.
- Achieving economies of scale – It is more difficult for smaller businesses to achieve economies of scale since they lack the resources and capital to take advantage of the benefits presented, in many instances the risks far outweigh the benefits of exploring these options, simply because of their size.
- Taking advantage of procurement opportunities – Many small businesses report barriers in taking advantage of local procurement opportunities. Recent primary intelligence gathered indicates that many businesses find the process complicated, or they lack the skills and capacity to undertake the bidding process. Advancing progressive procurement is a key objective in the Regional Economic Delivery Plan, with a focus on community wealth building.
- Access to suitable premises – There is recognition that access to modern and appropriate premises offer businesses a competitive advantage, providing access to customers and infrastructure which will support the business to grow and develop.

- Access to and making better use of technology – Digital connectivity is an overarching priority for Carmarthenshire and is a key driver in achieving economic growth. Ensuring that businesses have access to ultra-fast and ultra-reliable digital connectivity is crucial, and whilst progress has been made in identifying coverage problems across what is predominantly a rural county, work continues to intervene and improve connectivity where the need exists. This will ensure that businesses are able to confidently operate and compete in a global economy whilst retaining their base in Carmarthenshire.

Low Business Start up Rates

With the exception of Pembrokeshire, the region has a lower 'enterprise density' (the number of enterprises relative to the working age population) than the UK average and in all parts of the region the start-up rate is lower than in the rest of the UK. 5 year survival rates are above the UK average (39.6%) in all counties, while only Swansea (39.9%) and Neath Port Talbot (40.0%) fall below the Welsh average (40.4%)

A stagnant start-up rate is a barrier to growth and suggests a lack of confidence and capacity within the economy. Evidence highlighted in recent work on the Innovation prospects for Carmarthenshire suggests that the potential entrepreneurial capacity of the county is amongst the highest in Wales. Therefore, whilst current businesses within the county need relevant support there is also a need to focus on creating an ecosystem which harnesses existing entrepreneurial flare across the region and making South West Wales an attractive place to start a business.

Whilst many individuals looking to start-up their own business have a strong vision and technical skillset for the business they would like to run, they often lack the necessary business skills in the day-to-day running and management of their enterprise. This often presents in poor understanding of cash flows, marketing plans and/or business strategy.

This issue is exacerbated by the perceived confusing business support landscape. Many are unaware of the support available or overwhelmed by the array of organisations operating in this area. In Swansea, the lack of a Business Centre and Start-up incubators intensifies the issue. The result means that entrepreneurs struggle to access important funding streams owing to schemes' requirements of basic business plans, cash flow forecasts and/or business strategy.

The Swansea Business Needs Survey identified that over 30% of respondents did not access the available business support services because they found the avenues too confusing and/or overwhelming. Almost half of all respondents to the survey were unaware of the support available and in many cases will have wrongly assumed that there is no accessible support available to them.

An opportunity exists to provide targeted and local level support to individuals looking to start a business. This support would serve to complement existing business support initiatives and look to create a wrap-around level of support that is easily accessible and delivered by individuals with invaluable knowledge of the local business landscape.

South West Wales has a strong base of social businesses and has the potential to stimulate more. Research illustrates that social businesses offer additional social impact and value in South West Wales with missions that involve actively improving local communities, improving health and well-being, addressing social exclusion and supporting vulnerable people. Supporting Pre-start/ new start support and small grants for early-stage social enterprises is therefore important, working with communities on the ground to formulate enterprising ideas that address economic and social issues within their area.

Lack of Available Premises

There is a widely-recognised gap between demand and supply for industrial sites and premises, as low rents (and in some cases high remediation and infrastructure costs on ex-industrial land) make viability challenging, especially west of Swansea. The evidence is that this acts as a brake on business expansion, both to new investors and to existing local businesses seeking 'grow-on' space. In terms of office space, Swansea dominates the market, although Swansea's Local Development Plan identifies a lack of available, high quality office space to meet inward investment and economic growth needs, combined with an oversupply of sub-standard office space at central and out of town locations. It is generally regarded that public sector investment is needed before commercial developers are willing to invest.

Access to short-term, affordable premises is limited, and business rates provide a further barrier for small scale, local, independent businesses looking to start up or relocate, particularly around Swansea city centre. This has been highlighted by the Swansea Meanwhile Spaces Pilot Project which has worked to match vacant High Street premises with would-be occupiers, many of whom are micro-scale, start-up and/or locally owned enterprises.

Rising Costs

The spiralling costs of fuel and raw materials (including food) is a significant challenge for businesses and is directly impacting their ability to remain profitable, and in some cases causing business closures. From 2020 to 2021 the average cost of Electricity and Gas for non-domestic consumers rose by 11.8% and 24.4% respectively. Such costs have escalated further in Q1 and Q2 of 2022 and this is a major contributory factor to the rising rate of inflation which is at a level unseen since February 1982 and was recorded at 9.1% in May 2022. Rising interest rates will negatively impact consumer spending and stagnate economic growth, causing further difficulties for local businesses.

Decarbonisation

Currently, regional carbon emissions are much higher than the Wales and UK average. These mostly reflect the role of the huge Tata works at Port Talbot, an industrial installation of national significance that remains reliant on coal inputs.

Neath Port Talbot generated around 7,165 kt of CO₂ emissions in 2019. Between 2005 and 2019, total UK emissions fell by around 36%. Neath Port Talbot's reduction was much smaller – around 9% - from a substantially higher base. While domestic, public sector and commercial emissions largely fell in line with the UK average, the difference in Neath Port Talbot is accounted for by the steelworks at Port Talbot, with the county borough's distinctive industrial structure driving the highest carbon intensity of any local authority area in the UK.

This points to a key environmental and economic risk in the context of the commitment to net zero by 2050 and a nationally significant industrial base with significant challenges in effecting low carbon transition in the medium term.

In striving to meet net zero carbon targets by 2050, businesses across the region have a vital role to play by making changes to save energy, reduce waste and carbon emissions and introduce more climate friendly related policies. However, access to expert advice and training will be a necessity in order to provide the necessary knowledge and recommendations required to deliver these changes.

Localism/ Foundational Economy

The foundational economy is a crucial element of the region's economic identity and makes an incomparable contribution to social wellbeing. This is substantiated by the high numbers of businesses operating within sectors that are deemed foundational. These include, but are not limited to; Wholesale, Retail, Transport, Hotels, Food and Communication. In Carmarthenshire alone there are 3,130 businesses operating within these sectors generating turnover of £2,441 million and employing over 20,000 people. Additional broader sectors include; Construction and Tourism, both key economic and employment drivers within Carmarthenshire and the region as a whole. The importance, therefore, of the foundational economy to the region cannot be overlooked. The effects of the pandemic were acutely felt by businesses operating within these sectors and whilst recovery is progressing well, challenges remain.

The opportunities afforded through the localism approach will look to address some of the most pertinent challenges, ensuring that these businesses are supported to access the right skills at the right time, have access to increased capital investment, have access to better infrastructure and make better use of technology. This will safeguard them, fostering sustainable growth and increased resilience.

Developing sustainable local supply chains will boost the foundational economy and have a direct benefit on the environment, improve continuity of supply, enhance corporate reputation, encourage new partnerships and reduce operational costs. Businesses need support in accessing local supply chains and tendering for local contracts.

Welsh Language

In Carmarthenshire in particular, the Welsh language is an important consideration in terms of business support and at a county level much work has been done in recent years to support businesses to improve and take advantage of their Welsh offer. There is recognition that more can be done in this space, therefore where possible and applicable businesses should continue to be supported to develop their Welsh language presence and offer. This serves to meet the needs of the 43.9% of the local population that speak Welsh but also is an important consideration in the ability of businesses to play a key role in the cultural landscape of the county.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

Each local area is working constructively through local regeneration partnerships to formulate responses to the challenges set out above. These are presented in the context of our South West Regional Economic Delivery Plan, and relevant local plans and strategies. A consistent menu of project interventions is evolving, but the specific context of local need and requirements is presented below.

Regional Economic Delivery Plan

The Regional Economic Delivery Plan's three 'Missions' will guide future activity over the next ten years and beyond. They are designed to give a clear direction of travel, while remaining sufficiently broad to accommodate a wide range of potential investments that will come forward over time. The three high-level Missions are as follows:

Mission 1: A UK leader in renewable energy and the net zero economy

Looking to 2030, we aim to make South West Wales a UK leader in renewable energy and the net zero economy. That means taking advantage of our natural assets and our industrial and R&D capabilities to build an internationally-significant presence in future fuel technologies and to drive the decarbonation of our industrial base and the wide economy.

Key Actions:

- Additional Capacity to drive forward the agenda
- Progressing the region's major renewable energy generation projects
- Attracting and driving forward industrial investment
- Decarbonising transport and the housing stock

Mission 2: Building a strong, resilient, and embedded business base.

"Business is at the centre of our strategy to 2030. It will be through the expansion of existing firms and the start-up and attraction of new ones that new employment will be generated and productivity growth secured. That means supporting sustainable business growth – both at the 'leading edge' of technology and innovation and across the economy".

Key Actions:

- Accelerated adoption and innovation support (linked with the recommendations of Wales 4.0 in relation to business, skills and innovation support)
- 'Progressive procurement' within a local business and supply chain development system

Mission 3: Growing and sustaining the South West Wales 'experience' offer

"South West Wales enjoys a superb environment and a unique 'quality of life' offer. This is a key asset for the region, and one which we must protect and enhance. We will make South West Wales known for the quality and breadth of its 'experience' offer, bringing together urban and rural environmental quality, 'quality of life' and culture. This will support a high-value visitor economy – but it will also be locally owned and a central part of our investment proposition".

Key Actions:

- Targeted and coordinated capital investment, including in town and city centres
- Balancing of initiatives at a regional, local and community-driven scale

Carmarthenshire Opportunities

Carmarthenshire Economic Recovery and Delivery Plan (CERDP)

Theme 1 - Business

“Safeguarding our existing businesses, supporting new start-ups and growing businesses in our foundational and growth sectors to become more productive and competitive”

Theme 2 – People

“Protecting jobs, responding to significant expected unemployment, helping people gain the skills needed for the jobs that will exist, and creating new and better-skilled employment”

Theme 3 – Place

“Ensuring a fair distribution of opportunities through investing in the infrastructure and adaptation of our strategic growth areas, town centres, the rural economy and regenerating our most deprived communities”

Four cross-cutting priority ambitions:

- Ultra-reliable digital connectivity, digital culture and skills – improving connectivity, tackling the associated challenges to deployment and intervening to make improvements in digital connectivity both now and for the future.
- Skills - supporting people and businesses to retrain, re-skill, and up-skill through blended traditional, online and work-based learning.
- Green economy – adding economic value through keeping resources in use and where waste is avoided, invest in low carbon and climate-resilient infrastructure, renewable energy and sustainable homes.
- Fair and equal economy and support for the Welsh language and culture – supporting peoples culture and well-being with local, fair, decent and secure employment

Exploring the Innovation Prospects for Carmarthenshire (EIPC)

The purpose of this study was to review the current position of Carmarthenshire and to inform CCC’s local innovation strategy in the coming years. The following 4 opportunities conclude the report and have been derived from consultations with stakeholders and documentary analysis:

- Opportunity 1 - Digital: Enhancing Digital connectivity and exploiting Digital opportunities across Carmarthenshire
- Opportunity 2 - Health: Development of a dispersed living laboratory
- Opportunity 3 - Foundational Economy: Sustainable food procurement
- Opportunity 4 - Circular Economy: Leveraging a CE approach for the Net Zero Agenda

Neath Port Talbot Opportunities

The **Neath Port Talbot Economic Recovery Plan** identifies a number of opportunities which fall under the Supporting Local Business Investment Priority, including:

Transitional Economic Base

one of the four key areas for action in the Neath Port Talbot Economic Recovery Plan is *'Entrepreneurial and resilient economy: Strengthening our SME base – in all sectors and across the county borough - through a better coordinated approach to support, premises and finance and a renewed focus on sustainable 'indigenous' business growth at community level'*

Neath Port Talbot has a distinctive economy, with a large industrial base, including the UK's largest original steel producer and a wide range of SME manufacturers. It also contains significant opportunities for future growth, especially associated with the major waterfront sites and the Enterprise Zone, the potential for industrial decarbonisation and the prospect of future Freeport designation. In addition to the concentration of strategic sites and industries in the M4 Corridor, the county borough is diverse, including the towns of Neath, Port Talbot and Pontardawe; and the Afan, Amman, Neath, Dulais and Swansea Valleys. Looking beyond Neath Port Talbot itself, there are strong links with Swansea, and along the M4 to Cardiff and beyond.

Sectors

Neath Port Talbot Council is ambitious for the future and takes a proactive approach to economic development and providing support to encourage innovative business growth. As the economy emerges from the Covid-19 crisis, and to complement the Wellbeing Assessments, the Council has developed an Economic Recovery Plan for the medium-to-long term, focused on achieving employment and business growth within a more diverse and resilient economy.

Employment concentrations are smaller and more dispersed in the post-industrial and rural parts of the county borough, with, in general more limited prospects for employment growth at scale although there are significant opportunities coming forward, such as the Global Centre for Rail Excellence at Onllywn).

Decarbonisation

Despite the substantial challenges presented by high industrial carbon intensity, Neath Port Talbot has significant opportunities associated with industrial decarbonisation (which is itself a key focus of the Regional Economic Delivery Plan).

In May 2020, Neath Port Talbot Council launched its Decarbonisation and Renewable Energy (DARE) Strategy – which sets out how the Council will act to counter climate change, both by reducing its own carbon footprint and by working with others to bring forward key investments in renewable energy and low carbon technologies. During a recent visit in March 2022 by the UK's Climate Change Committee, they commented on how impressed they were to see the Council not just writing reports but actually delivering on its initiatives. They were also impressed at the collaborative nature of working arrangements across the county borough between industry, academia and local government which works incredibly well for all concerned. A number of opportunities linked to decarbonisation include:

- Advanced Manufacturing in low carbon technologies
- Demonstrating the potential of low carbon technologies and industries
- Developing renewable energy potential
- Decarbonising infrastructure and the built environment – Neath Port Talbot CBC recently commissioned a ground breaking initiative with the construction of the award winning £7.9m Bay Technology Centre which was completed in 2022 and is the first commercially energy positive building in Wales which has recently won the prestigious Net Zero Award in this year's Constructing Excellence Wales (CEW) Awards held in June.
- Significant potential to take a lead in the drive to decarbonise the economy, through existing assets (e.g., the Hydrogen Centre at Baglan and renewable energy capacity) and scope for innovation and adoption within industry.

The Council will work with **academia** and **industry** to realise these opportunities via direct support through growth funds and support.

The Council also recognise that SMEs will be key to successfully delivering any decarbonisation programme as they will need to adapt to new employment opportunities. This presents a challenge as the pandemic has affected investment and work schedules so finding the time and resources to invest in upskilling staff or in new ways of working such as retrofitting and green skills, may not be at the forefront of their immediate plans. In addition, there does seem to be a disconnect between Net Zero policy goals and the appetite of business to

engage – until there is a market for these new skills and products, SMEs may not be keen to “buy into” these new concepts.

Capacity for growth – Infrastructure

There are a number of opportunities for growth including:

Transport – to maximise road infrastructure, rail connections and the Port of Port Talbot

Digital connectivity – ensuring all premises have high speed reliable digital connectivity

Commercial property - Despite Neath Port Talbot’s position as a major industrial location and evidence of high demand for industrial stock, supply remains relatively constrained with a viability gap and the need for direct public intervention to bring forward significant schemes to address the lack of industrial premises across the county borough including the valley and rural areas. .

Key area for action in the Neath Port Talbot Economic Recovery Plan - Transformational investment and change: Ensuring continued investment in (and the capacity to deliver) our major strategic sites at Port Talbot Waterfront and Baglan Bay; the key opportunity associated with the Global Centre of Rail Excellence; and the range of long-term – but in some cases emergent – actions to support industrial decarbonisation.

Key employment sites

There are nationally-significant strategic sites (e.g. at Baglan Bay) with potential for major development over time – the sites are linked with excellent connectivity and have significant commercial interest. There are a number of strategic sites with potential for further growth, including:

Baglan Energy Park

Harbourside

Port Talbot docks

Opportunities to build on the knowledge base include the fact that much of Swansea University is within Neath Port Talbot, with potential for stronger industry links and the role of the universities as economic drivers themselves. The **Swansea Bay City Deal** projects and programmes have been designed to provide a catalyst for future opportunities which will be progressed with the UKSPF programme of interventions.

The opportunities listed above together with skills provision outlined in the People and Skills section will improve productivity and increase pay, giving everyone the opportunity to access value added jobs. The Council also recognises the opportunity of the Third Sector contribution to the local economy

Pembrokeshire Opportunities

Within Pembrokeshire, the following opportunities will be likely to form the basis of UK SPF “Supporting Local Business” investments, subject to the assessment and selection process:

Strategic Development Sites. The Port of Milford Haven (including onshore energy sites), Pembroke Dock (Port of Pembroke) and Pembroke Dock Llanion are all important strategic sites around the Milford Haven waterway that are critical to our ambition to create the UK Green Energy Capital contributing at least 20% of the UK’s hydrogen production and 10% of the UK’s Floating Offshore Wind (FLOW) targets, as set out in the British Energy Security Strategy. The Milford Haven Waterway Future Energy Cluster will also support the development of low carbon liquid fuels, CO₂ shipping, marine renewables and energy storage, thus playing a pivotal role in supporting an accelerated transition to a net zero economy while stimulating substantial economic growth.

This context provides important opportunities to enhance suitable industrial, commercial and office spaces to support energy, marine, engineering and related sector growth around the Milford Haven Waterway, including strategic developments such as an expansion to the Bridge Innovation Centre and associated improvement at Pembrokeshire Science Park at Llanion.

Other significant sites are starting to see the benefit of feasibility work, promotion and wider support from the county and its Private Sector Partners. These include Withybush Airport, where recent feasibility work has identified relatively modest investments that could support the airport’s ability to service the tourist market, in particular. At the same time we are currently exploring a number of leads with aviation innovations, both in terms of enhanced attractions and innovations in the industry which could support a new industry era. Opportunities also present themselves at Trecwn, a former MOD owned site in north Pembrokeshire

which has potential for redevelopment and renewal. Its rail and road accessibility, in addition to its close proximity to Fishguard Bay are making the site increasingly attractive to both energy producers and manufacturers. Modest infrastructure investments will secure such developments, enabling much needed employment opportunities in the north Pembrokeshire.

Pembrokeshire Food Park

Pembrokeshire benefits from some of the best quality agricultural land in Wales, an asset we should seek to capitalise upon for the county, its community and in support of wider Welsh and UK food sustainability. Pembrokeshire has benefited from EU and Welsh Government investment to catalyse development of Pembrokeshire Food Park, a joint venture with Welsh Government. This investment has supported further development by the private sector and the creation of Pembrokeshire Creamery alongside the successful and expanded Puffin Produce. Further planned joint venture developments include the creation of a series of incubator units to support fledgling food businesses in the County. We are keen to work with local food businesses to further enhance this trend, seeking funding to invest in development to meet increased demand.

Swansea Opportunities

Swansea Economic Recovery Action Plan

To support the recovery of the local economy from the covid-19 pandemic the Council in conjunction with Regeneration Swansea partnership has developed an economic recovery action plan for Swansea, This sets out the additional actions we need to take to support businesses, support individuals and improve resilience of the local economy in light of the pandemic.

The Economic Recovery Action Plan is focusing on the key aims of:

- Raising Confidence – driving footfall in city and district centres to support local businesses
- Supporting Businesses – business support, small scale financial assistance, access to premises and local supplier development to support start up and existing businesses
- Championing Local Food – to increase accessibility to and promotion of local food, and raise the profile of Swansea as a food destination
- Supporting Tourism – improving market intelligence, destination marketing, online marketing and business engagement and partnership working
- Developing Skills & Employability – extending and adapting employability provision including paid work placements and support for self-employment/ entrepreneurship
- A Sustainable Economic Recovery – new Regional Economic Delivery Plan, regeneration of the city centre and district centres, supporting move towards net zero carbon by 2050, building capability and promoting investment in green infrastructure

Within the context of the REDP and the Swansea Economic Recovery Plan, the following opportunities have been identified through local partnership discussions to respond to local challenges:

Low Productivity and Wage Levels

- Maximising the potential of the research and development expertise in the region's Universities to support local business growth, innovation and productivity gains.
- Securing high profile business conferences to capitalise on new Digital Arena

Reliance on micro and small businesses

- Locally tailored wrap around support for small businesses, complementing Business Wales provision, to support growth and job creation
- Progressive procurement to drive local business development opportunities and shorten supply chains

Low business start up rate

- Small scale business grants to overcome cost barriers to starting new business/ self-employment and co-ordinated local business support offer, complementing Business Wales provision, to nurture start-ups and improve survival rates

Lack of available premises

- Meanwhile space support building on successful pilots and emerging learning to provide low cost opportunities for start up businesses and reduce vacancy rates on high streets

Rising Costs

- Advice and small scale grant support for small businesses to reduce their carbon footprint and associated energy costs – building on pilot green innovation grant introduced with CRF funding

Decarbonisation

- Advice and small scale grant support for small businesses to reduce their carbon footprint – building on pilot green innovation grant introduced with CRF funding
- Developing the market and building expertise for new ideas such as green infrastructure
- Exploiting the potential for local carbon energy sources

Link to Levelling Up Missions

Mission 1. By 2030, pay, employment and productivity will have risen in every area of the UK, with each containing a globally competitive city, with the gap between the top performing and other areas closing.

Average earnings in South West Wales (workplace based) have risen by 25.1% since 2011 to stand at £559.30 in 2021, however this is below both the Welsh (£562.80) and UK (£612.8) levels. At county level, Pembrokeshire has the lowest average earnings at £532, with Neath Port Talbot the highest at £596.80 in April 2021.

The employment rate in South West Wales has improved over the last ten years, from 64.8% in 2011 to 71.7% in 2021, although it still lags behind the Welsh (73.1%) and UK (74.7%) levels. Across the region, Pembrokeshire has the highest employment rate at 74.4% with Carmarthenshire having the lowest at 69.1% in 2021.

In 2020, productivity (measured as GVA per filled job) was around £46,300 in South West Wales. The gap with the rest of the UK has narrowed slightly over time, but it is still substantial: in 2020, productivity was around 80% of the UK level. Productivity is highest in Neath Port Talbot at £48,600 in 2020 and lowest in Carmarthenshire at £43,100.

Mission 2. By 2030, domestic public investment in Research & Development outside the Greater South East will increase by at least 40% and at least one third over the Spending Review period, with that additional government funding seeking to leverage at least twice as much private sector investment over the long term to stimulate innovation and productivity growth.

The local authorities work effectively with academia and industry by creating the right environment to ensure the region maximises the opportunity of RD&I public investment to support the growing research, development and innovation clustering across the region.

A Framework for Regional Investment in Wales (FRIW)

The proposals for this priority sit comfortably within the Welsh Government Framework for Regional Investment in Wales described as follows:

Priority 1: More Productive and Competitive Businesses

“We want to drive recovery and prosperity by supporting entrepreneurs, start-ups and businesses to create and retain sustainable jobs that reflect the principles of Fair Work Wales. We will help businesses to take advantage of opportunities to grow and strengthen the productivity and competitiveness of businesses and social enterprises of all sizes, particularly micro to medium sized businesses. This includes supporting businesses in their efforts to create or improve their share of the export market”

Priority 2: Reducing the Factors that lead to Economic Inequality

“We want to maximise the number of people able to participate in good quality, sustainable work, for which they receive fair pay, ensuring this is shared fairly across geographies and demographics, particularly amongst under-represented groups. Evidence³⁹ shows that inequality has a negative impact on economic

growth and social outcomes. In the short term we will focus our efforts on supporting those who have been most adversely affected by the economic impact of the Covid pandemic, notably young people, those in low paid and insecure employment, women, black, Asian and minority ethnic (BAME) groups, and disabled people”

Priority 3: Supporting the Transition to a Zero-Carbon Economy

“The climate crisis is the global challenge of our age. The risks are real for every citizen and business but are greatest for those who are already at a socio-economic disadvantage. The transition to a zero-carbon economy will bring opportunities for clean, energy efficient economic development, quality jobs and global market advantages, as well as benefits to our environment, our health, our natural capital, and our ecosystem services”

Priority 4: Healthier Fairer, more Sustainable Communities

“A workforce that is healthy and happy, and well-connected communities that are strong and resilient, are economic assets which benefit everyone. The link between well-being and economy has never been clearer. We want to help ensure that communities of place and of people have the resilience and structures they need, so that the people living here can live long, happy lives and fulfil their potential to contribute productively to our economy and society”

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these challenges, give evidence where possible

South West Region works through its Regional Skills Partnership in coordination and understanding of skills needs working closely with business and providers to understanding the evolving landscape of need and demand.

Common challenges across the region under the People and Skills priority are:

High Economic Inactivity Rates

In South West Wales 20.9% of the working age population (excluding students) were economically inactive in December 2021, above both the Wales (19.9%) and UK (17.6%) averages. Carmarthenshire has the highest economic inactivity rate of the 22 local authorities in Wales at 23.8%. The rate in Neath Port Talbot (21.1%) and is above the Welsh average, while both Swansea (19.5%) and Pembrokeshire (19.3%) are below the Welsh average, but above UK rate. Students are excluded from these figures as the region has an above average level of students.

A number of factors have likely contributed to this higher rate across the region, including:

- The region is home to an above average level of people with disabilities and long-term limiting health conditions which pushes them further away from the labour market.
- The region is home to an above average level of people who are retired.

This is a significant barrier to growth for the region, as the economically inactive represent a significant source of labour supply which is a crucial element of a well-functioning labour market. This is also concerning given that being inactive for a long period of time can negatively impact a person’s wellbeing, health and life-satisfaction. This is therefore a fundamental issue to address in the ambition to improving the life-chances of individuals and grow the local economy.

A key challenge is engagement with the economically inactive, which requires community-based interventions to support to overcome barriers, build confidence and increase motivation to start looking at skills and employment.

Following the pandemic, an increased number of economically inactive have low confidence, are isolated, have disengaged with their communities, and therefore, have difficulties accessing the support needed. There

is a need to raise aspirations and awareness of opportunities and to create pathways to accessing the skills and support needed to progress into employment.

Unemployment

Claimant count unemployment rates vary across the region from 3% in Carmarthenshire in May 2022, 3.1% in Pembrokeshire, 3.2% in Neath Port Talbot and 3.6% in Swansea - which is above the Welsh level (3.4%) but below the UK (3.8%). In Swansea, unemployment rose rapidly at the start of the pandemic, and while the unemployment rate has gradually decreased over the past 2 years it is yet to reach levels seen prior to the pandemic in March 2020 (3.4%). In common with other counties, there is significant disparity in unemployment across different local areas of Swansea with disadvantaged areas experiencing unemployment rates above the average - Townhill (8.1%), Penderry (6.9%), Castle (6.6%) in contrast to other areas below the average; Mayals (1.1%), Llangyfelach (1.3%). There is a challenge to ensure that people from the most disadvantaged communities across the region are not excluded, and provision is in place to ensure inequalities to accessing opportunities are reduced within communities.

Barriers to Skills and Employment

Unemployed and economically inactive people in the region face a range of complex barriers, which prevent them from accessing skills and employment opportunities. A challenge under this priority is to engage with, support and motivate the economically inactive and unemployed to overcome these barriers to progress them into the labour market.

The effects of the pandemic have increased loneliness and isolation, reduced confidence, motivation, self-belief and aspirations and has had a negative impact on people's mental health and their ability to engage with support services. A key challenge is rehabilitating these individuals to become more confident leaving the house and increasing their motivation levels to look for employment. This challenge is even more acute due to delays in accessing specialist support services including counselling and therapy support. There is a need for consistent one to one support e.g. a key worker.

Some of the key barriers people face include:

- Lack of Confidence and motivation, wellbeing and aspiration.
- Social isolation, digital exclusion.
- Issues with mental and physical health
- Low or no skills, lack of specific skills or qualifications, lack of experience in the workplace.
- Rising costs of living-poverty, transport barriers
- Availability of quality, flexible and affordable childcare
- Geographical locations make learning inaccessible for some living in our valley and rural areas as transport is a major barrier, especially when most learning provision is in town centre locations.

On skills, a key challenge for local people in accessing opportunities is the lack of relevant qualifications, knowledge of skills needed and life and employability skills. A further challenge is to support people to recognise their personal skills and abilities and to help them, through a personalised skills plan to identify and source the right skills needed aligned to the local labour market demand. This would equip people with the skills needed to access to more opportunities to capitalise on local economic growth and economic development opportunities such as the City deal, in turn, ensuring the local communities are more prosperous and productive.

There are opportunities to provide intensive, wrap-around, one-to-one support led by a key worker to move these individuals closer to the labour market which would provide tailored mechanisms to make the movement from inactivity to employment as simple a transition as possible. This should be in the format of a cohesive system where careers guidance is provided in conjunction with the identification of skills needs which are directly related to the ambitions of that person and the needs of the local economy. This extends to highlighting and promoting the importance of work as well as exploring development in the context of basic skills, work-ready skills and vocational training to reduce the chances of drop-off and discouragement.

Vulnerable groups

There is a gap in current provision focussing on employability and skills for key groups of vulnerable individuals with further complex barriers and challenges to entering the labour market. Investment is needed

to provide intensive key worker support and focussed interventions to address the inequality to accessing opportunities for these disadvantaged individuals. Key groups include the following:

- Children Looked After (CLA) aged 16+ and Care leavers
- Young people post 16 linked with the Youth Offending Service
- Young people pre-16 with Additional Learning Needs or at risk of becoming NEET
- Vulnerable young people 16-24 who are disengaged from the labour market.
- People affected by work limiting health conditions and disabilities
- Refugees and Asylum seekers
- BAME
- Women
- Prison leavers and ex-offenders
- People with care responsibilities
- Individuals from Jobless households
- Individuals linked to and referred by the Community Health team
- Over 50s unemployed due to the pandemic

Qualifications Levels Below UK Average

Over time, there has been a steady improvement in qualification levels in the region: in 2021, 36% of the working age population was qualified to NVQ4+, compared with 22% in 2004, and the proportion with no qualifications halved over the same period (partly as new entrants to the labour market gradually replace those who leave). But in relative terms, there is still a gap with the rest of the UK, and substantial variation across the region.

The pace of transition to attain higher-level skills has been slower in Neath Port Talbot, for example, than the rest of Wales and the UK and just 29.3% of the Neath Port Talbot workforce is qualified to NVQ4+, compared to 38.7% for Wales and 43.5% for UK. Swansea has a higher proportion of working age residents with qualifications to NVQ level 3 and above than Wales and UK average however, 7.7% have no qualifications and 8.4% are at NVQ level 1, therefore, 16.1% are considered low or no skilled (APS 2021). Carmarthenshire exhibits a higher than average number of people with no qualifications and a lower proportion than average of people with higher level qualifications.

A barrier to employment for many is a lack of qualifications or skills. This applies to those that have no qualifications at all and those that wish to re-skill or up-skill to better themselves and seek higher level or alternative employment. Skills levels likely impact on residents' ability to access better-paid local employment. In Neath Port Talbot for example, where average skill levels are lower median annual pay at workplaces is around £29,000 – higher than the Welsh average. But the average pay commanded by Neath Port Talbot residents is substantially lower, at around £27,000.

There is an opportunity to support those with no qualifications to gain basic skills qualifications and those up to level 2, which could act as a gateway to gaining employment but also higher-level qualifications. These basic skills include (but are not limited to); English, Maths and ESOL. This would serve to address the gaps in current DWP and Welsh Government provision and allow for the development of local-level interventions which meet local needs.

Furthermore, there is a specific need to develop digital skills and increase levels of digital inclusion. The world of work is changing and reliance on digital technologies within the work-place is increasing at rapid rates. Providing individuals with relevant and transferrable digital skills will therefore not only improve their employability but also make them more confident with regards to accessing wider services online.

Local Skills Needs – Supply and Demand

To create a growing and resilient regional labour market, it is imperative to equip individuals with the skills required by local employers. This is in respect of the skills required now and those that will be required in the future. A forward-looking approach will ensure that local people are able to benefit from future opportunities which present themselves. This is also a crucial step in reducing what is termed as 'brain drain' whereby highly qualified individuals leave the area to take up higher paid employment elsewhere. Developing a

stronger skills base will also increase the chance of attracting new businesses to the region and growing existing ones to improve prosperity.

Much work has been undertaken to map regional skills needs by the Regional Learning and Skills Partnership, with employers from key strategic sectors in the region reporting a number of in-demand and desired skills, as outlined below:

Manufacturing & Engineering – Problem solving skills, leadership and management skills, computer literacy skills, skills in new technology.

Construction – Work-readiness skills, communication skills, problem solving skills and manual dexterity.
Agri-food – Comprehension skills, communication skills, leadership and management skills and food manufacturing skills.

Financial, Professional and Digital – Advanced/specialist IT skills, Coding/web development skills, skills in new technology and basic IT skills.

Health and Social Care – Health care skills, communication skills, basic IT skills and skills in new technology.

Public Services – Advanced and basic IT skills, problem solving, oral Welsh language skills, communication skills, leadership and management skills and HGV/LGV driving skills.

Tourism, Leisure and Retail – Marketing skills, chef/kitchen skills, advanced and basic IT skills and coding/web development skills.

Creative Industries – Advanced and basic IT skills, skills in new technology, entrepreneurial skills, coding/web development, creative content development skills and marketing skills.

Taking these skills needs into account, there are clearly opportunities to focus skills delivery in some key areas, with this evidence further substantiating the need to develop the digital and general work readiness skills of individuals. These could be addressed through basic skills delivery up to level 2 with more specialist skills delivered via other methods such as work-based learning or through vocational delivery.

A key challenge is delivering qualifications for employers / employees that respond to current and emerging challenges, opportunities and local skills needs and will complement broader place-based investment across the region. In doing so it will target activities which capitalise on the opportunities and needs of the local area and meet the needs of an increasingly green and digital economy, whilst also providing a universal offer to businesses experiencing workforce challenges and / or demonstrating growth potential of all sizes and across all sectors.

Working in conjunction with local providers, support would serve to fund gaps in local skills provision and explore alternative delivery methods. This could be in the format of bite-sized, module-based delivery of both an accredited and non-accredited nature. This creates a skills system which is innovative and flexible in its approach and aligns with the needs of employers and recommendations made by the Regional Learning and Skills Partnership. In line with this there is an opportunity to improve linkages between schools, further education colleges and higher education to offer a 'skills escalator' model of skills development aligned to the needs of industry.

As a result of the region's older population there is also an opportunity to provide tailored support to those in employment to access skills provision. This would serve to reduce the loss of skilled individuals from the labour market and support retention in some sectors where an ageing workforce is a concern. These issues are more acute (although not exclusive) in the Construction and Manufacturing and Engineering sectors.

Upskilling the existing workforce

Local businesses within the region want to improve the skills and abilities of their staff, but cannot afford the time and the expense, making it prohibitive for the business to progress their workforce. Subsidised in-work skills programmes would be a huge step to breaking down the barrier and ensuring that the existing workforce were able to upskill and retrain for their professional development. This also leads to increased economic prosperity for the area and a skilled workforce.

Careers Advice and Guidance

Evidence indicates that several key sectors have and continue to experience challenges in attracting, retaining and recruiting suitably skilled staff to meet their needs. A number of issues culminate in creating these recruitment challenges, with a lack of skills and the perception of sectors being primary contributory factors.

Careers, advice and guidance plays a key role in dispelling myths and improving the perceptions of sectors. Sectors that report being particularly affected by this include; Health and Social Care, Hospitality, Tourism, Leisure and Retail, Construction and Agri-food. These are all sectors of strategic importance for the region, it is therefore crucial that people are aware of the opportunities presented by these industries. This is an important step in the creation of a pipeline of talent armed with the desired skills to feed into the labour market, which would be to the benefit of local businesses and in turn our local economy.

To this end, there is an opportunity to provide careers, advice and guidance in a more cohesive way at a local level, taking into account the skills needs of local employers. Working in conjunction with organisations already delivering such services will serve to reduce duplication and complement what is already offered. The delivery of careers, advice and guidance should also consider the gender profiles of many sectors and attempt to dispel the typical gender stereotypes associated with some sectors. This would address the significant gender disparity evident across many areas of the economy which relates to employment, the gender pay gap and opportunities to prosper more generally.

In Pembrokeshire, one challenge that has been identified is ensuring young people are equipped to make well-informed career choices, so that they acquire the skills and qualifications needed not just in the traditional industries in Pembrokeshire, but in new and emerging sectors especially in (but not limited to) the marine renewable energy sector.

Young people

There is a lack of understanding around the different learning pathways from pre-16 to post-16 for some of our young people. Options are not communicated effectively to ensure young people understand the full range of options available, from Further Education, Work Based Learning and Apprenticeships. Some of our young people are not accessing appropriate interventions / support and it is not until a later stage that they are identified. Improved communication in our schools is essential ensure all our young people explore the different choice of pathways of learning and development.

Early intervention is needed to identify vulnerable learners or those with Additional Learning Needs (ALN) and to ensure appropriate provision is in place to support learners overcome challenges and prevent risk of permanent exclusions and reduce the risk of young people becoming NEET post-16/Key Stage 4. Young people at all ages and key stages in education have been negatively affected by the impact of the Covid-19 pandemic and associated absences from the school environment. Further work is needed to understand the scale of the impact in schools and the challenges presented in order to develop interventions to positively improve learning, basic skills and attainment at all pre-16 levels.

Across the region there is also a need to ensure that young people who are not in employment, education, or training (NEET) are re-engaged in the labour market, and that young people remain engaged in learning, training or employment. Entrepreneurial young people must also be encouraged and supported to start-up their own businesses, though interventions to achieve this may better fit under the Supporting Local Business theme.

Latest employment statistics in Swansea have shown an increase in the number of 16-24 year olds on non work-related benefits and therefore, economically inactive. The pandemic has caused issues for young people in the area, such as loss of confidence and key skills, which needs to be addressed. (DWP consultation)

International Students and Refugees

A specific challenge identified in Swansea relates to resident international students and refugees, who are skilled and highly motivated to take up employment opportunities, but are faced with issues transferring their overseas qualifications, which is a barrier to them accessing local opportunities.

Basic skills

There is a large proportion of people in the region who lack basic skills. Interventions and investment are needed to address literacy, numeracy, ESOL and digital literacy skills. There is a significant challenge to engage with people who are not ready to admit to their skill deficit. Programmes need to be available with a softer approach to entice learners. Existing services need to be delivered in the communities, at local and micro-local level, building on what they already do by offering additional support in a way that does not directly target basic skills in the short term and will aid progression in the long term. This could be delivered as part of a wider community and employability support provision.

Covid Recovery and Cost of living

Household income in South West Wales is below the Wales and UK average, with Gross Disposable Household per head in 2019 standing at £16,646; which is 77.7% of the UK level. The increase in the cost of living and rising energy and food prices will place further pressures on household income. Having basic living skills is imperative to be able to adjust and adapt to these changes. Support and training on functional numeracy skills would help individuals to understand their finances; bank statements, price comparison and contract fees. The pandemic has expedited the need for digital skills to access services and employment but has also left many people who are digitally excluded isolated throughout the pandemic.

Advancement of Digital Skills

There is an issue with a widening gap in digital skills in Swansea. Investment is needed to assess and address the current and future digital skills needs and for the development of basic and advanced digital skills provision, to ensure people and businesses have the skills to take advantage of the latest technologies and tools.

The lack of digital skills and internet access have a huge impact on people's lives. Digitally excluded citizens need access to digital connectivity, technology and skills, which are essential to ensure that everyone has an equal opportunity. In Swansea, there is a need to increase participation and improve outcomes in STEM (Science, Technology, Engineering and Maths) subjects.

Green Skills and Skills for Net Zero

The region has a number of ambitions aligned to both the communities and place and business support investment themes with regard to the green agenda and net zero. There is a challenge to raise awareness of green skills and to address the deficit in skills and capacity to meet the local needs in dealing with the changing environment linked to green recovery, green energy, changing food systems, transport systems, green spaces and green infrastructure.

The imminent challenges facing the built environment sector, as an example, will require a rapid response to skills development to ensure it has a skilled and competent workforce that is able to respond to the emerging zero carbon agenda. The education sector will need to provide innovative training solutions to upskill the existing workforce and also provide new entrants with the skills they need to support the evolving needs of this particular sector. Priority solutions include:

- Upskilling programmes to meet the expectations of green construction, from basic to advanced, in terms of understanding of whole house solutions
- Training programmes around the installation of renewable products, as well as a robust accredited assessment of suitability/competence of the installation.
- Training programmes to meet offsite construction, from a manufacturing perspective to support local companies

As new innovations, come forward, we need to look at effective and responding skills development and training solutions, with the establishment of a centre of expertise. This is especially pertinent for the

Construction and Engineering and Manufacturing sectors where future skills needs relate to specialist engineering skills, retrofit skills, smart manufacturing skills and renewable energy skills.

Welsh Language

When taking into account skills provision in a Carmarthenshire context, consideration must be given to the development of provision which allows individuals to undertake learning through the language of their choice. With 43.9% of the population able to speak Welsh there is a clear argument that the demand would exist. This also serves to meet the needs of local employers whereby Welsh language skills have been highlighted as important by the Creative Industries, Health and Social Care and Retail, Tourism and Leisure sectors.

Enrichment and Volunteering Opportunities

There is an argument to suggest that the provision of enrichment and volunteering opportunities may provide similar benefits as those provided by work experience opportunities. Work experience has traditionally been considered something that younger people do as part of their statutory education, however there are benefits to be realised for all age groups and people from all backgrounds. Taster sessions in relevant industries may serve to reduce drop-off and highlight the wider benefits to be realised by being in work rather than the traditional focus of financial reward. The same can be said for volunteering placements within the region's many third sector and smaller community groups. Taking part in such schemes would provide a stepped approach to entering the labour market, removing some of the pressure that those furthest away may feel when making the transition straight into paid employment. There are opportunities to explore the viability of such an approach across the region, looking at lessons learned from similar initiatives.

Multiply

Many economically inactive people have not positive experiences in school or college therefore there is a need to engage and learn in an innovative way which is different to formal learning environments. Community based interventions will need to be considered for the delivery of functional numeracy to increase engagement due to reduced confidence and increased isolation economically inactive people face following the pandemic.

In delivering the Multiply initiative, we anticipate that the challenges will be:

- The shortage of numeracy tutors.
- Recruitment of learners, due in part to the stigma attached to the lack of basic skills.
- The focus on numeracy alone is unlikely to address the full needs of learners, who will often also lack basic literacy and digital skills. As such, Multiply may need to be delivered alongside other provision, or risk being less effective than it might otherwise be.
- There will be a complex interaction with pre-existing Welsh Government support that must be navigated.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these opportunities, give evidence where possible

Each local area is working constructively through local regeneration partnerships to formulate responses to the challenges set out above. These are presented in the context of our South West Regional Economic Delivery Plan, and relevant local plans and strategies. The intention is to generate a regional 'menu' of activities on a consistent basis that adapt according to specific local need.

Regional Economic Delivery Plan

The Regional Economic Delivery Plan's three 'Missions' will guide future activity over the next ten years and beyond. They are designed to give a clear direction of travel, while remaining sufficiently broad to accommodate a wide range of potential investments that will come forward over time. The three high-level Missions are as follows:

Mission 1: A UK leader in renewable energy and the net zero economy

Looking to 2030, we aim to make South West Wales a UK leader in renewable energy and the net zero economy. That means taking advantage of our natural assets and our industrial and R&D capabilities to build an internationally-significant presence in future fuel technologies and to drive the decarbonation of our industrial base and the wide economy.

Key Actions:

- Additional Capacity to drive forward the agenda
- Progressing the region's major renewable energy generation projects
- Attracting and driving forward industrial investment
- Decarbonising transport and the housing stock

Mission 2: Building a strong, resilient, and embedded business base.

"Business is at the centre of our strategy to 2030. It will be through the expansion of existing firms and the start-up and attraction of new ones that new employment will be generated and productivity growth secured. That means supporting sustainable business growth – both at the 'leading edge' of technology and innovation and across the economy".

Key Actions:

- Accelerated adoption and innovation support (linked with the recommendations of Wales 4.0 in relation to business, skills and innovation support)
- 'Progressive procurement' within a local business and supply chain development system

Mission 3: Growing and sustaining the South West Wales 'experience' offer

"South West Wales enjoys a superb environment and a unique 'quality of life' offer. This is a key asset for the region, and one which we must protect and enhance. We will make South West Wales known for the quality and breadth of its 'experience' offer", bringing together urban and rural environmental quality, 'quality of life' and culture. This will support a high-value visitor economy – but it will also be locally owned and a central part of our investment proposition".

Key Actions:

- Targeted and coordinated capital investment, including in town and city centres
- Balancing of initiatives at a regional, local and community-driven scale

Within the context of the South West Regional Economic Delivery Plan and Local Economic Recovery Plans, the following opportunities have been identified through local partnership discussions to respond to local challenges:

Addressing economic inactivity

- Community based activity to engage with the economically inactive
- Employability and skills provision where there are current gaps in local provision- Opportunity to create pathway into employment to include pre-engagement, employability, skills and training, volunteering and paid placements activity tailored to individual's and local labour market needs.
- Provision of a person-centred, 1-2-1 mentor/key worker led pre-engagement and intensive wraparound employability support to move closer or into the labour market.
- Life skills support for health and wellbeing, confidence building and motivation, teamwork, job search skills, communication and presentation skills.
- Project activities will compliment, align and add value to existing provision ensuring there is additionality and no duplication

Maximising potential of unemployed people and in-work support

- Develop in-work support provision linked to employment support and skills to upskill and retain staff by providing access education and training.
- Enhance skill levels through life and career skills provision for the unemployed unable to access support and funding to overcome skills and training barriers

Reducing barriers to skills and employment

- Coordinated approach to provide a more holistic support offer with delivery partners bringing specialisms together to support key groups with different needs to overcome complex barriers
- look to develop a learning and development model/network to enhance provision out into our communities, making it accessible for all.
- Pre-engagement and Employability wraparound support by dedicated key workers throughout the pathway with an initial assessment of needs and skills to identify barriers and develop a personal, bespoke action plan.
- Intensive 1-2-1 mentoring support tailored to the individuals needs to overcome barriers and identify suitable pathways.
- Skills re-engagement pathway for young people exiting full-time education.
- Intervention opportunities for skills and training, volunteering, work tasters, paid work placements, employment and engagement with mainstream provision.
- Life skills support for confidence building and motivation, teamwork, job search skills, communication and presentation skills.
- Advice on benefits and budgeting.

Supporting Skills

- Mapping skills and forecast future demands and shortages in the labour market.
- Opportunity to align skills and employability provision to support local and regional skills needs.
- Opportunity to partnership working to maximise training provision and to deliver skills support within communities
 - Basic Skills training, ESOL, employability and life skills (for confidence building and motivation, teamwork, job search skills, communication and presentation skills.), technical and vocational training, qualifications, work related training, licences, Digital skills, green skills and workplace skills.
- Green skills provision to ensure there is a suitably skilled workforce in the region to achieve the UK government goals of net zero.
- Engagement and softer skills development programme for young people.

Recovery from the Covid pandemic and impact of the rising cost of living

- Health and Wellbeing Interventions
- Advice on benefits and budgeting including numeracy skills.
- Opportunity to provide funding where finance is a barrier to people to accessing skills, education and employment (Work related training, licences, qualifications, travel, childcare, clothing and equipment)

Employer Challenges

- Engagement with employers to understand needs and challenges
- Job and skills matching service through employability provision
- Provide opportunities for employers and people with paid work opportunities, work trials, taster days and volunteering
- Opportunity for businesses and employers to retain and upskill staff through training

Technology assisted learning

Using technology to support learners to develop literacy and numeracy skills, embedding this in all learning. Opportunity to take this out into the communities will remove the barriers such lack of digital resources and accessibility.

Paid work placements - Evaluations of previous employment programmes e.g. Workways+, Kickstart and the CRF funded Job Start indicate the benefit of 'Paid Work Opportunities'. The individual seeking work is placed in appropriate paid work placements and the programmes funds businesses to support individuals on these placements. This is an opportunity under UKSPF that the Council would wish to progress to ensure this element adds value to the employment support provision.

Aligning skills and employment support – there is an opportunity to work with partners to link local support services and mainstream provision across the region to ensure barriers to employment are overcome where possible, including working with partners to deliver employability skills to those with protected characteristics and additional learning needs.

Mentoring support – to maximise the opportunity of experience in offering high level mentoring support. From school leavers to adults through a holistic and innovative approach is adopted looking at all barriers which prevent an individual progressing into education, employment or training. A number of proven techniques and strategies are used to ensure that an individual has the tools to grow and sustain education and/or employment.

Young people

The New Curriculum will increase engagement activity within our schools to ensure that learners are aware of the skills that employers consider to be essential while highlighting the softer skills as being as pertinent as technical or practical skills. There is an opportunity to develop interventions to prevent youth disengagement and provide alternative curriculum pathways.

There is an opportunity to implement additional provision for early identification of learners with Additional Learning Needs at all levels of education and to develop a programme of interventions for learners such as specialist teaching or alternative training provisions that are linked to an Individual Development Plan. Currently there is only provision in place for learners with more severe or complex needs, thereby leaving a gap in provision for those with more moderate additional learning needs. The Covid-19 pandemic had negatively impacted learners at all levels which has triggered an increase in learners falling behind in attainment levels along with an increase in behavioural issues and exclusions. Provision is needed to support both pre and post-16 to overcome these challenges and thereby reduce the risk of school exclusions and the risk of becoming NEET. Early intervention will also alleviate demand on post-16 employability provision.

Adult learning

There is an opportunity with UKSPF and Multiply to work with schools and parents to increase their adult literacy and numeracy skills to support their children's learning and increase their own skills.

Wellbeing interventions

There is an opportunity to develop a programme of engagement and leisure courses, which will allow providers to recognise and identify skills needs, with a focus on the individual's emotional and mental health initially. Once health and well-being is addressed and people have more confidence basic skills can be identified.

Learning infrastructure

There is an opportunity to improve venues to be fully functional to provide learning where literacy and numeracy can be wrapped around courses for healthy eating, understanding food labels, budgeting, and cooking on a budget.

Skills networks

There is an opportunity to further develop and expand partnerships to map out gaps between leaving school and progressing into employment to identify what skills are needed, and developing additional programmes to support these people. By carrying out mapping exercises across employers in the region it will be possible to identify what skills are required and develop a bespoke curriculum to meet employer needs.

Opportunity to work collaboratively to improve systems for assessing learners' additional learning needs, making sure that those learners gain appropriate support, and monitor the progress made by learners receiving support. This intervention will identify any skills deficit and identify appropriate support.

A Framework for Regional Investment in Wales (FRIW)

Priority 1: More Productive and Competitive Businesses

"We want to drive recovery and prosperity by supporting entrepreneurs, start-ups and businesses to create and retain sustainable jobs that reflect the principles of Fair Work Wales. We will help businesses to take advantage of opportunities to grow and strengthen the productivity and competitiveness of businesses and social enterprises of all sizes, particularly micro to medium sized businesses. This includes supporting businesses in their efforts to create or improve their share of the export market"

Priority 2: Reducing the Factors that lead to Economic Inequality

“We want to maximise the number of people able to participate in good quality, sustainable work, for which they receive fair pay, ensuring this is shared fairly across geographies and demographics, particularly amongst under-represented groups. Evidence shows that inequality has a negative impact on economic growth and social outcomes. In the short term we will focus our efforts on supporting those who have been most adversely affected by the economic impact of the Covid pandemic, notably young people, those in low paid and insecure employment, women, black, Asian and minority ethnic (BAME) groups, and disabled people”

Priority 3: Supporting the Transition to a Zero-Carbon Economy

“The climate crisis is the global challenge of our age. The risks are real for every citizen and business but are greatest for those who are already at a socio-economic disadvantage. The transition to a zero-carbon economy will bring opportunities for clean, energy efficient economic development, quality jobs and global market advantages, as well as benefits to our environment, our health, our natural capital, and our ecosystem services”

Priority 4: Healthier Fairer, more Sustainable Communities

“A workforce that is healthy and happy, and well-connected communities that are strong and resilient, are economic assets which benefit everyone. The link between well-being and economy has never been clearer. We want to help ensure that communities of place and of people have the resilience and structures they need, so that the people living here can live long, happy lives and fulfil their potential to contribute productively to our economy and society”

Link to Levelling Up Missions

Mission 1. By 2030, pay, employment and productivity will have risen in every area of the UK, with each containing a globally competitive city, with the gap between the top performing and other areas closing.

Average earnings in South West Wales (workplace based) have risen by 25.1% since 2011 to stand at £559.30 in 2021, however this is below both the Welsh (£562.80) and UK (£612.8) levels. At county level, Pembrokeshire has the lowest average earnings at £532, with Neath Port Talbot the highest at £596.80 in April 2021.

The employment rate in South West Wales has improved over the last ten years, from 64.8% in 2011 to 71.7% in 2021, although it still lags behind the Welsh (73.1%) and UK (74.7%) levels. Across the region, Pembrokeshire has the highest employment rate at 74.4% with Carmarthenshire having the lowest at 69.1% in 2021.

In 2020, productivity (measured as GVA per filled job) was around £46,300 in South West Wales. The gap with the rest of the UK has narrowed slightly over time, but it is still substantial: in 2020, productivity was around 80% of the UK level. Productivity is highest in Neath Port Talbot at £48,600 in 2020 and lowest in Carmarthenshire at £43,100.

Mission 6. By 2030, the number of people successfully completing high-quality skills training will have significantly increased in every area of the UK. In England, this will lead to 200,000 more people successfully completing high-quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.

Over time, there has been a steady improvement in qualification levels in the region: in 2021, 36% of the working age population was qualified to NVQ4+, compared with 22% in 2004, and the proportion with no qualifications halved over the same period to 8% (partly as new entrants to the labour market gradually replace those who leave). But in relative terms, there is still a gap with the rest of the UK (where 43.5% are qualified to NVQ4+), and substantial variation across the region. In Neath Port Talbot only 29.3% are qualified to NVQ 4+, compared to 39.4% in Swansea.

Mission 7. By 2030, the gap in Healthy Life Expectancy (HLE) between local areas where it is highest and lowest will have narrowed, and by 2035 HLE will rise by five years.

For men, Healthy Life Expectancy is above the Welsh average (61.5 years) for the period 2018-2020 in both Swansea (61.9 years) and Pembrokeshire (61.8 years) but below in Carmarthenshire and Neath Port Talbot (both 59.7 years). For women, the picture is different with only Pembrokeshire, at 65.8 years, having Healthy Life Expectancy above the Welsh average (62.4 years) for the period 2018-2020, and Carmarthenshire (61.8), Swansea (60.5) and Neath Port Talbot (57.9) all below

The absolute gap in healthy life expectancy for females at birth in each county is starkly different with a 3.3 year gap when comparing the least to the most deprived fifth in Pembrokeshire, 8.9 year gap in Carmarthenshire, 17.2 year gap in Neath Port Talbot and 19.8 year gap in Swansea for the period 2018-2020. For males, the absolute gap in healthy life expectancy is lowest in Neath Port Talbot with a 10.2 year gap between the least to most deprived fifth, followed by Carmarthenshire at 10.8 years, Swansea at 14.9 years, and Pembrokeshire with the largest gap at 15.1 years, for the period 2018-2020.

These values pre-date the pandemic consequently, it is not known what impact the pandemic will have had to these values. Data from Public Health Wales Observatory
https://publichealthwales.shinyapps.io/PHWO_HealthExpectanciesWales_2022/

Mission 8. By 2030, well-being will have improved in every area of the UK, with the gap between top performing and other areas closing.

Mental wellbeing scores, according to the Warwick-Edinburgh Mental Wellbeing Scale, are available for people aged 16 and over from the National Survey for Wales. This data shows that mental wellbeing levels for 2018-19 (the latest data available) were lowest in Pembrokeshire (49.7), followed by Swansea (50.3) and Carmarthenshire (51.1), with only Neath Port Talbot (52.1) above the Welsh average (51.4).

Interventions

In this section, we will ask you about:

- Interventions you've chosen for each year of funding
- Outcomes you want to deliver
- Any interventions that are not listed here
- How these interventions fall under the UKSPF investment priorities, and your rationale for them
- Interventions not included in our list will be assessed before being approved, where you will need to show a clear rationale, how the intervention is value for money, what outcomes it will deliver and how you will monitor and evaluate the intervention. This may include a theory of change or logic chain.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

| Outcome | Tick if applicable |
|---|--------------------|
| Jobs created | ✓ |
| Jobs safeguarded | ✓ |
| Increased footfall | ✓ |
| Increased visitor numbers | ✓ |
| Reduced vacancy rates | ✓ |
| Greenhouse gas reductions | ✓ |
| Improved perceived/experienced accessibility | ✓ |
| Improved perception of facilities/amenities | ✓ |
| Increased number of properties better protected from flooding and coastal erosion | ✓ |

| | |
|---|---|
| Increased users of facilities / amenities | ✓ |
| Improved perception of facility/infrastructure project | ✓ |
| Increased use of cycleways or paths | ✓ |
| Increase in Biodiversity | ✓ |
| Increased affordability of events/entry | ✓ |
| Improved perception of safety | ✓ |
| Reduction in neighbourhood crime | ✓ |
| Improved engagement numbers | ✓ |
| Improved perception of events | ✓ |
| Increased number of web searches for a place | ✓ |
| Volunteering numbers as a result of support | ✓ |
| Number of community-led arts, cultural, heritage and creative programmes as a result of support | ✓ |
| Increased take up of energy efficiency measures | ✓ |
| Increased number of projects arising from funded feasibility studies | ✓ |
| Number of premises with improved digital connectivity | ✓ |
| None of the above | |

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

W1: Funding for improvements to town centres and high streets, including better accessibility for disabled people, including capital spend and running costs.

W2: Funding for new, or improvements to existing, community and neighbourhood infrastructure projects including those that increase communities' resilience to natural hazards, such as flooding, and investment in locally owned renewable energy generation and waste management to improve the transition to low carbon living This could cover capital spend and running costs.

W3: Creation of and improvements to local green spaces, community gardens, watercourses and embankments, along with incorporating natural features and biodiversity improvements into wider public space.

W4: Enhanced support for existing cultural, historic and heritage institutions that make up the local cultural and heritage offer, including improvements to access to sites to counter the effects of isolation, particularly for older people and disabled people.

W5: Design and management of the built and landscaped environment to 'design out crime'

W6: Support for local arts, cultural, heritage and creative activities

W7: Support for active travel enhancement and other small-scale green transport infrastructure projects, having regard to the Wales Transport Strategy

W8: Funding for the development and promotion of wider campaigns and year-round experiences which encourage people to visit and explore the local area.

W9: Funding for impactful volunteering and/or social action projects to develop social and human capital in local places

W10: Funding for local sports facilities, tournaments, teams and leagues; to bring people together

W11: Investment in capacity building and infrastructure support for local civil society and community groups

W12: Investment in community engagement schemes to support community involvement in decision making in local regeneration.

W13: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change.

W14: Funding to support relevant feasibility studies

W15: Investment and support for digital infrastructure for local community facilities.

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE COMMUNITIES AND PLACE LIST?

State the name of each of these additional interventions and a brief description of each of these

Following extensive consultation, no additional interventions proposed at this stage.

Explain how each intervention meets the Communities and Place investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

N/A

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

No

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

N/A

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Communities and Place investment priority and the location of the proposed project.

The region has consulted widely in local areas and a range of key programmes have been identified that sit under this investment priority. The following are examples of anticipated projects and programmes:

Historic structures and conservation area feasibility and project fund

Village and town centre small scale improvements recognisable to people in their places to fund both capital and revenue including support to shift towards more diverse town centres, creating digitally smart environments and embracing the greening of town centres and decarbonisation plus dedicated officer support to provide capacity and coordination. To interface carefully with Welsh Government Transforming Towns programme and building on successful ongoing development journey particularly around already identified key sites and priorities throughout the region. A mix of interventions is anticipated bridging across multiple interventions.

Meanwhile Spaces programme – to utilise vacant high street premises to provide opportunities for micro businesses to start trading, add vibrancy and drive footfall

Cultural capacity programme including activities that support the wellbeing of local communities in a range of areas from access to services, sports and leisure facilities, local culture and heritage through to addressing fuel poverty and climate change, e.g. warm hubs.

Pilot Green Energy support programme

Rural economic regeneration and community development programme – targeted rural programme that builds on the momentum of the previous Rural Development Programme across South West region. This will include work on the rural market towns across the region and valleys communities to support their development and sustainability

Community led projects and support for social enterprises designed to create more vibrant and sustainable communities.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

All grants will be delivered in line with UK Subsidy Rules.

A broad mix of interventions is proposed, some of which will constitute subsidy for particular activities. The region has considerable experience of managing subsidy control, which will be achieved by:

- Careful screening of activities at application stage through carefully designed questions on application forms and guidance
- Checking off at financial claim stage where appropriate
- Ensuring full visibility and use of subsidy control exemptions and thresholds including Minimum Financial Assistance, as necessary, including appropriate use of procurement and commissioning in some cases.

Regional and local administrative teams will be alert to these requirements and ensure interventions are carefully designed to ensure full compliance and administrative requirements kept manageable to ensure focus on project delivery.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

| Outcome | Tick if applicable |
|--|--------------------|
| Jobs created | ✓ |
| Jobs safeguarded | ✓ |
| Increased footfall | ✓ |
| Increased visitor numbers | ✓ |
| Reduced vacancy rates | ✓ |
| Greenhouse gas reductions | ✓ |
| Number of new businesses created | ✓ |
| Improved perception of markets | ✓ |
| Increased business sustainability | ✓ |
| Increased number of businesses supported | ✓ |
| Increased amount of investment | ✓ |
| Improved perception of attractions | ✓ |

| | |
|---|---|
| Number of businesses introducing new products to the firm | ✓ |
| Number of organisations engaged in new knowledge transfer activity | ✓ |
| Number of premises with improved digital connectivity | ✓ |
| Number of businesses adopting new to the firm technologies or processes | ✓ |
| Number of new to market products | ✓ |
| Number of R&D active businesses | ✓ |
| Increased number of innovation active SMEs | ✓ |
| Number of businesses adopting new or improved products or services | ✓ |
| Increased number of innovation plans developed | ✓ |
| Number of early stage firms which increase their revenue following support | ✓ |
| Number of businesses engaged in new markets | ✓ |
| Number of businesses engaged in new markets | ✓ |
| Number of businesses increasing their export capability | ✓ |
| Increased amount of low or zero carbon energy infrastructure installed | ✓ |
| Number of businesses with improved productivity | ✓ |
| Increased number of projects arising from funded feasibility studies | ✓ |
| Increased number of properties better protected from flooding and coastal erosion | ✓ |
| None of the above | |

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

W16: Investment in open markets and improvements to town centre retail and service sector infrastructure, with wrap around support for small businesses.

W17: Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally

W18: Supporting Made Smarter Adoption: Providing tailored expert advice, matched grants and leadership training to enable manufacturing SMEs to adopt industrial digital technology solutions including artificial intelligence; robotics and autonomous systems; additive manufacturing; industrial internet of things; virtual reality; data analytics. The support is proven to leverage high levels of private investment into technologies that drive growth, productivity, efficiency and resilience in manufacturing.

W19: Increasing investment in research and development at the local level. Investment to support the diffusion of innovation knowledge and activities, in both economically important and emerging areas. Support the commercialisation of ideas, encouraging collaboration and accelerating the path to market so that more ideas translate into industrial and commercial practices. Investment in doctoral training centres

W20: Research and development grants supporting the development of innovative products and services. Grants to increase the research capacity and level of collaboration between firms to share best practice

W21: Funding for the development and support of appropriate innovation infrastructure at the local level.

W22: Investing in enterprise infrastructure and employment/innovation site development projects. This can help to unlock site development projects which will support growth in places.

W23: Strengthening local entrepreneurial ecosystems, and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks.

W24: Funding for new and improvements to existing training hubs, business support offers, 'incubators' and 'accelerators' for local enterprise (including social enterprise) which can support entrepreneurs and start-ups through the early stages of development and growth by offering a combination of services including account management, advice, resources, training, coaching, mentorship and access to workspace.

W25: Grants to help places bid for and host international business events and conferences that support wider local growth sectors

W26: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.

W27: Funding to develop angel investor networks nationwide.

| |
|--|
| W28: Export Grants to support businesses to grow their overseas trading, supporting local employment and investment. |
| W29: Supporting decarbonisation and improving the natural environment whilst growing the local economy. Taking a whole systems approach to invest in infrastructure to deliver effective decarbonisation across energy, buildings and transport and beyond, in line with our legally binding climate target. Maximising existing or emerging local strengths in low carbon technologies, goods and services to take advantage of the growing global opportunity. |
| W30: Business support measures to drive employment growth, particularly in areas of higher unemployment. |
| W31: Funding to support relevant feasibility studies |
| W32: Funding to support progression of small businesses into productive medium sized firms |
| W33: Investment in resilience infrastructure and nature based solutions that protect local businesses and community areas from natural hazards including flooding and coastal erosion. |

| DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE SUPPORTING LOCAL BUSINESS LIST? | |
|---|----|
| State the name of each of these additional interventions and a brief description of each of these | |
| Following extensive consultation, no additional interventions proposed at this stage. | |
| Explain how each intervention meets the Supporting Local Business investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver. | |
| N/A | |
| Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance. | |
| Yes | No |
| Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted. | |
| N/A | |

| HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? |
|---|
| Describe these projects, including how they fall under the Supporting Local Business investment priority and the location of the proposed project. |
| <p>The region has consulted widely in local areas and a range of key programmes have been identified that sit under this investment priority. These include learning from existing funded programmes under EU Structural Funds and UK Community Renewal Fund pilots. A number of emerging areas of activity include:</p> <ul style="list-style-type: none"> • Support for indigenous growth SMEs • Supporting innovation with shared space, equipment, start up space • Collaborative measures to support economic growth <p>The following are examples of anticipated projects and programmes:</p> <p>Business Start-up and Growth Fund - targeted capital/revenue fund to support the development and growth of local businesses and to drive local employment.</p> |

Rural economic regeneration programme – targeted rural programme that builds on the momentum of the previous Rural Development Programme and offers support to rural businesses.

Tourism, culture and heritage fund – support to increase the local economic impact of the visitor sector by improving the visitor experience within towns and key tourist "hotspots" across the region

Property Development Funds - package of assistance to support developers and owner occupiers to invest in construction, expansion and refurbishments of property to meet the infrastructure needs of local businesses and to address the current viability gap which exists across the region.

Business support services that dovetail and complement Welsh Government Business Wales provision and ensure successful integration with other relevant interventions under Communities and Place to maximise business survival rates and economic vibrancy.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

No

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

All grants will be delivered in line with UK Subsidy Rules.

A broad mix of interventions is proposed, some of which will constitute subsidy for particular activities. The region has considerable experience of managing subsidy control, which will be achieved by:

- Careful screening of activities at application stage through carefully designed questions on application forms and guidance
- Checking off at financial claim stage where appropriate
- Ensuring full visibility and use of subsidy control exemptions and thresholds including Small Amounts of Financial Assistance, as necessary, including appropriate use of procurement and commissioning in some cases.
- Smaller grants will be delivered in line with the Small Amounts of Financial Assistance under Article 3.2(4) of the Trade and Co-operation Agreement (TCA).
- For property grants we will utilise SC10250 (Capital Investment and Employment Aid Scheme) which will provide same cover as previous GBER rules (SA. 60356 / 49737 / 39123)

Regional and local administrative teams will be alert to these requirements and ensure interventions are carefully designed to ensure full compliance and administrative requirements kept manageable to ensure focus on project delivery.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

| Outcome | Tick if applicable |
|--|---------------------------|
| Number of economically inactive individuals in receipt of benefits they are entitled to following support | ✓ |
| Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills | ✓ |
| Increased proportion of participants with basic skills (English, maths, digital and ESOL) | ✓ |

| | |
|--|---|
| Number of people in supported employment [and] number of people engaging with mainstream healthcare services | ✓ |
| Number of people sustaining engagement with keyworker support and additional services | ✓ |
| Number of people engaged in job-searching following support | ✓ |
| Number of people in employment, including self-employment, following support | ✓ |
| Number of people sustaining employment for 6 months | ✓ |
| Increased employment, skills and/or UKSPF objectives incorporated into local area corporate governance | ✓ |
| Number of people in education/training | ✓ |
| Increased number of people with basic skills (English, maths, digital and ESOL) | ✓ |
| Fewer people facing structural barriers into employment and into skills provision | ✓ |
| Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace | ✓ |
| Fewer people facing structural barriers into employment and into skills provision | ✓ |
| Number of people gaining a qualification or completing a course following support | ✓ |
| Number of people gaining qualifications, licences, and skills | ✓ |
| Number of economically active individuals engaged in mainstream skills education, and training. | ✓ |
| Number of people engaged in life skills support following interventions | ✓ |
| Number of people with proficiency in pre-employment and interpersonal skills (relationship, organisational and anger-management, interviewing, CV and job application writing) | ✓ |
| Multiply only - Increased number of adults achieving maths qualifications up to, and including, Level 2. | ✓ |
| Multiply only - Increased number of adults participating in maths qualifications and courses up to, and including, Level 2. | ✓ |
| None of the above | |

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE PEOPLE AND SKILLS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

W34: Employment support for economically inactive people: Intensive and wrap-around one-to-one support to move people closer to mainstream provision and to gain and retain employment, including wraparound support to people undertaking apprenticeships, supplemented by additional and/or specialist life and basic skills (digital, English, maths* and ESOL) support where there are local provision gaps. Funding for vocational training for economically inactive people, where the provision is additional to that funded via mainstream provision.
* via Multiply

W35: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills** provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above. Supplemented by financial support for learners to enrol onto courses and complete qualifications.
*where not being met through Department for Work and Pensions or Welsh Government provision.

W36: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing.

W37: Interventions to increase levels of digital inclusion, with a focus on essential digital skills, communicating the benefits of getting (safely) online, and in community support to provide users with the confidence and trust to stay online.

| |
|--|
| W38: Tailored support to help people in employment, who are not supported by mainstream provision to address barriers to accessing education and training courses. This includes supporting the retention of groups who are likely to leave the labour market early. |
| W39: Support for local areas to fund local skills needs. This includes technical and vocational qualifications and courses up to level 2 and training for vocational licences relevant to local area needs and high-value qualifications where there is a need for additional skills capacity that cannot be met through mainstream funding. |
| W40: Green skills courses targeted around ensuring we have the skilled workforce to achieve the government's net zero and wider environmental ambitions. |
| W41: Retraining and upskilling support for those in high carbon sectors, with a particular focus on transitioning to green, and Industry 4.0 and 5.0 jobs. |
| W42: Funding to support local digital skills. |
| W43: Funding to support engagement and softer skills development for young people, with regard to the work of Careers Wales/Working Wales. |
| Multiply interventions |
| W44: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications. |
| W45: Courses for parents wanting to increase their numeracy skills in order to help their children, and help with their own progression. |
| W46: Courses aimed at prisoners, those recently released from prison or on temporary licence |
| W47: Courses aimed at people who can't apply for certain jobs because of lack of numeracy skills and/or to encourage people to upskill in order to access a certain job/career. |
| W48: Additional relevant maths modules embedded into other vocational courses. |
| W49: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace. |
| W50: New intensive and flexible courses targeted at people without Level 2 maths in Wales, leading to an equivalent qualification (for more information on equivalent qualifications, please see Qualifications can cross boundaries (sqa.org.uk)) |
| W51: Courses designed to help people use numeracy to manage their money. |
| W52: Courses aimed at those 19 or over that are leaving, or have just left, the care system |
| W53: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners – for example, those not in the labour market or other groups identified locally as in need. |

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE PEOPLE AND SKILLS LIST?

State the name of each of these additional interventions and a brief description of each of these

The region intends to use the “Cynnydd” type of intervention developed for use with young people most at risk of becoming NEET, as assessed by reference to their educational achievements, school or college attendance and behaviour alongside professional judgement to provide a “blended” approach to the assessment of the risk attached to each individual. This appears to fit under intervention W43 except that some of the young people involved maybe as young as 11.

The region also intend to train trainers so that they are able to deliver numeracy skills training in support of the Multiply initiative, due to the shortage of such trainers in Pembrokeshire and across the South West Wales region.

Explain how each intervention meets the People and Skills investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

Cynnydd is a bespoke Welsh solution to local and regional issues that are addressed within the framework of the Welsh legislative, policy and institutional arrangements. It is broadly aligned with the People and Skills objective of “Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support, including access to basic skills” but rather than being a reactive approach to tackling an individual’s isolation from the labour market, it

is a proactive, preventative approach that is proven to avoid economic inactivity occurring in the first place. Evaluation evidence shows that the pandemic, which interrupted delivery to some extent, has intensified the level of anxiety, school phobia, poor social skills and poor mental health amongst the target group so increasing their risk of becoming NEET in later life.

The final interim evaluation report concludes “*evidence also demonstrates that where participants have engaged, the operation has been very successful in generating positive outcomes with 69% of the closed cases to date exiting the operation at a reduced risk of NEET. This is higher than expected (62%) despite the needs being more intensive than anticipated. Thus, the operation should be commended for its success rate with participants.*”

The Cynnydd operation is continuing until November 2022. The final evaluation, which will be available by February 2023 will include an analysis of return on investment. However an *ex ante* assessment demonstrated that a tailored intervention such as Cynnydd provided a significantly better return to the public investment than either a generalised intervention or the “do nothing” option.

The shortage of numeracy basic skills trainers was identified in consultation with adult education services in local authorities and further education colleges across South West Wales. This consultation was conducted as a part of the preparatory work behind this Investment Plan.

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention’s planned activity?
All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

| | |
|-----|----|
| Yes | No |
|-----|----|

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

| |
|--|
| |
|--|

ENGLAND ONLY: People and Skills interventions can only be used in 2022-2023 and 2023-2024 if you have identified a local voluntary and community provision, previously supported by the European Social Fund, at risk of closure. If you have not identified a suitable provision, you will not be able to select interventions for 2022-2023 and 2023-2024 and your investment plan will not be approved.

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS for 2024-2025 WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?

Yes

Describe the projects for 2024-25, including how they fall under the People and Skills investment priority and the location of the proposed project.

N/A

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?
All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

Yes

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

N/A

HAVE YOU IDENTIFIED A LOCAL VOLUNTARY PROVISION AT RISK AS PART OF YOUR PEOPLE AND SKILLS INVESTMENT PRIORITIES?

| | |
|-----|----|
| Yes | No |
|-----|----|

(If Yes) Describe the local voluntary provision at risk and your rationale for supporting it.

| | | |
|--|-----------|-----------|
| N/A | | |
| Provide the European Social Fund Project Names and Project References for this voluntary and community provision at risk. | | |
| What year do you intend to fund these projects? Select all that apply. | | |
| 2022-2023 | 2023-2024 | 2024-2025 |
| Describe the projects for 2022-2023 and 2023-2024, including how they fall under the People and Skills investment priority and the location of the proposed project. | | |
| N/A | | |
| Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance. | | |
| Yes | No | |
| Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted. | | |
| N/A | | |

| | |
|--|--|
| SCOTLAND, WALES & NORTHERN IRELAND ONLY | |
| HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? | |
| Yes | |
| Describe the projects, including how they fall under the People and Skills investment priority and the location of the proposed project. | |
| <p>The region has delivered a strong package of support measures under this theme for more than a decade, and more recently used the UK CRF opportunity to trial potential successor arrangements at local level and has consulted extensively at local level to understand priorities and nature of interventions going forward.</p> <p>Key measures that will be consistent across the region include:</p> <p>Supporting people into work - A bespoke multi-agency programme of tailored support to reduce economic inactivity and to support those furthest from the labour market back into work. The project will offer a menu of training opportunities including access to basic skills, employability support, mentoring and work placements to improve employment outcomes for specific cohorts who face labour market barriers including 50+. This could build on good practice on Pathways to Work Swansea CRF project.</p> <p>Youth engagement provision – pre and post 16 provision to support young people to attain positive outcomes. This would involve the development of a programme of activities to engage children and young people. The project would work with those at risk of NEET or already NEET children and young people using preventative youth support approaches to engage with people who often have a range of complex needs. The project will include a series of bespoke youth support packages designed to support the individual towards better outcomes. Within the offer will be a number of posts including these linked to digital and media; emotional health and wellbeing; and youth work.</p> <p>Projects of this nature have been successfully delivered previously. These initiatives will build on lessons learned from previous projects of this nature that have been successfully run across the</p> | |

region. This could include engaging with schools and colleges to include employability, childcare and construction.

“Cynnydd” type of intervention developed for use with young people most at risk of becoming NEET, as assessed by reference to their educational achievements, school or college attendance and behaviour alongside professional judgement to provide a “blended” approach to the assessment of the risk attached to each individual. This appears to fit under intervention W43 except that some of the young people involved maybe as young as 11. Cynnydd is a bespoke Welsh solution to local and regional issues that are addressed within the framework of the Welsh legislative, policy and institutional arrangements. It is broadly aligned with the People and Skills objective of “Supporting people furthest from the labour market to overcome barriers to work by providing cohesive, locally tailored support, including access to basic skills” but rather than being a reactive approach to tackling an individual’s isolation from the labour market, it is a proactive, preventative approach that is proven to avoid economic inactivity occurring in the first place. Evaluation evidence shows that the pandemic, which interrupted delivery to some extent, has intensified the level of anxiety, school phobia, poor social skills and poor mental health amongst the target group so increasing their risk of becoming NEET in later life.

A broad range of other emerging areas of activity include:

- Paid work experience
- Paid Placements project/apprenticeship support scheme.
- Prison leavers programme.
- (Potentially) NHS skills and placement project
- Pilot Green skills programme
- Addressing current and future skills needs of local employers
- Refugee and Asylum seeker employability and skills project - Swansea as city of sanctuary
- Pilot Skills and Brokerage service (GCS)
- Intensive In-work Support
- Supporting basic and life skills, so individuals are ready to lead fulfilling lives as valued members of society (linking to Multiply).
- Early intervention to provide young people and adults with the the skills and knowledge to manage everyday life independently
- Environmental projects to support group interaction, mental health and wellbeing.
- Structured sessions providing practical financial, budgeting, housing and money management.
- Pre-engagement programme.
- Enhance apprenticeship provision. Ensuring there is a flexible offer to young people not in education, employment or training – to include outside of normal office hours to support the needs of young people.
- Early identification and intervention for those transitioning to post 16 destinations.
- Targeted school support for school holidays

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as [set out in the guidance](#).

| | |
|-----|----|
| Yes | No |
|-----|----|

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

All programmes will be delivered in line with UK Subsidy Rules.

A broad mix of interventions is proposed, some of which will constitute subsidy for particular activities. The region has considerable experience of managing subsidy control, which will be achieved by:

- Careful screening of activities at application stage through carefully designed questions on application forms and guidance
- Checking off at financial claim stage where appropriate
- Ensuring full visibility and use of subsidy control exemptions and thresholds including Minimum Financial Assistance, use of streamlined routes, as necessary, including appropriate use of procurement and commissioning in some cases.

Regional and local administrative teams will be alert to these requirements and ensure interventions are carefully designed to ensure full compliance and administrative requirements kept manageable to ensure focus on project delivery.

Approach to delivery and governance

In this section, we will ask you about:

- Structures you have in place to support delivery
- Support you have from stakeholders and the local community
- How you've engaged with MPs as part of your investment plan
- Opportunities you have identified to work with other places

Places need to show how MPs that cover the lead local authority have been engaged on the investment plan and whether they support it. More detail on the role of MPs can be found here.

STAKEHOLDER ENGAGEMENT AND SUPPORT

Have you engaged with any of the following as part of your investment plan? Select all that apply.

| | | |
|------------------------------------|-------------------------------------|---------------------------------|
| Public sector organisations YES | Private sector organisations YES | Civil society organisations YES |
|------------------------------------|-------------------------------------|---------------------------------|

Describe how you have engaged with any of these organisations. Give examples where possible.

Meetings and engagement with the following:

- Local authority internal officer groups in Neath Port Talbot, Swansea, Carmarthenshire and Pembrokeshire
- Engagement sessions via local Councils for Voluntary Services in each local authority area
- Consultation sessions with local multi-sector regeneration partnerships in each local area
- Business Advisory Groups
- Regional Learning & Skills Partnership – Business event on 20th June 2022
- Regional Adult and Community Learning engagement group
- Regional engagement online 18 July 2022

External Stakeholder digital consultation exercise in each local area

- Various networks spanning over 200 organisations

Summarise the governance structures you have in place, including how any advisory panels or associated partnership groups are made up

Each local area has a comprehensive local regeneration partnership with the following membership and links:

- Higher Education
- Further education

- Third sector/CVCs
- Representatives from the Business Advisory Groups/Business Improvement Districts
- Rural regeneration groups
- Strategic Town Fora representatives
- Social Business Wales
- Small Business Federations
- Chambers Wales
- Regional Learning & Skills Partnership

Each partnership has discussed the key principles and programme challenges and opportunities outlined in this plan.

MPs and MS' have been engaged across the region including:

MPs

Simon Hart
 Nia Griffiths
 Stephen Crabb
 Jonathan Edwards
 Geraint Davies
 Tonia Antoniazzi
 Carolyn Harris
 Stephen Kinnock
 Christina Rees

MS'

Eluned Morgan
 Joyce Watson
 Cefin Campbell
 Adam Price
 Lee Waters
 Jane Dodds
 Samuel Kurtz
 Paul Davies
 Mike Hedges
 Julie James
 Rebecca Evans
 David Rees
 Jeremy Miles

Some members are opting to take part in local partnerships, others prefer to be engaged separately on an ongoing basis and kept apprised of developments.

Confirm all MPs covering your lead local authority have been invited to join the local partnership group.

Yes

Are there MPs who are not supportive of your investment plan?

No

(If Yes) Who are the MPs that are not supportive and outline their reasons why.

There are no indications of MPs not being supportive.

PROJECT SELECTION

Are you intending to select projects in any way other than by competition for funding?

No

(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.

The programme presents an exciting opportunity to design and deliver local interventions with regional consistency, and to pool and commission activity across places where this makes sense and adds value for the people and communities receiving support.

South West region is keen to design interventions to ensure that funding is directed to projects that make sense to people and businesses, with the focus on delivery and layering of bureaucracy as far as possible. Funding arrangements should ensure they follow the constitutional arrangements for organisations in receipt of funding and factor potential impact of administrative burden created by complex legal and financial arrangements and aim to keep these to the minimum required to ensure effective delivery and added value.

Whilst there is a need to accommodate transition from existing programmes to an extent, exit strategy remains a key question for any activity of any scale by any organisation, and organisations will be expected to articulate this point carefully in applications - the programme activity should be about enabling and supporting sustainable activities, not creating long-term dependencies.

The region consists of four partner local authorities with well over a decade of constructive and positive collaborative working, with individual local allocations. The understanding is that the allocations are fundamentally local allocations with a regional oversight to share good practice, consistency and good programme management, whilst allowing each local area the flexibility to adapt programmes to meet the subtle differences in local need, as well as addressing a large number of challenges and opportunities held in common.

The region intends to use 4% of the funds between Swansea as lead authority working closely with small teams in each individual local authority to ensure seamless delivery of the programme. A collaborative approach has worked well between the partner authorities over a number of years on a range of programmes including most recently the Welsh Government Transforming Towns programme which follows the same basic model as proposed here.

The approach will be finalised once the project guidance is issued during August but the working intention is to deploy the following delivery methods in all cases being clear on local and regional benefit of activities proposed:

- Carefully chosen grant schemes that enable businesses and communities to benefit from programme opportunities
- Commissioned activity at local and regional where there is a direct benefit to the people in their communities and businesses across the region, with direct applicability during the programme period
- Procured activity at local and regional level
- Opportunities to work across regions where appropriate and value added and where there is specific evidence of local benefit
- In-house delivery where appropriate and commensurate with organisational duties
- Ensuring appropriate match funding input depending on scale and nature of activity and avoiding paper-chase distracting from project delivery
- Ensuring genuine engagement from project deliverers and evidence of capacity to deliver
- Ensuring project deliverers have sufficient capacity to manage and deliver projects effectively
- Multi-agency approaches where appropriate and ensuring sufficient administrative capacity to operate projects effectively.

Guidance-permitting these approaches will be used individually or in combination subject to the needs of particular activities and projects.

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Which interventions do you intend to collaborate on? Select all that apply.

| Intervention | Tick if applicable |
|---|---------------------------|
| <i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i> | |
| To be developed over the period of SPF | |
| | |
| Describe any interventions not included in this list? | |
| N/A | |
| Who are the places you intend to collaborate with? | |
| <p>South West Wales region and key places where existing cross-boundary working relationships will continue. As described above, a key concern is ensuring that programme management does not lead to excessive bureaucracy and legal and financial overheads. The current working intention is developing a pragmatic approach to project design that enables effective collaboration, regional consistency and local accountability and visible delivery.</p> | |

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

Which interventions do you intend to collaborate on? Select all that apply.

| Intervention | Tick if applicable |
|---|---------------------------|
| <i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i> | |
| To be developed over the period of SPF | |
| | |
| Describe any interventions not included in this list? | |
| N/A | |
| Who are the places you intend to collaborate with? | |
| <p>South West Wales region and key places where existing cross-boundary working relationships will continue. As described above, a key concern is ensuring that programme management does not lead to excessive bureaucracy and legal and financial overheads. The current working intention is developing a pragmatic approach to project design that enables effective collaboration, regional consistency and local accountability and visible delivery.</p> | |

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?

Which interventions do you intend to collaborate on? Select all that apply.

| Intervention | Tick if applicable |
|---|---------------------------|
| <i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i> | |
| To be developed over the period of SPF | |
| | |
| Describe any interventions not included in this list? | |
| N/A | |

Who are the places you intend to collaborate with?

South West Wales region and key places where existing cross-boundary working relationships will continue. As described above, a key concern is ensuring that programme management does not lead to excessive bureaucracy and legal and financial overheads. The current working intention is developing a pragmatic approach to project design that enables effective collaboration, regional consistency and local accountability and visible delivery.

PUBLIC SECTOR EQUALITY DUTY

How have you considered your public sector equality duty in the design of your investment plan?

All four partner local authorities have published their Strategic Equality Plans for 2020-24 on their public websites below.

[Strategic Equality Plan – Neath Port Talbot Council \(npt.gov.uk\)](http://npt.gov.uk)

[Strategic Equality Plan - Appendix A.pdf - Swansea Council \(swansea.gov.uk\)](http://swansea.gov.uk)

[Strategic Equality Plan - Carmarthenshire Council \(carmarthenshire.gov.uk\)](http://carmarthenshire.gov.uk)

[Strategic Equality Plan 2020 - 24 - Pembrokeshire County Council](#)

All activities carried out by the local authorities including the design of this investment plan takes account of our legal obligations under the Equality Act 2010.

How will you consider your public sector equality duty when implementing your investment plan, including in the selection of projects?

When implementing the investment plan and during project selection we will pay due regard to how the applicants have considered the equalities impacts of their proposals, the relevant affected groups based on protected characteristics and any measures proposed in response to these impacts.

RISKS

Have you identified any key risks that could affect delivery, for example lack of staff or expertise?

Yes | No

(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.

Budgets have been set for the first year of programme delivery with indications that carry forward into future years will not be possible. The speed of design and implementation of the project development and approval process will therefore be time critical and failure to proceed at pace will risk funds being lost to the region. This will be mitigated by the dialogue already initiated with potential project delivers and early thinking on shaping of interventions to ensure the programme is up and running as quickly and efficiently as possible. This is subject to UK Government guidance being issued in a timely manner.

Multiply funding is provided at a considerable scale, quick resolution of early doors concerns will enable a swift start to capacity building and effective use of the funding opportunity.

Staff in the partner local authorities at senior management and programme level are in place and have the experience and expertise to design and implement this programme in a timely and efficient manner.

Managing demand and expectations particularly for legacy funded schemes where there could be loss of staff with experience and expertise. Some form of bridging arrangement is likely to be required but not an automatic refunding of legacy schemes.

As with the delivery with the UK Community Renewal Fund (CRF), programme level risk register for each priority will be developed, as well as ensuring that individual SPF projects maintain their own registers, which assess the seriousness of a risk, mitigation measures, reporting procedures and details of risk owners and actionees

Have you identified any key fraud risks that could affect UKSPF delivery?

No

(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.

No key fraud risks have been identified that would affect UKSPF delivery or otherwise

Partner local authorities all have effective systems for due diligence and robust Financial Procedure Rules in their constitutions which will be followed for this programme. These document in detail how the local authorities deal with risk management and control of resources, this includes procedures for:

- Risk Management
- Internal Control
- Audit Requirements
- Preventing Fraud, Corruption and Malpractice assets.

The partner authorities have grants manuals and accounting instructions in place that create a robust oversight and rigorous financial management.

Capacity and capability

In this section, we will ask you about:

- The capacity and capability of your team to manage funding
- The resources you have in place for work related to UKSPF

Your answers here will help us know how to support you with delivery. They will not affect the amount of funding you will get.

Answer as honestly as possible.

TEAM RESOURCE

How many people (FTE) will be put in place to work with UKSPF funding?

The working proposal is to create an effective administrative capacity linking the lead regional team in Swansea with local capacity in each of the four component authorities to ensure that the programme can effectively manage a strong portfolio of activities across the region, with effective and seamless communication and effective tangible delivery.

Describe what role these people will have, including any seniority and experience.

Swansea regional lead and day to day delivery

The lead Head of Service for Shared Prosperity Fund is Phillip Holmes, Head of Planning and City Regeneration in Swansea, whilst the lead Senior Manager is Paul Relf, Economic Development & External Funding Manager. The team responsible for the day-to-day management and delivery of the Shared Prosperity Fund on a regional basis will be headed up by Paul. Key personnel in the Economic Development and External Funding Team are detailed below who will be involved with the design and development of SPF both at regional level and at a local level in Swansea.

Key Personnel in Swansea:

- Paul Relf – Economic Development & External Funding Manager – over 20 years' experience in the development of economic policy, grant funding, programme and project design and delivery.
- Clare James – Economic Development Manager – over 20 years' experience in the development of economic policy, programme and project design and delivery.
- Elliott Williams – External Funding Manager – over 10 years' experience in grant funding and the development and delivery of programmes and projects.
- Richard Horlock – Principal External Funding Officer - over 10 years' experience in the delivery of programme and project delivery.
- Neil Stokes – External Funding Programme Officer - over 5 years' experience in the delivery of programmes and projects.
- Lukasz Dymarkowski – External Funding Programme Officer – over 5 years' experience in the delivery of programmes and projects.
- Hannah Healy – External Funding Officer – over 10 years' experience in the delivery of programmes and projects.

Additional staff will be seconded to the delivery of SPF at the appropriate time, however it is worth noting that the team is currently made up of over 60 members of staff with a wide range of experience in the development and delivery of both capital and revenue projects, including employability and skills schemes, business support, physical regeneration and heritage schemes, plus, rural, culture and tourism and education interventions. Skill sets include policy and project development, project management, finance, procurement and legal expertise. The team is also able to access subject matter expertise from a wide range of colleagues and services both within the Local Authority and externally through a robust network of public, private and third sector partners and has experience in doing so to develop and deliver a strong and varied portfolio of activities. Over recent years the team has secured funding, developed a portfolio of projects in excess of £100m and played a key role in the implementation of those projects at both a regional and local level.

Neath Port Talbot

Day-to-day delivery

Lisa Willis – Strategic Funding Programmes Manager. Over 20 years' experience in project and programme management, grant funding, strategic policy, governance and assurance.

Claire Williams – Strategic Funding Manager. Over 10 years' experience in project and programme management, monitoring and evaluation, compliance and assurance.

Julia Lewis – Strategic Funding Officer. Over 10 years' experience of project and programme coordination and monitoring.

Strategic Funding Officer – Loreen Jenkins. Over 10 years' experience of grant funding, finance and claims, monitoring and compliance.

Strategic Funding Officer – to be appointed. To support the delivery of the UKSPF in Neath Port Talbot.

The team works closely with internal and external partners from the public, private and third sectors and academia, across a wide area of priority areas including: regeneration, economic development, community coordination, employability, skills, transport and heritage.

Additional support from:

Nicola Pearce – Director of Environment and Regeneration. SRO for UKSPF in Neath Port Talbot.

Simon Brennan – Head of Property and Regeneration

Huw Jones – Chief Finance Officer

Craig Griffiths – Head of Legal Services

Chris Millis – Head of Education Development

All of the Council Officers in the roles identified above have extensive experience of project delivery and management in their own respective fields.

Track record

Neath Port Talbot Council has strong capability and capacity, with a successful track record of securing funding from a range of WG, European Structural Investment Funds, Lottery and LEADER and ensuring successful delivery, project compliance, monitoring and reporting for a wide variety of local and regional, revenue and capital funded projects. Some examples include:

- PDR Harbour Way Transport Scheme - £111m
- 21st Century Schools Programme - £122m
- Neath Port Talbot Regeneration - £15m
- Vibrant and Viable Places - £35m
- UK Community Renewal – suite of six local projects - £2.4m

Carmarthenshire

Day-to-day delivery

Helen Morgan – Economic Development Manager – over 20 years' experience in programme / project delivery

Rhian Philips – Economic Development Area Manager – over 20 years' experience in programme / project delivery

Beth Walters – Regional Engagement Team Manager – over 10 years' experience in programme / project delivery

Jayne Prichard – Senior Coordinator – over 20 years' experience in programme / project delivery

Jonathan Hancock – Bureau Coordinator – over 20 years' experience in programme / project delivery

All 5 have had extensive experience of external funding, including the Lottery and the EU Structural Funds (ERDF / ESF) and EU LEADER Programme.

Support from

Jason Jones – Head of Regeneration

Randal Hemingway - Head of Financial Services

Linda Rees Jones – Head of Legal Service

Helen Pugh – Head of Revenues and Financial Compliance

Chris Moore – Director of Finance

Pembrokeshire

In Pembrokeshire, this role will be taken by the External Funding Team with in the Finance Division of the Resources Directorate. It is anticipated that the following staff will be available to work on UK SPF. These staff will move onto UK SPF work as they complete work on EU and UK CRF programmes.

| | |
|----------------------------------|---------|
| External Funding Manager | 0.3 FTE |
| External Funding Officer | 2.1 FTE |
| Senior Grant Officer | 0.2 FTE |
| Grant Officer | 3.5 FTE |
| Performance & Monitoring Officer | 1.0 FTE |

Pembrokeshire may in addition need to appoint one or more further Grant Officers, and make use of a Subsidy Control Officer currently being recruited, and will also seek support from Legal and Human Resources teams.

External Funding Manager

Managing and overseeing the work of the External Funding Team. Lead for Pembrokeshire County Council on the UK SPF. Direct supervision of External Funding Officers, Senior Grant Officer and Subsidy Control Officer. Worked on UK, EU and Welsh Government grant programmes with over 25 years' experience.

External Funding Officer

Application appraisal; liaison with projects awarded UK SPF to problem-solve and ensure that projects remain on track and compliant with funding conditions; sense-checking of claims and monitoring reports; local publicity initiatives; compilation of non-financial audit evidence (e.g. procurement evidence). Direct supervision of Performance & Monitoring Officer. Postholders have at least 20 years of grant management experience.

Senior Grant Officer

Supervision of Grant Officers. Accountancy qualified and with over five years' experience of grant management.

Grant Officers

Preparation of grant claims, production of estimates and compilation of audit evidence. Accountancy qualified to AAT or part-qualified ACCA.

Performance & Monitoring Officer

Monitoring and verification of outputs and outcomes; production of statistical reports. Experience mainly on ESF programmes with over five years' experience.

Subsidy Control Officer

Ensuring that all UK SPF projects delivered through Pembrokeshire County Council are compliant with the Subsidy Control Act 2022 and related legislation. New post, but will be supported by the External Funding Manager.

- Strong capability: Has extensive experience and/or a proven track record of delivery in this area.
- Strong capacity: High degree of confidence that there is enough staffing/resource to manage funding in this area.
- Some capability: Has previous experience of delivery in this area.
- Some capacity: Confident that there is enough staffing/resource to manage funding in this area.
- Limited capability: Does not have previous experience and/or no track record of delivery in this area.
- Limited capacity: Limited confidence that there is enough staffing/resource to manage funding in this area. Additional resource may be needed to support delivery.

CAPACITY AND CAPABILITY

How would you describe your team's current experience of delivering funding and managing growth funds?

| | | |
|--------------------|-----------------|------------------------|
| ✓ Very experienced | Some experience | No previous experience |
|--------------------|-----------------|------------------------|

How would you describe your team's current capability to manage funding for procurement?

| | | |
|---------------------|-----------------|--------------------|
| ✓ Strong capability | Some capability | Limited capability |
|---------------------|-----------------|--------------------|

How would you describe your team's current capability to manage funding for procurement?

| | | |
|---|-----------------|--------------------|
| <input checked="" type="checkbox"/> Strong capability | Some capability | Limited capability |
| How would you describe your team's current capacity to manage funding for procurement? | | |
| <input checked="" type="checkbox"/> Strong capacity | Some capacity | Limited capacity |
| How would you describe your team's current capability to manage funding for subsidies? | | |
| <input checked="" type="checkbox"/> Strong capability | Some capability | Limited capability |
| How would you describe your team's current capacity to manage funding for subsidies? | | |
| <input checked="" type="checkbox"/> Strong capacity | Some capacity | Limited capacity |

COMMUNITIES AND PLACE CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Communities and Place interventions you have select?

Yes

How would you describe your team's current capability to manage funding for Communities and Place interventions?

Strong capability Some capability Limited capability

Describe the key capability challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

N/A

Describe what further support would help address these challenges.

Further staff capacity is likely to be need within project interventions.

How would you describe your team's current capacity to manage funding for Communities and Place interventions?

Strong capability Some capability Limited capability

Describe the key capacity challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

N/A

Describe what further support would help address these challenges.

Further staff capacity is likely to be need within project interventions.

SUPPORTING LOCAL BUSINESS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Supporting Local Business interventions you have select?

Yes

How would you describe your team's current capability to manage funding for Supporting Local Business interventions?

Strong capability Some capability Limited capability

Describe the key capability challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.

N/A

Describe what further support would help address these challenges.

Further staff capacity is likely to be need within project interventions.

| | | |
|---|--|---|
| How would you describe your team's current capacity to manage funding for Supporting Local Business interventions? | | |
| <input checked="" type="checkbox"/> Strong capability | <input type="checkbox"/> Some capability | <input type="checkbox"/> Limited capability |
| Describe the key capacity challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system. | | |
| Further staff capacity is likely to be need within project interventions. | | |
| Describe what further support would help address these challenges. | | |
| Further staff capacity is likely to be need within project interventions. | | |

| | | |
|---|--|---|
| PEOPLE AND SKILLS CAPACITY AND CAPABILITY | | |
| Does your local authority have any previous experience of delivering the People and Skills interventions you have select? | | |
| Yes | | |
| How would you describe your team's current capability to manage funding for People and Skills interventions? | | |
| <input checked="" type="checkbox"/> Strong capability | <input type="checkbox"/> Some capability | <input type="checkbox"/> Limited capability |
| Describe the key capability challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system. | | |
| N/A | | |
| Describe what further support would help address these challenges. | | |
| Further staff capacity is likely to be need within project interventions. | | |
| How would you describe your team's current capacity to manage funding for People and Skills interventions? | | |
| <input checked="" type="checkbox"/> Strong capability | <input type="checkbox"/> Some capability | <input type="checkbox"/> Limited capability |
| Describe the key capacity challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system. | | |
| Further staff capacity is likely to be need within project interventions. | | |
| Describe what further support would help address these challenges. | | |
| Further staff capacity is likely to be need within project interventions. | | |

| | |
|--|-----------------------------|
| SUPPORT TO DELIVERY UKSPF | |
| All lead authorities can use up to 4% of their UKSPF allocation to support the delivery of their chosen interventions but by exception, lead authorities will be able to use more than 4%. Are you planning to use more than 4%? | |
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| (If Yes) Explain why you wish to use more than 4%. | |
| Initial proposal is to work within the 4% allocation. | |

Approvals

Before submitting your investment plan, you should have approval from your:

- Chief Executive Officer
- Section 151 Officer
- Leader of your lead authority

Do you have approval from your Chief Executive Officer for this investment plan?

- Yes**
- No

Do you have approval from your Section 151 Officer for this investment plan?

- Yes**
- No

Do you have approval from the leader of your lead authority for this investment plan?

- Yes**
- No

| |
|--|
| If you do not have approval from any of these people, please explain why this is: |
|--|

| |
|-----|
| N/A |
|-----|

Additional documents

You will have received an email giving you access to a folder where you will need to upload supporting evidence to your investment plan. All applicants must complete and upload the following spreadsheet to the folder prior to submitting their investment plan:

- UKSPF Expenditure Profile spreadsheet
- UKSPF Indicative Deliverables spreadsheet

Your investment plan submission will be considered incomplete without the required documents.

Have you completed and uploaded the two spreadsheets to the SharePoint folder as requested?

- Yes**
- No

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary:

The UK Shared Prosperity Fund (UKSPF or the Fund) is a central pillar of the UK government's ambitious Levelling Up agenda and a significant component of its support for places across the UK. It provides £2.6 billion of new funding for local investment by March 2025, with all areas of the UK receiving an allocation from the Fund via a funding formula rather than a competition.

To access its allocation, Neath Port Talbot is required to set out measurable outcomes that reflect local needs and opportunities. These should then inform the interventions we wish to deliver and we are able to choose from investment across three investment priorities of communities and place, local business and people and skills.

These interventions will be set out in a local Investment Plan which will feed into a regional investment plan and then submitted to the UK government for approval.

This first stage IIA relates to the development of the Neath Port Talbot Local Investment Plan.

Service Area: Property and Regeneration

Directorate: Environment & Regeneration

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | | x |
| Staff | x | |
| Wider community | x | |
| Internal administrative process only | x | |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|----------------------------|-----|----|---------------------|---------------|-----------------|--|
| Age | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Disability | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Gender Reassignment | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Marriage/Civil Partnership | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Pregnancy/Maternity | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Race | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Religion/Belief | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Sex | | X | | | L | The nature of this plan will have no impact on this characteristic. |
| Sexual orientation | | X | | | L | The nature of this plan will have no impact on this characteristic. |

4. Does the initiative impact on:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|---|
|--|-----|----|---------------------|---------------|-----------------|---|

| | | | | | | |
|---|--|---|--|--|--|---|
| People's opportunities to use the Welsh language | | X | | | | In line with the Council's Corporate Plan and Welsh Language policy, any publications or public communications regarding the project, to include press releases, social media posts, etc. will be translated into Welsh and will be released with no time delay |
| Treating the Welsh language no less favourably than English | | x | | | | In line with the Council's Corporate Plan and Welsh Language policy, any publications or public communications regarding the project, to include press releases, social media posts, etc. will be translated into Welsh and will be released with no time delay |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|---|
| To maintain and enhance biodiversity | | X | | | L | The nature of the investment plan will have no impact on biodiversity. |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | x | | | L | The nature of the investment plan will have no impact on this biodiversity. |

Tudalen 191

6. Does the initiative embrace the sustainable development principle (5 ways of working):

| | Yes | No | Details |
|--|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | | | <p>The proposed project will support the Council's Corporate Plan to Recover, Reset, Renew, by delivering directly towards the following Well Being Objectives:</p> <ul style="list-style-type: none"> • All children get the best start in life • All communities are thriving and sustainable • Our local environment, heritage and culture can be enjoyed by future generations • Jobs and skills - local people are skilled and can access high quality, green jobs |
| Integration - how the initiative impacts upon our wellbeing objectives | | | As above |
| Involvement - how people have been involved in developing the initiative | | | As above |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | | | As above |
| Prevention - how the initiative will prevent problems occurring or getting worse | | | As above |

7. Declaration - based on above assessment (tick as appropriate):

| | |
|---|---|
| A full impact assessment (second stage) is not required | X |
| Reasons for this conclusion | |
| In line with Neath Port Talbot IIA screening form guidance, it has been determined that a full assessment is not appropriate in this instance, as the scheme will have a low impact on protected characteristics. | |

| | |
|--|--|
| A full impact assessment (second stage) is required | |
| Reasons for this conclusion | |
| | |

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| | Name | Position | Signature | Date |
|---------------|---------------|---------------------------|-----------|------------|
| Completed by | Julia Lewis | Strategic Funding Officer | J.Lewis | 21.06.2022 |
| Signed off by | Simon Brennan | Head of Service/Director | S Brennan | 21.06.2022 |

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

28 July 2022

Report of the Head of Streetcare

Mike Roberts

Matter for Decision

Wards Affected: All Wards

Future Waste Depot Requirements and Collection Fleet Relocation

Purpose of the Report

To report the outcome of the previously approved feasibility study and staff consultations into relocating the waste fleet to the Crymlyn Burrows Transfer Station, to present proposals to create an electric vehicle capable depot for the council's Waste Services at the Transfer Station, and to seek Member approval for associated financial borrowing and the undertaking of a procurement exercise.

Executive Summary

Following Cabinet approval in June 2020 and subsequent operational changes at the Transfer Station, an assessment has been completed into the feasibility of locating the waste collection fleet at the Council's Crymlyn Burrows Transfer Station.

The first desktop stage of the assessment determined it is both feasible and beneficial to co-locate the waste collection operation at the Transfer Station, as set out in the summary report included at Appendix A.

On the back of the positive desktop exercise, more detailed outline design work and staff consultations were undertaken. The outcome of the consultation, together with the resulting proposals, have informed this report.

Background

The operation at Crymlyn Burrows Transfer Station, formerly known as the “MREC”, was insourced on 1 October 2019. A subsequent report was presented to Members in June 2020 on the outcome of a Management of Change consultation process to alter the operation at the site to that of a transfer station, and bring all staff onto Council terms and conditions of employment. Further to Member approval, staff subsequently transferred to Council terms and conditions in October 2020, and work is currently ongoing to remodel the interior of the facility to that of a transfer station with enhanced recycling capability in line with service needs.

In March 2022 the Council let a Contract via the South West Wales Contractors Framework to remodel the facility. The work is currently programmed to be completed in March 2023.

The waste collection operation has been based at the Service Response Centre (SRC) at Baglan Energy Park since 2008. All of the recyclables and non-recyclables collected at the kerbside by the fleet currently based at the SRC are delivered to the now insourced Transfer Station at Crymlyn Burrows.

The Council’s waste collection service currently relies for the most part on a fleet of diesel powered HGV vehicles. Members will be aware of the national drive towards reducing carbon emissions and achieving ‘Net Zero’. Furthermore, there is an expectation by Welsh Government that Local Government in Wales will decarbonise its vehicle fleet by 2030. Given that the current waste HGV vehicles have a typical lifespan of 7 to 9 years, then the Council will need to be increasingly taking decisions in favour of ultra-low emission vehicles and will need the infrastructure to support them.

It is noted that the bulk of the Council’s recycling collection fleet, some 20 HGV kerbside Resource Recovery Vehicles, are coming towards the end of their working life and procurement is due to start for replacement next year. Furthermore, there will be WG expectation that prime consideration is given to them not being powered by fossil fuels, and to this end WG are offering payments for the difference in cost to purchase electric RRVs over diesel powered units. To inform and hopefully ‘de-risk’ such a change, a single eRRV has just been ordered using

Sustainable Waste Grant funding and WG vehicle transition funding which is due to arrive in March next year.

Initial Stage Desktop Feasibility Study

At the end of 2021, the Council commissioned a feasibility study to look at the following key aspects of co-locating the collection operation at the Transfer Station:

- Physical Assessment – does it fit?
- Operational Impact
- Staff Impact
- Does it meet our goal to decarbonise the collection fleet?

A summary of the report is included in Appendix A, and the main findings are set out below:

- The study found that as a result of the current remodelling of the site to that of a transfer station, the Waste Collection Service can be accommodated at the Crymlyn Burrows site, with sufficient space for fleet parking, staff parking, staff offices and welfare together with associated facilities.
- Co-locating the collection operation at the Transfer Station will reduce operational travel, improve efficiency, and result in associated cost and carbon savings. Furthermore the study found potential benefits associated with improved internal service collaboration and resilience.
- The study also looked at potential further benefits for 'shunt drivers', to off-load collection vehicles whilst drivers take their statutory driving break, and found the potential for future efficiency savings particularly in relation to recycling collection vehicles.
- The study found that relocating waste collection from the SRC to the Transfer Station would result in slightly longer home to work travel for some, whilst others would be shorter, but no journey would increase by more than 4 miles (the distance from the SRC to the Transfer Station). On balance there would be a small overall increase in staff travel to work, however there is a much bigger net carbon saving resulting from the reduced fleet travel.

- The study also noted:
 - The site can accommodate the same or better workforce welfare and office facilities currently provided at the SRC;
 - potential to provide facilities for workplace charging for staff electric vehicles and electric bikes, potentially key in future for staff living in terrace housing or flats with no access to charging points;
 - better public transport links (albeit not currently available for shifts starting at 06:00 as with The Quays).
- Members have received reports from the Head of Engineering and Transport on the need for the Council to transition to a 'zero emissions' fleet and provide associated electric charging infrastructure. It has been highlighted that the number of Battery Electric Vehicles within the Council's fleet is set to increase significantly in the coming years; and the need to identify parking with sufficient charging infrastructure. One of the main constraints on fleet charging infrastructure is the connection to the power grid. The feasibility study noted that the Crymlyn Burrows site benefits from an existing substantial national power grid connection, and will further benefit from the 500kilowatts of solar panels being installed on the roof of the main building as part of the current remodelling.

Second Stage Study - Staff Consultation

In May this year, the service management team engaged with staff and their Trade Union representatives on a proposed move. All staff affected were given a short presentation and invited to provide feedback. One-to-one meetings were offered, although none were requested. Feedback received was collated to inform the final proposals. The large majority of staff were content with the proposals and made no comment. A few comments were however received and the outline design proposals were amended and re-costed.

Next Steps

The next step is for members to consider the proposal to relocate the waste fleet and associated costs, and take a decision whether a move as recommended by officers should proceed. In doing so, a corporate commitment is needed to meet the cost of the move.

If members support the proposed move, then further to early-stage enquiries already had with the Planning and Sustainable Urban Drainage System (SuDs) team, detailed submissions would be prepared and submitted for approval. Furthermore a contract would then be procured and let, subject to the statutory approvals noted, to complete construction followed by ICT and furniture fit outs etc. The draft programme indicates that subject to gaining the necessary approvals the move would be implemented in May 2023 (or would follow as soon as practicable thereafter).

The scheme would facilitate the electrification of the entire waste fleet of vehicles in future, in terms of ducting, cabling, and switchgear etc., with EV chargers to be installed as EV vehicles are purchased (other than two 50KW HGV rapid chargers to be installed as part of the parking alteration works).

Financial Impact

Capital Expenditure

A budget cost of £3.4M including some contingency has been calculated by Consultants SLR for the construction of car parking and new office space with welfare facilities, together with a new safe footpath, transition fuel filling and vehicle wash arrangements.

The Council has a waste reserve of £0.9M available which has been earmarked towards funding the capital expenditure, and therefore prudential borrowing of £2.5M would be required for the project to proceed, the funding of which is considered in the revenue section below.

There will be other costs in future, for additional vehicle chargers and potentially battery storage to make the most cost effective use of the solar energy generated on site. However charger costs would be the same whether the fleet remained at The Quays or is relocated, and will

need to be dealt with at the time of future vehicle purchases. Furthermore it is hoped the cost of chargers will continue to fall and technology improve, so there is no advantage in kitting out the depot with chargers before they are needed. It is noted there are currently some 80 HGV vehicles in the council's fleet, some 50% of which are in Waste, with the others in services such as Highways, Neighbourhood and Transport. Given power demands for HGVs in particular, it is noted the current power infrastructure at The Quays cannot deal with the 50% of HGVs that would remain if the waste collection fleet relocated, and will need substantial additional electric capacity just to deal with 50% of the fleet. In the absence of say a hydrogen solution, a good portion of the Council' fleet needs to move from The Quays to deliver a Battery Electric Solution as a whole.

Whilst the staff car parking at the Transfer Station would be constructed to accommodate workplace chargers they would not be installed initially. Bicycle parking with eBike chargers will be put in at the start. In terms of workplace charging it is likely this will be fundable going forward using grant funding.

During the staff consultation a small number of employees raised concerns about the walk from the staff car parking area to the offices, welfare and fleet parking, some 300metres down the site. As a result the proposal includes provision of a new safe footpath. A canopy over the walkway was also requested to protect staff in poor weather, but has not been included in proposals as the cost would be an additional £260K. An uncovered walk from staff parking to work places is considered to be expected.

Revenue Expenditure

The Feasibility Study showed reduced operational travel with associated reduced fuel costs albeit since the feasibility work was completed fuel prices has increased rapidly with an associated cost pressure for diesel purchase of £130k in Waste Services alone. Notwithstanding the cost of electric vehicles and that the cost of electricity has also risen, ultimately it is going to become uneconomic to run fossil fuelled waste vehicles. The move will enable the transition to an electric collection fleet and purchased energy consumption will be reduced by virtue of the solar roof being installed on the transfer station roof and the reduced operational travel.

Based on a depot infrastructure life span of 25 years, the cost of prudential borrowing to fund the budget gap of £2.5M would be £156,250 per annum, which would need to be met from the revenue budget. It is believed such saving can and will be easily achieved within the waste budget as follows:

- The remodelling works currently underway at the transfer station include the installation of a materials sorting line to separate the steel and aluminium cans from the plastics. The rates available for these separate streams will generate greater income than that from the mixed plastics and cans that we currently receive and have to give to others to sort. The new processing capability will also help ensure the sustainability of the increased recyclate income, above budget, that is already being seen. It is believed increase income from recyclate alone will exceed the cost of the prudential borrowing.
- There will be substantial and increasing energy cost savings from the installation of the grant funded 500KW solar roof on the transfer station which has not yet been incorporated into the budget. Based on current usage and expenditure, and likely power generation from the roof, this should be around £70,000 at current costs.
- The fleet relocation will facilitate having one accountable manager for waste services (that is for waste collection and waste transfer services combined) in place of the current two, albeit some of the savings will be needed to fund knock-on JE implications for the next tier to ensure the service manager has sufficient support.
- The former recycling building at the rear of the site, as well as being used for storage and for vehicle charging, can provide space for day to day maintenance such as tyre and lamp changes further to daily driver checks which would remove non-productive time travelling back and fore to Tregelles Court.
- The remodelled site will include storage for recycling kit and wheeled bins currently kept in Tawe Terrace remote from the fleet which will also reduce non-productive travel time.
- With the collection fleet based at the transfer Station all vehicles will be emptied at the end of each shift, and therefore all vehicles will be empty and ready for use the following morning, this will remove non-productive time at the start of shifts, where crews

have to empty their vehicles before beginning the days rounds due to late running.

- There is already believed to be sufficient capacity to reduce the number of refuse freighters/crews by one. This has not been pursued because of the imminent introduction of pilot 'nappy' collections albeit the segregating of the waste is not expected to have much operational impact. The reduced operational travel expected as a result of the relocation, and other time savings above, plus the potential ability to combine statutory driving breaks with meal breaks at the transfer station will cement this possibility which could easily be achieved without any risk of redundancy. Saving a front line service crew and vehicle would save approaching £150K.

Whilst vehicle fuel savings will be achieved, the value of which will grow over time, these are not considered here as it will be necessary to pay more into the vehicle renewal fund going forward as the periodic cost of replacing low emissions vehicles will be higher than diesel vehicles.

Integrated Impact Assessment

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. This has been supplemented by a travel/'carbon assessment' as part of the initial desk-top feasibility work as shown in Appendix A.

The first stage assessment, as supplemented by the feasibility work detailed in Appendix A, has indicated that a more in-depth assessment is not required. In summary, no adverse impacts are identified as there will be immediate carbon emissions saving which will increase in future.

Valleys Communities Impacts

No implications.

Workforce Impacts

See detail contained with the report. The depot and offices for the waste collection personnel would be relocated from the Service Response Centre (SRC) to the Transfer Station at Crymlyn Burrows. A change of

workplace within the County Borough, and indeed within adjacent areas, is covered under the mobility clause of the existing contractual terms and conditions of employment for staff.

Whilst the Council has a Disturbance Allowance Scheme, the relocation distance between the SRC and the Transfer Station is below the minimum distance for any payment under the scheme.

During staff consultations it was raised that a small number of drivers might be unable to walk the distance from the staff car parking to the office, welfare and fleet parking location, about 300m. The proposals have been amended to accommodate a few 'accessible' staff parking spaces near the fleet parking area that will be managed by the supervisors.

The proposal includes staff welfare facilities including a mess area, showers, locker provision and drying room, similar to those available at the current base in the SRC at The Quays.

As well as securing the potential to deliver services using battery electric vehicles, the substantial electrical connection to the transfer station site will allow for potential workplace EV charging facilities in future. The sale of new petrol and diesel cars is expected to be banned from 2030, and the ability to offer workplace charging may become important for some staff. Council terms and conditions regarding such facilities generally are currently being looked at corporately.

Both the Collection Service and the Transfer Station Service are now currently being overseen by the same Accountable Manager on an interim basis pending a formal establishment change should relocation be agreed. Co-locating the services allows for better oversight of the council's waste services overall, and will provide greater resilience within the management team and supervisors. There will also be a better career path for operational staff to follow on site: Waste Loader, Transfer Station Skilled Operative/Non HGV Driver; HGV Driver, Chargehand/Waste Enforcement Officer, Supervisor etc.

Legal Impacts

All future procurement exercises will be conducted in accordance with the Public Contract Regulations 2015.

Risk Management Impacts

The creation of a fully operational waste depot at the Transfer Station by relocating the fleet, will help minimise the impact on operations of Bridgend Council ultimately leaving the current inter-authority working arrangements when the current agreement expires.

There is an expectation to move to Ultra Low Emissions Vehicles by 2030, including electric vehicles. The electricity connection to the grid at the current depot at the SRC is not sufficient to charge the entire fleet. The electricity connection to the Transfer Station is sufficient for the whole waste fleet. Ceasing the use of fossil fuels in vehicles will remove supply and cost related risks going forward.

Consultation

Staff consultation has been undertaken and informed the proposal, as set out in the report.

Recommendation

Having due regard to the first stage Integrated Impact Assessment it is recommended that:

- Members confirm the intention to relocate the waste collection fleet to Crymlyn Burrows;
- Officers process the necessary Planning and SuDs Approval Body applications as are necessary to deal with matters that are beyond the permitted development rights for the transfer station site;
- Delegated authority is granted to the Head of Streetcare in consultation with the Head of Legal and Democratic Services to appoint consultant advisors to prepare any design and tender documents, and procure the necessary construction works;
- Members note the capital requirement for the project and approve the necessary capital expenditure by way of the waste reserve of £0.9M and prudential borrowing of £2.5M, the latter to be paid for from the waste management/waste collection budgets.
- Delegated authority is granted to the Head of Streetcare in consultation with the Head of People and Organisational Development to give appropriate notice to staff and implement the

proposal to relocate the waste collection service to the Transfer Station as soon as facilities are in place in the next financial year, 2023/24.

Reason for Proposed Decision

To ensure future service needs can be met and efficiencies maximised.

Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

Appendix A: Feasibility Study on the relocation of Waste Collection Services at the Crymlyn Burrows Transfer Station

Appendix B Indicative Timetable

Appendix C Plans

Appendix D: First Stage Integrated Impact Assessment

Background Papers

Report to Cabinet - Materials Recovery and Energy Centre, Crymlyn Burrows, 25 June 2020 and associated minutes of the meeting

Officer Contact

Name: Mike Roberts
Designation: Head of Streetcare
email: m.roberts@npt.gov.uk

Name: Mike Jones
Designation: Transfer Station Business Manager
email: m.d.jones@npt.gov.uk



Feasibility Study

Relocation of Waste Collection Services at Crymlyn Burrows Transfer Station

December 2021

1.0 Introduction

Further to the Cabinet recommendation on 25 June 2020, a feasibility study is ongoing into the co-location of Waste Collection Services with Transfer Station Services at Crymlyn Burrows.

This report summarises the key findings of the first stage of the investigation in terms of:

- Physical Assessment
- Operational Impact
- Staff Impact
- Planning for decarbonisation and medium-term

2.0 Physical Assessment

A physical assessment of the site found that Waste Collection Services can be accommodated. With sufficient space identified for fleet parking, staff parking, staff office and welfare together with associated facilities.

~~The following plans are included at Appendix 1 (not included as now superseded. Refer to Cabinet report Appendix C)~~

- ~~1 Site Location~~
- ~~2 Site Layout - Remodelling~~
- ~~3 Site Layout - Proposed~~
- ~~4 Staff Parking~~
- ~~5 Fleet Parking~~
- ~~6 Offices and Welfare~~

3.0 Operational Impact

Existing

The waste collection service is currently based at the Service Response Centre (SRC), Baglan Energy Park.

The vehicles are parked at the SRC overnight, and crews leave from and return to the SRC every day. Supervisors are also based at the SRC.

The collection service is provided across the borough. Recyclables are collected weekly, whereas non-recyclables are collected fortnightly.

Both recyclable and non-recyclable materials are delivered to the Crymlyn Burrows Transfer Station. Typically, collection crews drop-off material twice-a-day.

Bulky collections and hygiene collections are also borough-wide, but provided on request. Bulky and hygiene waste are currently dropped-off at the waste transfer station at Briton Ferry.

Kit deliveries also operate out of the SRC and deliver borough-wide on request, whilst stock is held at Tawe Terrace.

The associated waste management service is co-located with the collection service at the SRC. This is principally an office-based function working closely with the collection service. A handful of staff spend some or most of their time on site responding to calls across the borough. Any waste collected as part of these function is dropped-off at the Crymlyn Burrows Transfer Station, and any kit required is collected from store at Tawe Terrace.

All waste fleet vehicle maintenance is carried out at Tregelles Court.

Proposed

The waste collection service including the associated waste management service to be re-located at the Crymlyn Burrows Transfer Station. Including office and welfare needs.

Secure fleet vehicle parking, with a substantial grid connection to accommodate a future move to Ultra Low Emissions Vehicles (ULEV).

On-site kit stock.

On-site minor vehicle repair, replacement of lights etc.

Impact

The main benefit of the proposed re-location will be a reduction in travelling for the collection fleet, and the resulting carbon and cost savings.

| Description | Time hours pa | Distance miles pa | Carbon kgCO2e pa | Cost (fuel) £pa |
|---|--------------------------|------------------------------|-----------------------------|----------------------------|
| Additional travel at the start of the day | -359 | -15,923 | -26,479 | -14,445 |
| One less journey at the end of the day | 921 | 40,763 | 73,398 | 40,042 |
| Saving | 562 | 24,840 | 46,919 | 25,597 |

Additional benefits

- Existing, substantial grid connection can accommodate a future move to Ultra Low Emissions Vehicles
- Reduction in non-productive time travelling to collect kit from Tawe Terrace
- Reduction in non-productive time travelling for minor repairs at Tregelles Court
- Additional cover for managers and supervisors
- Additional synergy across all waste services
- Driving/lunch breaks could be taken in welfare facilities at time of tipping off

Potential further benefits

- 'Shunt' drivers could be used to empty recycling vehicles whilst crews are taking their required driving/lunch break to increase service efficiency/capacity.

4.0 Staff Impact

Existing

The waste collection service is currently based at the Service Response Centre (SRC), Baglan Energy Park.

All staff associated with the service start and finish at the SRC.

There are welfare and mess facilities and lockers for staff.

The SRC has staff car parking, bicycle parking and is on one bus route.

Proposed

The waste collection service including the associated waste management service to be re-located at the Crymlyn Burrows Transfer Station.

All staff associated with the service to start and finish at the Transfer Station.

Welfare, mess facilities and lockers for staff.

Staff parking with substantial grid connection to enable potential future charging-at-work options for staff (particularly important for staff with no option to charge their electric cars at home, e.g. if resident in terraced housing etc.).

Bicycle parking and a number of public transport options as close to one of the main routes between Swansea and Neath / Port Talbot.

Impact

The distance between the SRC and the Transfer Station is 4 miles. Home to work journeys will be impacted on an individual basis, some staff will benefit from a shorter home-to-work journey, whilst others will have slightly longer journeys.

A study looking at the overall impact across all staff, shows that on balance the relocation will result in some additional staff travel to and from work.

No journey will increase more than 4 miles, and the average increase will be 1.8 miles.

The additional travelling will increase carbon emissions by approximately 31,000 kgCO₂e per annum*. However, this increase is more than offset by the savings resulting from reduced fleet travelling, and furthermore, the Transfer Station is better served by public transport, and could accommodate extensive electric charging, all of which could reduce the carbon footprint of home to work travel.

*This figure assumes those living within one mile of the depot (SRC or the Transfer Station) will walk or cycle, and that 20% of staff car share.

5.0 Planning for decarbonisation and the medium-term

Ultra Low Emissions Vehicles

Diesel and petrol vehicles are being phased-out, and Members have received reports on the transition to Ultra Low Emission Vehicles (ULEVs) and the associated infrastructure.

The electricity grid connection at the Service Response Centre (SRC), Baglan Energy Park has, as it stands, a limited potential for the shift to ULEV, both in terms of the fleet and staff vehicles.

As part of the feasibility study the council has commissioned a report into the potential to accommodate ULEVs at the Transfer Station.

In terms of an electric fleet, the report found that both the existing substantial grid connection assisted by the new solar roof (to be installed as part of the remodelling) could provide sufficient electrical capacity to charge an electric collections fleet. With sufficient space on site for potential battery storage if needed to help reduce overall energy consumption.

With regard to future hydrogen options, whilst there is sufficient space on site to accommodate the fleet, the report states that the safety buffer zones required for gas production and storage, make the location of this technology unrealistic at the Transfer Station.

The Transfer Station also has better public transport links, located on one of the main routes in and out of Swansea to Neath and Port Talbot.

Estates Management

Moving the waste collection service out of the SRC and using existing capacity at the Transfer Station will free-up accommodation at the SRC. The Council can consider re-locating other services to the SRC, potentially out of older parts of the estate, such as Building Services.

6.0 — Appendices

Appendix 1 Plans

Not included as superseded. Refer to Cabinet Report Appendix C

Future Waste Depot Requirements and Collection Fleet Relocation

Indicative Timetable

| Ref | Description | Start | Finish |
|------------|------------------------------|------------------|---------------|
| 1 | Consultation | <i>completed</i> | |
| 2 | Planning and SAB | 11/07/2022 | 11/11/2022 |
| 3 | Design and Procurement | 11/07/2022 | 18/11/2022 |
| 4 | Construction Phase* | 21/11/2022 | 10/03/2023 |
| 5 | Support Services and Fit-out | 13/03/2023 | 05/05/2023 |
| 6 | Implementation | | 08/05/2023 |

*The above timetable will overlap with the current remodelling works, which are due to be completed March 2023.

Plans (attached separately)

1. Site Location
2. Site Layout
3. Staff Parking
4. Fleet Parking
5. Collection Service Office and Welfare
6. Office Block

Mae'r dudalen hon yn fwriadol wag

Impact Assessment - First Stage

1. Details of the initiative

| | |
|--|---|
| Initiative description and summary: | Future Waste Depot Requirements and Collection Fleet Relocation |
| Service Area: | Streetcare |
| Directorate: | Environment and Regeneration |

2. Does the initiative affect:

| | Yes | No |
|--------------------------------------|-----|----|
| Service users | | ✓ |
| Staff | ✓ | |
| Wider community | | ✓ |
| Internal administrative process only | | ✓ |

3. Does the initiative impact on people because of their:

| | Yes | No | None/ Negligible | Don't Know | Impact H/M/L | Reasons for your decision (including evidence)/How might it impact? |
|----------------------------|-----|----|---------------------|---------------|-----------------|--|
| Age | | ✓ | | | | The proposal will have no impact on anyone's protected characteristics other than a minor impact on drivers with walking difficulties as the walking distance from staff parking to fleet vehicles will be slightly longer in the new location. Mitigated through inclusion of accessible parking near fleet vehicles. |
| Disability | | | ✓ | | L | |
| Gender Reassignment | | ✓ | | | | |
| Marriage/Civil Partnership | | ✓ | | | | |
| Pregnancy/Maternity | | ✓ | | | | |
| Race | | ✓ | | | | |
| Religion/Belief | | ✓ | | | | |
| Sex | | ✓ | | | | |
| Sexual orientation | | ✓ | | | | |

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4. Does the initiative impact on:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence used) / How might it impact? |
|---|-----|----|---------------------|---------------|-----------------|--|
| People's opportunities to use the Welsh language | | ✓ | | | | The proposal will have no impact on people's opportunities to communicate in Welsh |
| Treating the Welsh language no less favourably than English | | ✓ | | | | The proposal will not impact on provision to ensure staff can use their first language of choice |

5. Does the initiative impact on biodiversity:

| | Yes | No | None/ Negligible | Don't know | Impact H/M/L | Reasons for your decision (including evidence) / How might it impact? |
|--|-----|----|---------------------|---------------|-----------------|--|
| To maintain and enhance biodiversity | | ✓ | | | | The proposal will not adversely affect biodiversity. Planning permission is required for changes outside of permitted development rights which will include biodiversity enhancement. |
| To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc. | | ✓ | | | | The proposal will not adversely affect resilience of ecosystems, planning and SuDS approval will ensure this. The proposal will enable the move to low emission vehicles which in conjunction with the PV installation will have a wider carbon emissions benefit. |

6. Does the initiative embrace the sustainable development principle (5 ways of working):

| | Yes | No | Details |
|--|-----|----|---|
| Long term - how the initiative supports the long term well-being of people | ✓ | | The proposal will facilitate achievement of the longer term objective to move to an ultra-low emissions vehicles |
| Integration - how the initiative impacts upon our wellbeing objectives | ✓ | | The proposal supports our well-being objectives with the potential to make Neath Port Talbot a healthy place to live and work. The effective and sustainable management of waste is important for community well-being. |
| Involvement - how people have been involved in developing the initiative | ✓ | | Staff and Trade Union consultations have been undertaken and dialogue with the Welsh Government Energy Services which have informed the proposal. |
| Collaboration - how we have worked with other services/organisations to find shared sustainable solutions | ✓ | | We have a working collaboration with Bridgend and the Welsh Government Energy Services, and are working with different service areas including Fleet Services |
| Prevention - how the initiative will prevent problems occurring or getting worse | ✓ | | Reducing carbon emissions will contribute to addressing climate change. Also, co-locating the collection fleet with the transfer station operation will increase service resilience and therefore help prevent operational problems from occurring. |

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7. Declaration - based on above assessment (tick as appropriate):

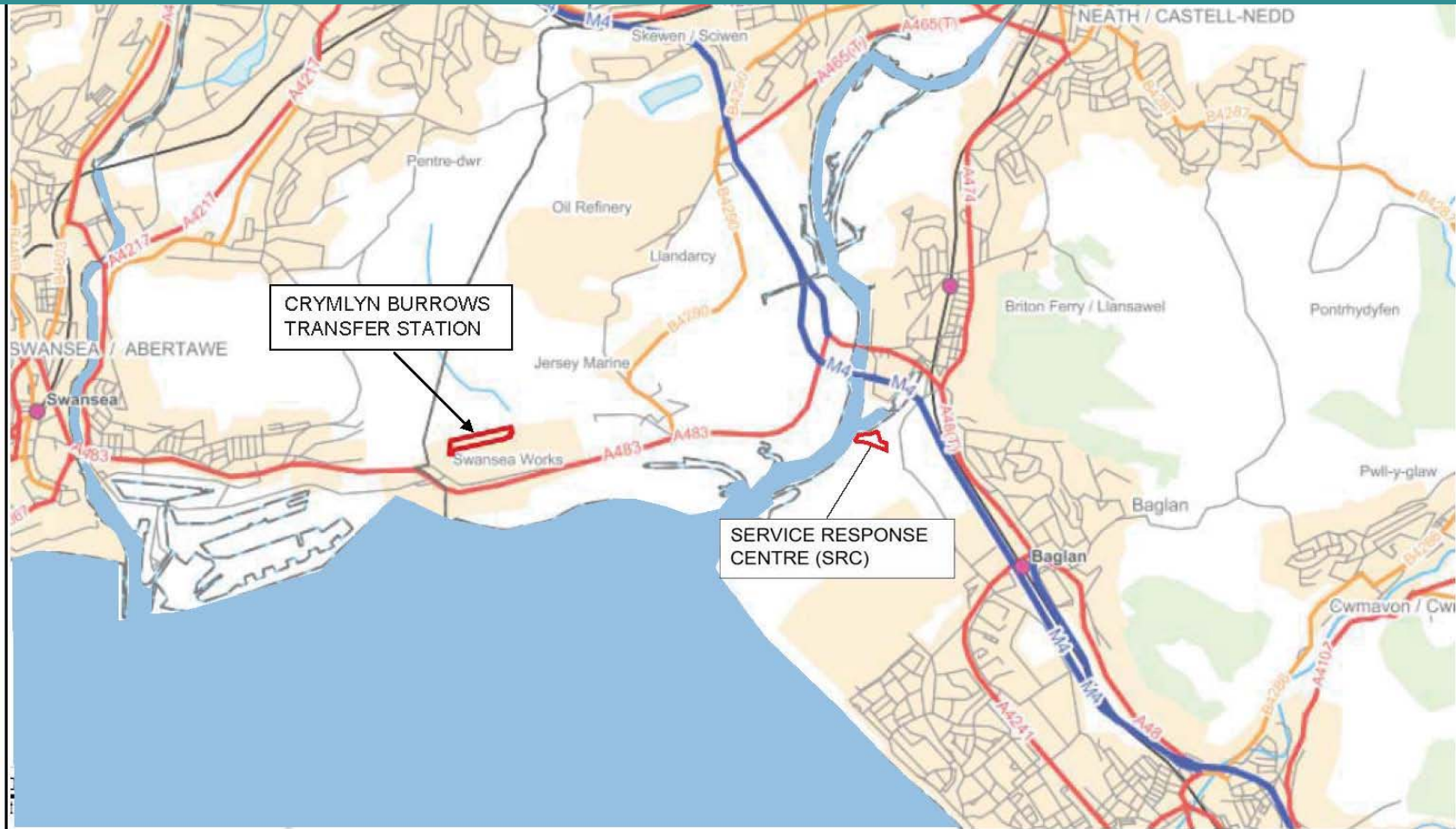
| | |
|---|---|
| A full impact assessment (second stage) is not required | ✓ |
| Reasons for this conclusion | |
| <p>After completing the assessment, and considering the feasibility work which has been done, it has been determined that this proposal does not require a full Impact Assessment (second stage). The proposal will have no impact on service users, and no adverse impact on people who share protected characteristics or on people's ability to use the Welsh language.</p> <p>A travel/'carbon' assessment has been carried out which shows the proposal will result in reduced carbon emissions.</p> <p>Planning and SuDS approvals will ensure environmental issues are fully considered and biodiversity enhancement.</p> <p>The proposal embraces the sustainable development principle by contributing to achievement of the Council's well-being objectives. The changes already in hand at the Transfer Station, combined with the fleet co-location proposal, are aimed at increasing recycling performance, increasing efficiency, and moving the service towards both supporting a circular economy and a decarbonised future, as needed for sustainable development.</p> | |

| | |
|--|---|
| A full impact assessment (second stage) is required | ✗ |
| Reasons for this conclusion | |
| | |

| | Name | Position | Signature | Date |
|---------------|------------|-----------------------------------|-----------|----------|
| Completed by | Mike Jones | Transfer Station Business Manager | MDJ | 30/06/22 |
| Signed off by | M Roberts | Head of Service | MR | 30/06/22 |

Proposal

Tudalen219



PROJECT TITLE
RELOCATION OF WASTE COLLECTION SERVICES

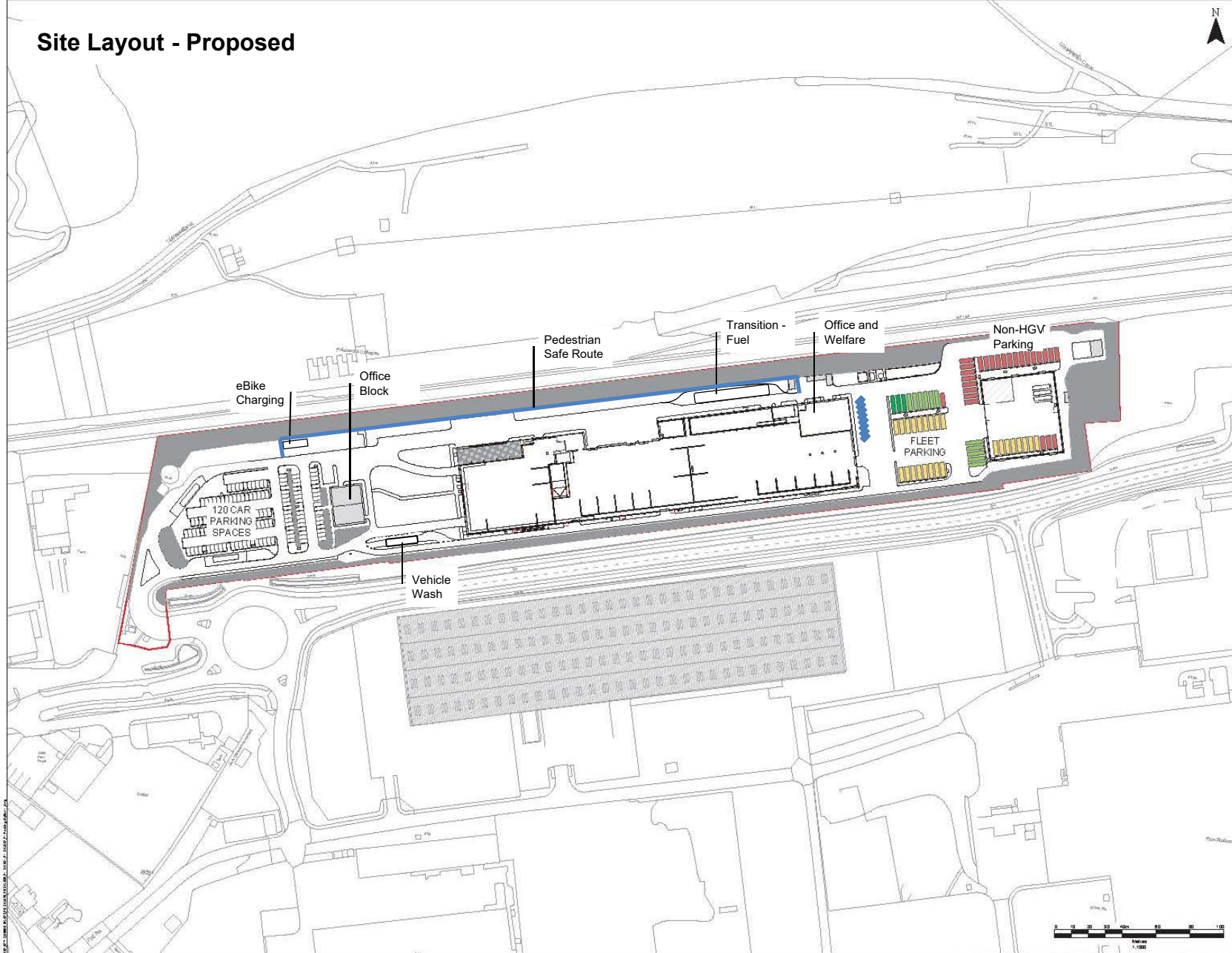
DRAWING TITLE
SITE LOCATION



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Tudalen220

Site Layout - Proposed



NOTES

LEGEND

| PO | IPS | LN | Job No | Issue Date |
|------|-----|-----|--------|------------|
| 0001 | 001 | 001 | 001 | 001 |

Health Plan Tables
Castellonada Plot Tables
Development Management

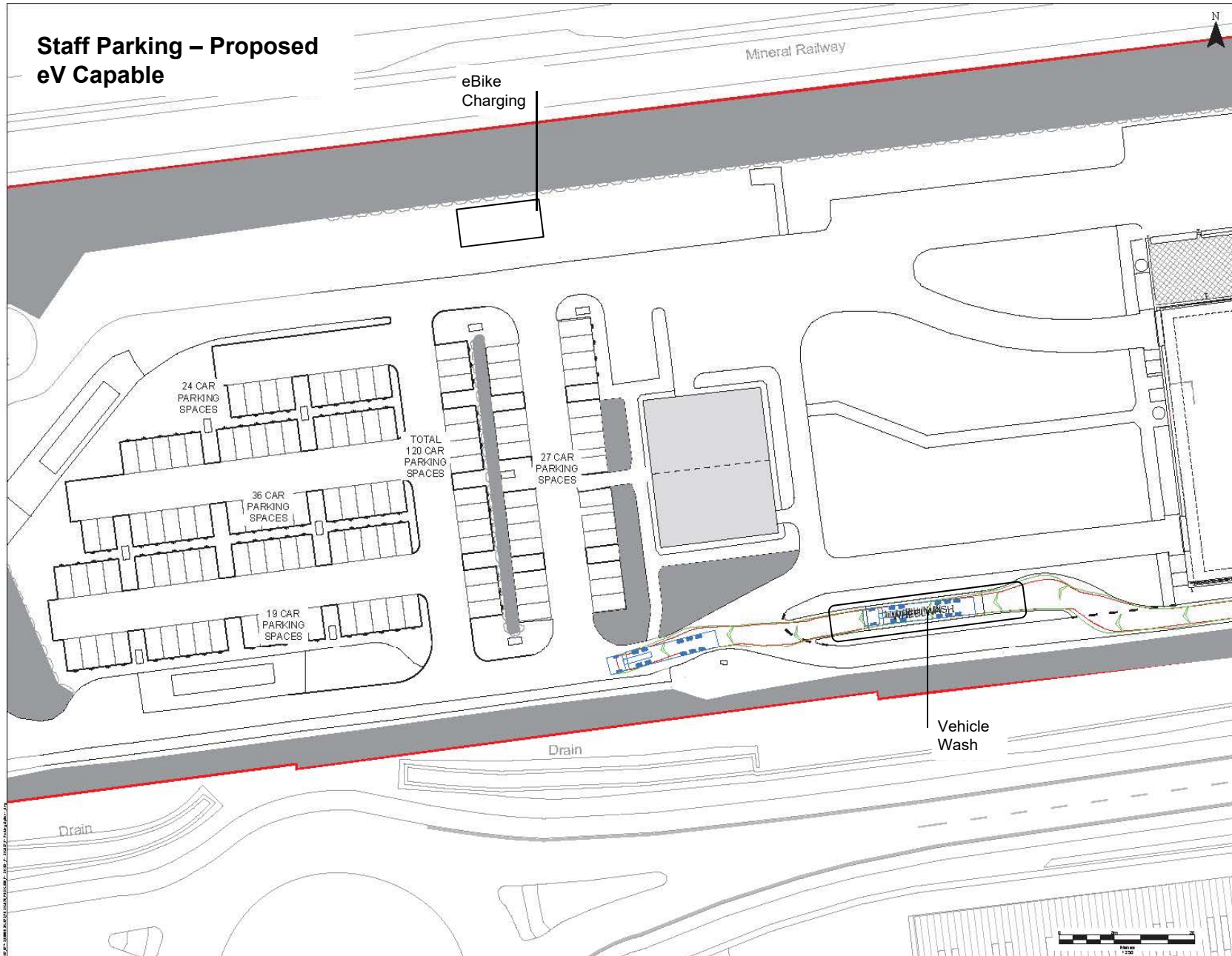
SLR
SLOAN LLOYD ROSS & PARTNERS
ARCHITECTS
100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

Site Name: TRANSFER STATION
Site Layout

Scale: 1:500 @ A1
Date: 2024
Project Number: SK-028
Revision: PD

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NOTES

LEGEND

| | | | | |
|----------|----|-----|-------|---------------|
| P1 | PS | LN | Job D | Internal User |
| P0 | PS | FC | Job D | Internal User |
| Customer | NO | DIR | Dir | Customer |

Health Plan Tables
Castellonada Plot Tables
Castellonada Plot Tables

SLR
SLOAN LINDSAY & PARTNERS
ARCHITECTS & PLANNERS
1000 WEST 10TH AVENUE
SUITE 200
DENVER, CO 80202
TEL: 303.733.8800
WWW.SLRARCHITECTS.COM

Site: CRANFORD SUBURBS TRANSFER STATION
11000 AMARON, WINDEN, WINDEN, SA 1001
Phase: RE-DEVELOPMENT OF EXISTING TRANSFER STATION

Drawn By: TRANSPER STATION
PROPOSED CAR PARKING
& WHEELWASH VEHICLE TRACKING

Scale: 1:500
Date: 2021-06-01

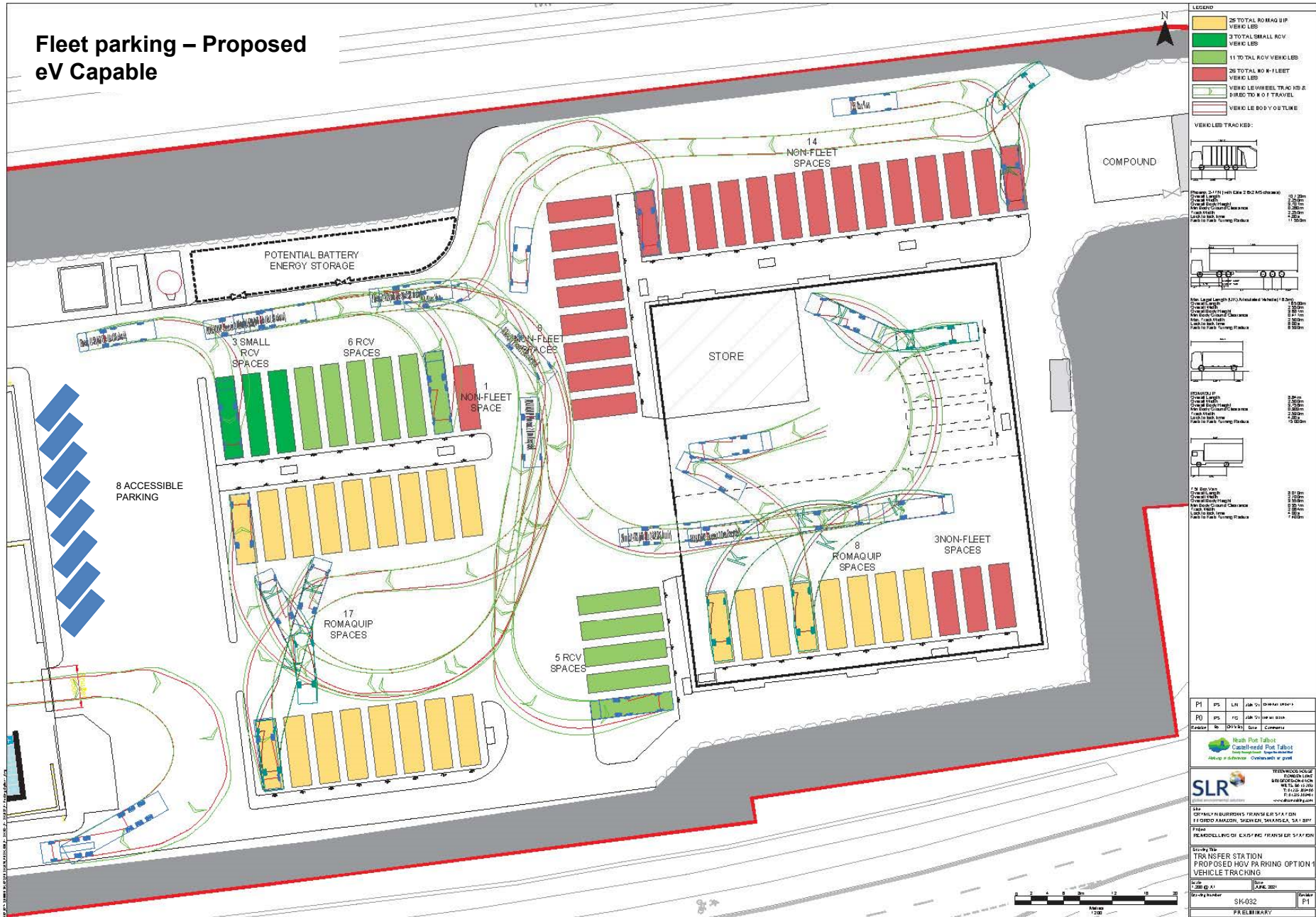
Drawing Number: SK-030
Revision: P1

PRELIMINARY

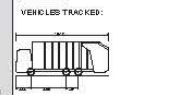
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Fleet parking – Proposed eV Capable

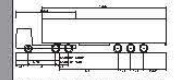
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- LEGEND**
- 26 TOTAL ROMAGQUIP VEHICLE
 - 3 TOTAL SMALL RCV VEHICLE
 - 11 TOTAL RCV VEHICLE
 - 26 TOTAL NO R-FLEET VEHICLE
 - VEHICLE WHEEL TRACKING DIRECTION OF TRAVEL
 - VEHICLE BODY OUTLINE



| | |
|--|--------|
| Overall Length (with Cab 2.80x AG clearance) | 11.20m |
| Overall Width | 2.20m |
| Overall Depth (Height) | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |



| | |
|--|--------|
| Overall Length (with Cab 2.80x AG clearance) | 11.20m |
| Overall Width | 2.20m |
| Overall Depth (Height) | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |



| | |
|------------------------|-------|
| Overall Length | 2.20m |
| Overall Width | 2.20m |
| Overall Depth (Height) | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |



| | |
|------------------------|-------|
| Overall Length | 2.20m |
| Overall Width | 2.20m |
| Overall Depth (Height) | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |
| Wheelbase | 2.20m |
| Wheelbase Clearance | 2.20m |

| | | | | |
|-------------|--------|------|----------|--------------|
| P1 | PS | LN | Job D | Overall Area |
| P0 | PS | FC | Job D | Overall Area |
| Customer No | DRV No | Date | Comments | |

Health Plan Talbot
Castellonada Plot Talbot
Construction Management



100% FINANCIAL SUPPORT
60% SPECIALIST WORK
10% GENERAL CONTRACTOR
20% GENERAL CONTRACTOR
10% GENERAL CONTRACTOR

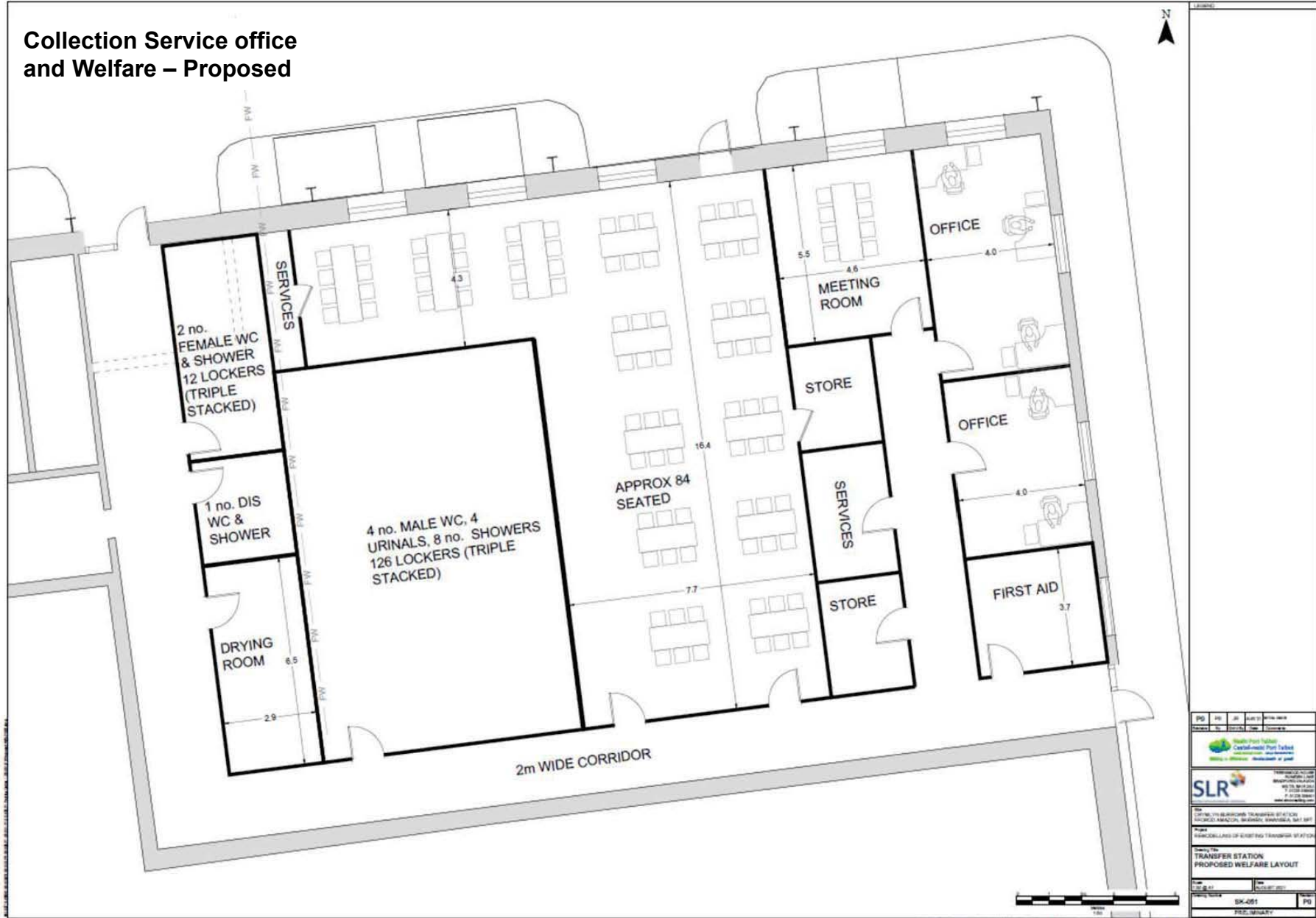
FOR THE PURPOSES OF THE TRANSPORTATION AND TRAFFIC STUDY
PROPOSED HIGH PARKING OPTION
VEHICLE TRACKING

| | | | |
|--------------|-------------|-------|----|
| Project No | SK-002 | Sheet | P1 |
| Project Name | PRELIMINARY | | |

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Collection Service office and Welfare – Proposed

Tudalalen223



| NO | REV | DATE | BY | DESCRIPTION |
|----|-----|------|----|-------------|
| | | | | |
| | | | | |

SLR

 SOUTH LANCASHIRE TRANSFER STATION

 WELFARE LAYOUT

 SCALE: 1:50

 DRAWN BY: SK-001

 CHECKED BY:

 DATE:

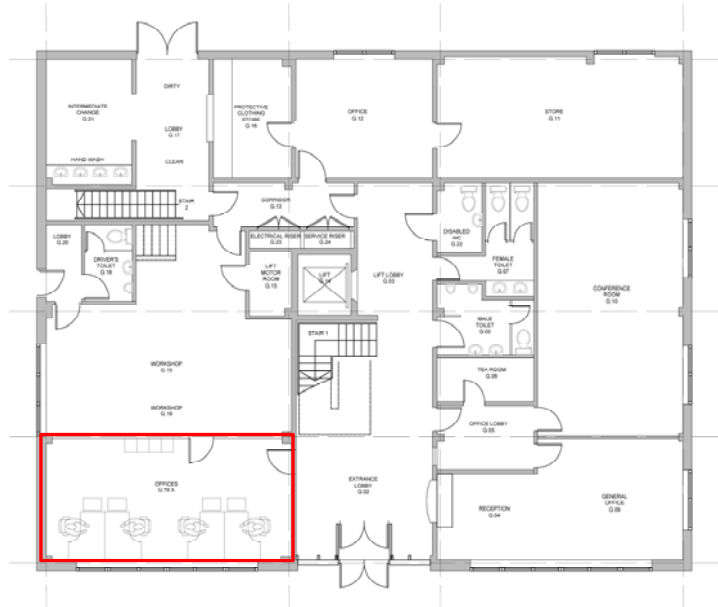
 PROJECT NO:

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Office Block – Proposed

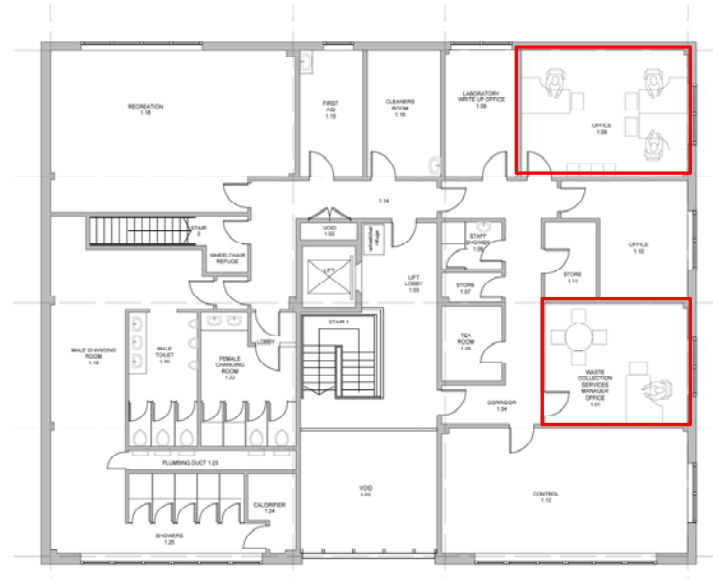
Office Block

Tudalen224



Ground Floor

Existing stores converted to office space



First Floor

Existing laboratory and meeting room converted to office space





Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Report of the Head of Corporate and Legal Services

Cabinet, 28 July 2022

ACCESS TO MEETINGS/EXCLUSION OF THE PUBLIC

| | |
|-------------------------------|---|
| Purpose: | To consider whether the Public should be excluded from the following items of business. |
| Item (s): | Item 21 – Panteg/Cynfig Road, Landslip Item 22 - Provision of a Welcome Centre |
| Recommendation(s): | That the public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied. |
| Relevant Paragraph(s): | Item 21 – Panteg/Cynfig Road, Landslip – Exempt under Paras 13 and 14 Item 22 - Provision of a Welcome Centre – Exempt under Para 14 |

1. Purpose of Report

To enable Members to consider whether the public should be excluded from the meeting in relation to the item(s) listed above.

Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.

Such a resolution is dependent on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

2. Exclusion of the Public/Public Interest Test

In order to comply with the above mentioned legislation, Members will be requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendation(s) to the report on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in Appendix A.

Where paragraph 16 of the Schedule 12A applies there is no public interest test. Members are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

3. Financial Implications

Not applicable

4. Integrated Impact Assessment

Not applicable

5. Valleys Communities Impact

Not applicable

6. Workforce Impact

Not applicable.

7. Legal Implications

The legislative provisions are set out in the report.

Members must consider with regard to each item of business the following matters.

- (a) Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.

and either

- (b) If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test in maintaining the exemption outweighs the public interest in disclosing the information; or
- (c) if the information falls within the paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test by must consider whether they wish to waive their privilege in relation to that item for any reason.

8. Risk Management

To allow Members to consider risk associated with exempt information.

9. Recommendation(s)

As detailed at the start of the report.

10. Reason for Proposed Decision(s):

To ensure that all items are considered in the appropriate manner.

11. Implementation of Decision(s):

The decision(s) of this report will be implemented immediately.

12. List of Background Papers:

Schedule 12A of the Local Government Act 1972

13. Appendices:

Appendix A – List of Exemptions

Appendix A

| NO | Relevant Paragraphs in Schedule 12A |
|-----------|---|
| 12 | Information relating to a particular individual |
| 13 | Information which is likely to reveal the identity of an individual |
| 14 | Information relating to the financial or business affairs of any particular person (including the authority holding that information). |
| 15 | Information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority |
| 16 | Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings. |
| 17 | Information which reveals that the authority proposes: <ul style="list-style-type: none">• To give under any enactment a notice under or by virtue of which requirements are imposed on a person, or• To make an order or direction under any enactment. |
| 18 | Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime. |

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