



CABINET

***Following the Policy and Resources/Cabinet Scrutiny Committee
ON WEDNESDAY, 27 SEPTEMBER 2017***

COUNCIL CHAMBER - PORT TALBOT CIVIC CENTRE

Part 1

1. To receive any declarations of interest from Members
2. To receive the Report of the Head of Corporate Strategy and Democratic Services re Changes to Outside Body Representation *(Pages 3 - 6)*
3. To receive the Report of Head of Corporate Strategy and Democratic Services re Wellbeing Objectives and the Corporate Plan *(Pages 7 - 174)*
4. To receive the Report of the Head of Legal Services re Hackney Carriage Fare Increases *(Pages 175 - 192)*
5. Response to the Welsh Government consultation 'Our Valleys, Our Future' Consultation Document *(Pages 193 - 206)*
6. Any urgent items (whether public or exempt) at the discretion of the Chairman pursuant to Statutory Instrument 2001 No.2290 (as amended)

S.Phillips
Chief Executive

**Civic Centre
Port Talbot**

Thursday, 21 September 2017

Cabinet Members:

Cllrs. R.G.Jones, A.J.Taylor , C.Clement-Williams, D.W.Davies,
D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards,
and A.Wingrave

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
CYNGOR BWRDEISTREF SIROL CASTELL-NEDD PORT TALBOT**

**CABINET
27 September, 2017**

**REPORT OF THE HEAD OF CORPORATE STRATEGY AND
DEMOCRATIC SERVICES**

**SECTION A – MATTERS FOR DECISION
WARDS AFFECTED: ALL**

Purpose of the Report

To make amendments to Committee membership arrangements.

1. **COMMITTEE MEMBERSHIP ARRANGEMENTS**

Proposal

To replace Councillor S.Freeguard with Councillor O.Davies on the TATA Joint Consultative Group.

Financial Impact

There are no financial impacts.

Equality Impact Assessment

There are no Equality Impacts.

Workforce Impacts

There are no Workforce Impacts.

Legal Powers

Section 15 of the Local Government and Housing Act 1989.

Risk Management

There are none.

Consultation

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

Recommendation:

That Cabinet approves the above proposals.

Reason for Proposed Decision:

To update the Council's membership arrangements.

Implementation of Decision

The decision is for immediate implementation.

List of Background Papers

The Constitution.

Officer Contact

Karen Jones, Head of Corporate Strategy and Democratic Services
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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

Report of the Head of Corporate Strategy and Democratic Services K. Jones

Matter for Decision

Wards Affected:All Wards

Corporate Plan 2017-2022

Purpose of Report

1. To present the outcomes of the public consultation on the proposed well-being objectives.
2. To present the final version of the Corporate Plan for comment prior to the Plan being adopted by Council.

Background

Section 3(1) of the Wellbeing of Future Generations (Wales) Act 2015 places a duty on the Council (amongst other public bodies in Wales) to carry out sustainable development.

Sustainable development is defined in Section 2 of the Act as “the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.”

Section 3(2) of the same Act requires the public body to:

- Set and publish well-being objectives that are designed to maximise the Council’s contribution to achieving each of the ‘well-being goals’;
- Take all reasonable steps (in exercising its functions) to meet those objectives.

The first set of well-being objectives for the Council were required to be published by 1st April 2017. Cognisant of the impending local government elections, the former Council administration determined to set interim well-being objectives based on the extant Corporate Improvement Plan for the period to 30th September 2017. This provided for the current administration to be able to review the well-being objectives following the local government elections 2017 and to make changes as the new administration sees fit to reflect its own priorities.

Proposed Corporate Well-being Objectives

In July 2017, the Cabinet determined to consult on three proposed well-being objectives:

A public consultation exercise on the proposed well-being objectives has

Well-being Objective 1

To improve the well-being of children and young people

“giving all of our children and young people the best start in life and helping them to be the best they can be”

Well-being Objective 2

To improve the well-being of all adults who live in the county borough

“living a good life and ageing well”

Well-being Objective 3

To develop the local economy and environment so that the well-being of people can be improved

“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend our recreational time”

taken place over the summer. Enclosed at Appendix 3 is a report which summarises the activities that have taken place during the consultation period to obtain feedback from residents and wider stakeholders, together with the main points that were made by respondents. The final version of the Plan attached at Appendix 1 has been amended in light of the consultation responses received.

Improvement Objectives and Other Legal Duties

In addition to the requirements introduced by the Well-being of Future Generations (Wales) Act 2015, the duty on the Council to secure continuous improvement of its functions and to set improvement objectives etc (Local Government (Wales) Measure 2009) remains extant.

Consequently, under each well-being objective, a set of improvement priorities have been identified to denote areas for priority focus over this administration. Following feedback provided by the Cabinet Scrutiny Committee in July, a set of key performance indicators has been identified against each improvement priority together with baseline information and the proposed improvement trajectory for the council term. The high level improvement priorities and key performance indicators are set out in the body of the Plan and are supported by a more detailed action plan (Appendix 2) which discharges other requirements in the legislation to both identify the steps we will take to deliver the priorities and also to demonstrate how the councils services and functions will seek to maximise their contribution to the seven well-being goals established in the Well-being of Future Generations (Wales) Act 2015.

Factors used to develop the well-being objectives

The following evidence and information has been drawn upon to create the final version of the Plan before Cabinet for approval and subsequently for endorsement by Council:

- a) Manifesto commitments of the majority group;
- b) Latest performance data of services and functions;
- c) The likely budget outlook;

- d) The well-being assessment produced by the Neath Port Talbot Public Services Board;
- e) The content of the existing Corporate Improvement Plan to identify areas of work which need to continue into the next period;
- f) Key issues identified by senior officers as likely to require attention during the period – eg new legislative responsibilities; the impact of European Funding coming to an end etc;
- g) The well-being objectives published to date by Public Services Board partners; and
- h) The feedback received from members of the public, community groups, partner agencies and other stakeholders during the consultation period that took place over the summer 2017.

In developing the well-being objectives the Council has a duty to consider how it has embraced the sustainable development principle (Section 7(1):

- a) How short term needs have been balanced with the need to **safeguard the ability to meet long term needs**, especially where things done to meet short term needs may have detrimental long term effect;
- b) The need to take an **integrated** approach by considering how the well-being objectives may impact upon each of the well-being goals and how they impact upon each other or other public bodies' objectives;
- c) The importance of **involving** other persons with an interest in achieving the well-being goals and ensuring those persons reflect the diversity of the population of the county borough;
- d) How acting in **collaboration** with any person could assist the Council to meet its well-being objectives, or assist another body to meet its objectives;
- e) How deploying resources to **prevent** problems occurring or getting worse may contribute to meeting the Council's well-being objective, or another body's well-being objectives

The Well-being Statement contained within the body of the Plan describes how the council has sought to do this in creating this version of the Plan. Publishing the Well-being Statement is one of the requirements in the legislation.

Monitoring and Review

The Corporate Plan, when finalised and approved will provide a new corporate framework that will be implemented through the business planning and performance management system.

On an annual basis, Council will need to formally report on the progress made in implementing the plan and the extent to which the objectives are being met. As part of the process of review, the well-being objectives must be reviewed and if necessary they must be revised.

Consultation

A period of public consultation was undertaken between 6th July 2017 to 8th September 2017 based on the consultation plan agreed by the Cabinet in July 2017. The feedback received is summarised in a consultation report included with these paper at Appendix 3.

Financial Appraisal

The financial outlook has been a key factor in developing the proposals. As more certainty is brought to the short to medium term financial provision, the proposals will be further reviewed and as part of the annual review process (or earlier) can be revised.

Equality Impact Assessment

The Equality Act 2010 requires public bodies to “pay due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

- foster good relations between persons who share a relevant protected characteristics and persons who do not share it.”

Equality of opportunity and the promotion of Welsh culture, traditions and the Welsh language have also been integrated into the well-being goals that are set out in the Act.

A full Equality Impact Assessment has been carried out and is attached at Appendix 4 for Members to review. The initial Equality Impact Assessment presented in July 2017 has been updated following the consultation period.

Workforce Impact

There are two principal impacts that have been identified:

- 1) How the Council, in its role as a major employer within the area can directly impact on the well-being objectives – eg there is a proposal that the Council develops more consistent opportunities to offer work experience/traineeship opportunities for people seeking working, in particular young people;
- 2) The implications for the size and capability of the Council’s workforce to ensure the delivery of the well-being objectives and the associated priorities and actions – this will be addressed in a corporate workforce plan in due course.

Legal Powers and Duties

This report sets out how the duties set out in the Well-being of Future Generations (Wales) Act 2015 placed upon the Council in respect of corporate planning have been discharged. The particular duties have been referenced in the body of this report.

This report also discharges the extant duty to secure continuous improvement of the Council’s functions and related duties to set improvement objectives, to compare performance over time and with other similar authorities and to consider whether the Council should exercise powers to collaborate which are set out in the Local Government (Wales) Measure 2009.

Crime and Disorder Impact

The Council has a legal duty under Section 17 of the Crime and Disorder Act 1998 to carry out all its various functions with “due regard to the need to prevent Crime and Disorder in its area”.

There are a range of proposed actions set out in the Plan to ensure people are and feel safe. Those priorities are based upon evidence provided to the Community Safety Partnership and which were also published in the Neath Port Talbot Public Services Board Well-being Assessment.

Violence Against Women, Domestic Abuse and Sexual Violence

The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2016 places a new general duty on local authorities to have regard (along with all other relevant matters) to the need to remove or minimise any factors which increase the risk of violence against women and girls or, exacerbate the impact of such violence on victims.

The proposals incorporate actions to implement the joint Strategy prepared for this local authority area which are to be considered by elected Members in early September 2017.

Risk Management

The entries set out in the Corporate Risk Register have been reviewed to ensure relevant areas of work are reflected in the proposals set out in the Plan.

Recommendations

Having had regard to the Equality Impact Assessment provided with this report, the Cabinet is asked to:

1. Consider the feedback received from the public consultation exercise as summarised in Appendix 3 and the amendments made to the proposals consulted upon and which are presented with the final Plan for approval.

2. Subject to any amendments arising from consideration of the consultation responses, approve the Plan set out at Appendix 1 and the supporting document set out at Appendix 2.
3. Recommend the Plan to Council on 28th September for adoption.
4. Provide delegated authority to the Leader of Council to agree any changes to the Plan as a result of any comments received at Council on 28th September together with any other minor changes that might be necessary prior to the publication of the Plan.

Reason for Proposed Decision

To ensure the results of the public consultation exercise are fully considered and reflected in the final Corporate Plan and to meet legal duties set out in the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009 as they relate to council corporate planning activities.

Appendices

Appendix 1 –Corporate Plan 2017-2022

Appendix 2 – Detailed Action Plan

Appendix 3 – Consultation Report

Appendix 4 – Updated Equality Impact Assessment

Background Papers

- Wellbeing of Future Generations (Wales) Act 2015
- Shared Purpose: Shared Future, Statutory Guidance on the Well-being of Future Generations (Wales) Act 2015, SPSF:1, SPSF2; SPSF3
- Corporate Improvement Plan Addendum 2017
- Local Government (Wales) Measure 2009
- Draft Neath Port Talbot Violence Against Women, Domestic Abuse and Sexual Violence
- Neath Port Talbot Public Services Board – Well-Being Assessment
- Leader’s address to Council, May 2017
- AMBU Health Board – Well-being objectives
- Mid and West Wales Fire Authority – Well-being objectives
- Natural Resources Wales – Well-being objectives

- Arts Council for Wales - Well-being objectives
- Higher Education Funding Council for Wales – Well-being objectives
- National Library for Wales – Well-being objectives
- National Museum for Wales – Well-being objectives
- Public Health Wales – Well-being Objectives
- Sports Council for Wales – Well-being Objectives
- Velindre NHS Trust – Well-being Objectives
- Welsh Government – Well-being Objectives
- Cabinet Report – well-being objectives, July 2017

Officer Reporting:

Karen Jones, Head of Corporate Strategy and Democratic Services, Tel: 01630 763284 e-mail: k.jones3@npt.gov.uk

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Neath Port Talbot County Borough Council Corporate Plan 2017-2022

Appendix 1



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Foreword

I am humbled and honoured to have been elected by the Council, formed following the local government elections in May 2017, to serve as its Leader.

In this document, you will find information about the well-being objectives we have set for the Council over the five year term of this administration, together with details of the strategies, programmes and activities we have put in place to achieve those objectives.

We have much to be proud of in this county borough. In planning for the future, it is vitally important that we build on our strengths to create, together, a bright future for all of the people who live here. This will mean embracing even greater degrees of innovation than we have seen in recent years, forming new partnerships with citizens, communities and wider stakeholders.

This will also, of course, not be without challenges. We face an unprecedented level of budget cuts across local government and considerable uncertainty as to where future capital investment might be secured as we get ever closer to the end of European funding programmes which have benefited our area so significantly in the past.

We start from a strong position. This Council has a reputation for being well-run, open to change and employing a workforce second to none.

I invite you to work with us as we embark on the programme set out in this Plan to build the Neath Port Talbot we all want and can all be proud of.

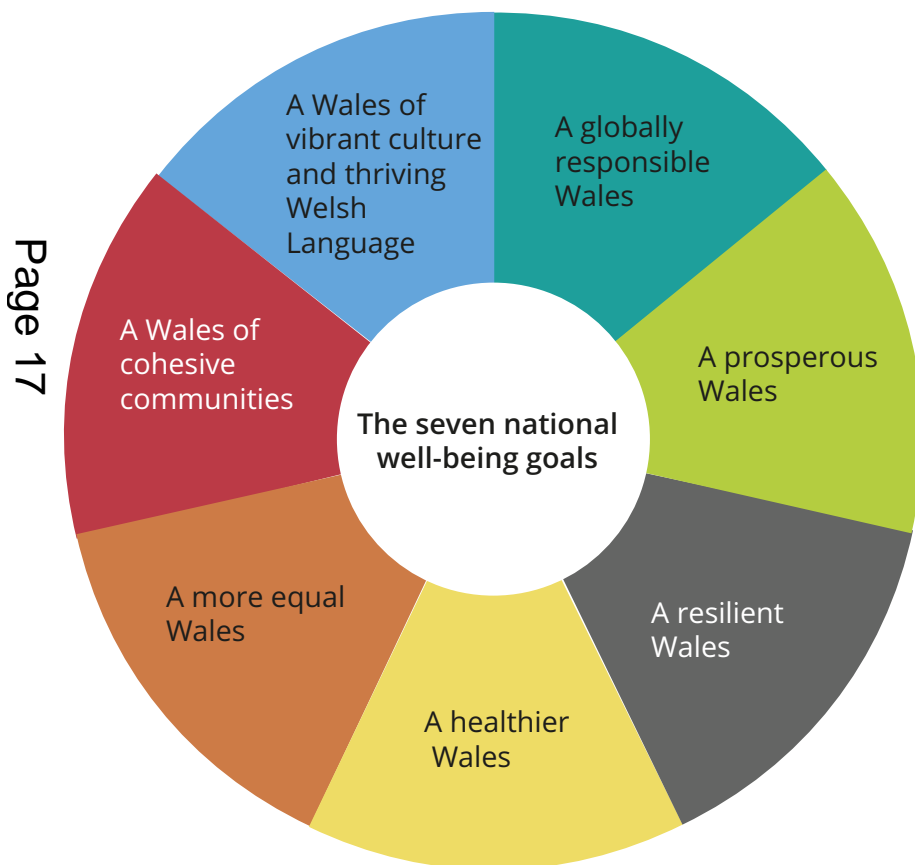
Cllr R G Jones

Leader of Council

Introduction

Following an extensive national conversation, the Welsh Government has developed seven national well-being goals which the Council must consider when setting its own well-being objectives. The goals reflect what many people said they wanted to achieve for their children and grandchildren.

The seven national well-being goals are:



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

A resilient Wales – a nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change)

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

A more equal Wales – a society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)

A Wales of cohesive communities – attractive, viable, safe and well-connected communities

A Wales of vibrant culture and thriving Welsh language – a society that promotes and protects culture, heritage and the Welsh Language and which encourages people to participate in the arts and sports and recreation.

A globally responsible Wales – a nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales takes account of whether doing such a thing may make a positive contribution to global well-being and the capacity to adapt to change (for example climate change)

The Welsh Government has placed various new duties on public bodies in Wales to contribute to the seven well-being goals. These duties are set out in the Well-being of Future Generations (Wales) Act 2015. Some of the important duties include:

- The general duty on the Council to carry out sustainable development so as to improve the economic, social, cultural and environmental well-being of its area;
- Set and publish well-being objectives;
- Take all reasonable steps to meet those objectives;
- Publish a statement about the well-being objectives that have been set;
- Publish an annual report of progress;
- Publish a response to any recommendations made by the Future Generations Commissioner for Wales on the way we have tried to meet our duties.

This Plan responds to a number of the new duties and contains our well-being objectives for the term of this administration (2017-2022); the steps we will take to meet the objectives; and our well-being statement which explains why we have decided upon the objectives and how we developed them.

We also demonstrate in this Plan how we have begun to embrace the sustainable development principle:

- Looking to the long term so that we do not compromise the ability of future generations to meet their own needs;
- Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives;
- Involving a diversity of the population in the decisions that affect them;
- Working with others in a collaborative way to find shared, sustainable solutions; and
- Understanding the root causes of issues to prevent them occurring.

Vision and Values

Purpose

Neath Port Talbot County Borough Council exists to serve and represent the interests of its citizens and communities. We strive to improve the economic, social, environmental and cultural well-being of all of our people.

Vision

We want our county borough to be a place where everyone has an equal chance to get on in life – a place where people want to live, learn and work and bring up their family.

We want our beautiful natural environment, and our rich cultural and industrial heritage to be appreciated and protected for many future generations to enjoy. We also want to pursue new and existing opportunities for economic growth so we can sustain our diverse communities for many years to come.

Values

We will **stand up** for our citizens and our communities, advocating for the needs and aspirations of our people in every aspect of our work.

We will **listen** to our citizens, our workforce and our many partners and seek ways to meaningfully involve people in our work.

We will celebrate **diversity** in all of its forms and work tirelessly for **greater equality** in all of our communities.

We will conduct the work of the Council in an **open and accessible** way, ensuring we are properly **accountable** for the decisions we make.

We will make the best use of all **resources** available to us.

We will be open to challenge and will promote a culture of **learning and innovation** throughout our organisation.

We will further strengthen the bonds of **collaboration**, working with others – including the voluntary, statutory and private sectors -to benefit our citizens and communities.

Context

We live in a beautiful place.

The county borough comprises a rich natural environment which supports the well-being of local people as well as attracting many visitors to the area. For example: Aberavon Seafront offers a variety of leisure facilities that appeal to all age ranges, with the promenade busy in all seasons; the waterfalls at Aberdulais are spectacular - the location is a very popular choice for day trippers; our country parks at Margam and the Gnoll provide wonderful green spaces that are enjoyed by many local people whilst events at the parks also draw in people from further afield; where once the valley sides were dotted with coal mines, the Afan Valley has transformed itself into a superb mountain biking destination; and the renovation of the canal along the floor of the Neath Valley provides a fantastic location for walkers and other leisure pursuits. Where heavy industry has left a pollution footprint, the Council is working hard with Swansea University and other partners to improve air and other pollution.

The area's industrial heritage also provides an important sense of place with the story of the area's mining past accessible at the Afan Valley Miner's Museum and the Cefn Coed Museum situated in the Dulais Valley. A little known and historically important fact is that Banwen is the birthplace of St Patrick, the patron saint of Ireland. The Council is proud of our bilingual heritage and we support the Welsh Government's aspiration of an additional million Welsh speakers by 2050. Meanwhile, we will focus on delivering public services through the medium of Welsh and expanding the language skills of our young people in particular. In both the Swansea and Amman Valleys, daily use of the Welsh language is strongest and there is community support for finding new ways to ensure the language continues to thrive in all parts of the county borough. As in all of the other valleys, the natural environment provides huge opportunities for culture and leisure with fishing and horse riding

amongst the many different forms of leisure pursuit on offer.

The county borough's support for the arts and culture is clearly evident in the three main theatres at the Arts Centre, Pontardawe, the Gwyn Hall, Neath, the Princess Royal Theatre, Port Talbot and in the many community-based arts and cultural events that take place at all times of the year. Sir Anthony Hopkins, Richard Burton, Ivor Emmanuel, Rebecca Evans, Andrew Vicari and more recently Rob Brydon, Michael Sheen, Max Boyce and Paul Potts underline the contribution that this area's arts and cultural heritage make not only to local people but on an international stage. The new Bay Studio film industry that has set up on the Fabian Way corridor continues this legacy, offering strong prospects for the future of arts and culture with programmes such as Davinci's Demons already of national acclaim.

And then, of course there is sport. Aberavon and Neath rugby clubs can boast their fair share of Welsh internationals over the years, with both clubs still providing a strong pipeline of promising rugby players for the Ospreys regional team. We also celebrate Kelsey Jones' inclusion in Wales Women's Rugby Squad, local talent, Ben Davies, a regular in Welsh international football team and Bryn Thomas for his athletics achievements. These are just a small number of examples of the products of a physical activity and sporting infrastructure second to none. From archery and angling, bowling and cricket to surfing, walking and yachting there is an immense array of active local sports clubs on offer across the county borough, most of which is supported by community and voluntary groups.

We have much to celebrate in this county borough, much to be proud of.

As far as Council services are concerned, the Council is regarded

as well-run. Performance in the core services of education, social services, environmental services and the regulatory services is generally sound, with underpinning governance systems also appropriate. However, the Council is experiencing similar pressures to those of other councils as the resident population ages; more children and families are in need of intensive support; there is government pressure to increase recycling rates at pace; the main infrastructure of the area requires investment; digital technologies pervade the way many people live their daily lives which impacts on the way the Council needs to offer its services and functions; and levels of deprivation continue to place high demands on some services.

All of this means that the pressures on service delivery are increasing but this is happening at a time when financial resources are under significant strain and the Council has lost over a quarter of its workforce as a result of austerity measures. As a result of these austerity measures, the Council has already cut some £78 million from its revenue spending since 2010 and the outlook for local government finance continues to look bleak. The Council has approached the financial challenges head on. As well as delivering efficiency and economy programmes in its drive to balance the books as it is legally required to do, the Council has transferred the management of its housing stock to a new registered social landlord (Tai Tarian); is fundamentally remodelling the school estate across the county borough (21st Century Schools Programme); and has carried out an extensive number of transfers of assets to the community and third sector. Bowling greens, community centres, libraries and the Cymmer Swimming Pool are just some examples of how the Council has sought to partner with local people and community groups to sustain access to valued public services at a time of unprecedented budget cuts.

In terms of capital investment, the Council works hard to secure funds to invest in the infrastructure of the area. Major projects in recent years have included the new Harbour Way highway

connecting the docks and seafront to the M4 corridor, opening up the docks and Baglan Energy Park areas for development, whilst also providing an alternative route for those affected by congestion on the M4 itself. The Port Talbot Parkway developments in the centre of Port Talbot will, when completed, help to deliver the Council's ambitions for the wider development of Port Talbot, integrating bus, rail and taxi modes of transport. As well as creating new infrastructure, the capital programme is also supporting important improvements to existing infrastructure. Works completed to the Viaduct at Pontrhydyfen in the Afan Valley; road strengthening also in the Afan Valley and bridge strengthening in the Neath Valley have been important projects that enable the important links between the communities of the valleys and our main towns to remain available.

The 21st Century Schools programme represents a major development of the school estate, ensuring the learning environment supports every child and young person to fulfil their potential. As well as supporting the transformation of learning outcomes, the school estate is increasingly developing a wider role within communities, offering facilities, such as sports fields for wider community use, bringing all sections of the community together. The programme is also vitally important in delivering the Council's commitment to increasing the number of Welsh speakers in the area, with major works having been completed at the Ystylafera school site and a new Welsh medium school for the Sandfields area. The Council's commitment to education and learning is not only confined to delivering its own statutory responsibilities - the Council has provided good support to Swansea University in developing their second campus within the county borough's boundaries. We look forward to a long and productive partnership with the University as they pursue their ambition to be a world leader in their field.

Quality, affordable housing also features as a priority within our capital programme. Working collaboratively with the Prince's Trust and St Modwen we are excited about the major development at Coed D'arcy, the design of which has been modelled on the Prince of

Wales' Poundbury village. When complete, the development will be a major new settlement, supporting healthy living and environmental sustainability. Through our partnership with registered social landlords in the area we have targeted Social Housing Grant to increase access to affordable, quality homes in places where people want to live, whilst also leveraging the investment in the housing schemes to regenerate towns across the area. We look forward to being able to build on the success of our Viable and Vibrant Places programme to bring innovative, energy efficient housing to the borough, particularly our valley communities as part of the Swansea Bay City Deal and the Welsh Government Valleys programmes. Other examples of investment delivered through effective partnership working includes the development of new housing models for our older residents: two modern care homes for older people have been developed with Pobl in Neath and Port Talbot including extra care homes on Aberavon Seafront, at Caewern and in the Dulais Valley, whilst the Council has continued to invest £3 million per annum to adapt people's own homes to cater for their disabilities – all of which support the Council's policy to support people to live as independently as possible for as long as possible within the community.

Alongside the major improvement and maintenance works mentioned earlier and schemes such as the county borough wide street lamp replacement programme, and the construction of the Aberavon Health and Fitness Centre on the seafront, the Council has invested in many other projects that have improved the fabric of our communities: there have been significant improvements to the town of Pontardawe through a series of developments to sustain the vibrant and thriving centre; in Neath, improvements to Victoria Gardens have been delivered, the Gwyn Hall has been rebuilt and first phase of the regeneration of the Neath Town Centre has been completed.

Looking forward the Council sees further opportunities for investment by putting forward viable schemes for the remainder

of the European funded programme; exploiting the benefits of the City Deal for the county borough; exploring the potential of emerging green industries (windfarm and tidal lagoon to name but two); working with Welsh Government to realise the potential of our five valleys; and supporting the Welsh Government to secure replacement funding for Wales when the UK leaves the European Union. Balanced against these opportunities, is the continuing pressure for investment in existing structures. Roads, bridges, and other assets are ageing. The capital currently available to address the backlog of repair and maintenance of these structures and facilities is inadequate. The Council will need to ensure there is a suitably balanced capital programme as we move forward to ensure there is the right mix of investment within the available capital programme to address risk in the existing infrastructure, whilst realising the opportunities for investing in new and transformative programmes.

Our Strategic Objectives and priorities for the period 2017-2022

To achieve our vision, we have set three strategic objectives – our well-being objectives. These well-being objectives fulfil the requirement under (s3(2)(a)) of the Well-being of Future Generations (Wales) Act 2015.

Supporting each well-being objective are improvement priorities. The improvement priorities fulfil different legal requirements set out in (s3(1)) the Local Government (Wales) Measure 2009.

We have analysed how our objectives and priorities contribute to the seven national well-being goals that the Welsh Government requires all public bodies in Wales to contribute to achieve “the Wales we Want” and we have also described (in Annex 1) the detailed steps we intend to take to deliver our objectives and priorities.

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"

Improvement Priorities	Key Performance Indicators	Baseline	Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
			17/18	18/19	19/20	20/21	21/22	P	E	R	H	C	W	G	
Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning	No. of childcare places available for families, particularly out of school childcare	256 Registered out of school places	+25	+14	+15	+16	+17								
	Schools report that children are better prepared to engage in play and learning	n/a	Baseline survey of all primary schools to be undertaken by Flying Start to establish the baseline												
Families struggling to provide good parenting for their children will be provided with tailored support	% Participants that have accessed an early intervention service demonstrate improved emotional and mental well-being	n/a	Baseline to be developed in 2017/18												
	Families that have engaged in intervention programmes feel that they can contribute to changes in their lifestyle/behaviour	n/a	Baseline to be developed in 2017/18												

Improvement Priorities	Key Performance Indicators	Baseline	Target/Aspiration					How does this Contribute to the Seven Well-being Goals?						
			17/18	18/19	19/20	20/21	21/22	P	E	R	H	C	W	G
Children of school age will be engaged with their learning, safer and healthier	% of Year 11 pupils who achieved 5 GCSEs grade A*-C or equivalent in English or Welsh first language and Mathematics	61.5%	51.0% (prov)	Year on year improvement										
	% pupils attendance in primary school	94.5%	94.5%	95%	95%	95%	95%							
	% pupils attendance in secondary school	93.6%	93.6%	93.7%	93.8%	93.9%	94%							
	% learners aged 14-15 studying for qualifications through the medium of Welsh achieving 5 GCSEs grade A*-C	97%	97%	99%	99%	99%	99%							
Children of school age will be engaged with their learning, and will be safer and healthier	Schools will be able to support children and young people's emotional and mental well-being needs more effectively	Toolkit used by schools to signpost and support children and young people's needs	All schools will use Toolkit effectively to support pupils to improve wellbeing and develop resilience, with the aim of reducing risk of mental health issues.											
	More children will take part in sports	% of children hooked on sport (based on number of occasions of participation per week = 3)	55%											

Improvement Priorities	Key Performance Indicators	Baseline	Target/Aspiration					How does this Contribute to the Seven Well-being Goals?						
			17/18	18/19	19/20	20/21	21/22	P	E	R	H	C	W	G
Children in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a family setting	% of placements that break down	4.4%	Maintain or reduce											
	% of children and young people who report that they live in the right home for them	90%	Maintain or increase											
	% children and young people reporting that they are happy with the people they live with	91.5%	Maintain or increase											
	% care leavers who have experienced homelessness during the year	3%	Reduce											
All young people leaving full-time education will enter employment, training or further/higher education	% of young people who are NEET	3.6%	3.6%	Reduce year on year										
	Number of apprenticeship, traineeship and work placement opportunities made available in each year within the Council	48	65	83	95	110	125							
All children and young people will be helped to have a say in matters that affect them	For children known to social services, % children and young people responding "yes" of "sometimes" to the question 2 my views about my care and support have been listened to	92.7%	Maintain performance											

Improvement Priorities	Key Performance Indicators	Baseline	Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
			17/18	18/19	19/20	20/21	21/22	P	E	R	H	C	W	G	
	% parents responding "yes" or "sometimes" to the question "I have been actively involved in all decisions about how my child's children's care and support was provided"	85.7%	Improve performance												
	% of 11 - 19 year olds in contact with the youth service	36.70% (5,108 of 13,920)	Improve year on year												

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”

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
Local people can access sustainable, local employment	The number of new business start-up enquiries	341	350	360	350	340	340								
	The number of jobs created/safeguarded	N/A New	285	290	285	280	280								
	The number of compulsory redundancies made by the Council	26	The aim is to minimise departures on compulsory redundancy grounds when compared with other departures												
	Number of local people helped back to work, training or volunteering														
	WORKWAYS only	19	24	47	64	72	51								
	Communities for Work	To be confirmed													
Local people can access quality, affordable housing	Number of overall units of housing	178	625	686	698	676	647								
	Number of affordable housing units delivered through Social Housing Grant and intermediate care and innovation funds	102	130	To be developed											
	% of households for which homelessness was successfully prevented	62%	Improve year on year												

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
People are safe and feel safe	All road traffic casualties – all age groups	595	Reduce by 40% By 2020			To be confirmed									
	% of incidents of domestic abuse where people are repeat victims	35%	Reduce the number of repeats where the victim is at high risk of harm												
	Anti-social behaviour	1,977	Reduce incidents year on year												
	No of repeat anti-social behaviour incidents	5	Maintain performance												
	% of individuals starting treatment from referral within a 20 day period	93.98%	Increase year on year												
	Substance misuse is reduced for problematic substances between start and most recent review/exit	68.26%	Increase year on year												
	Number / % of cases closed (with a treatment date) as treatment complete (how many people complete their treatment successfully)	50.66%	Increase year on year												

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?						
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G
People unable to work can maximise their income	% of correctly granted housing benefit	99.94%	100%	100%	100%	100%	100%							
	Average days taken for new claims and changes of circumstances – application to assessment	5.4 days	Maintain performance											
	Benefits £'s secured for clients by the Council's Welfare Rights Unit	£9.121 million	Maintain											
	Number of people helped with Council Tax payments	17,918 people £16.86 million	Maintain subject to continued funding from Welsh Government											
People who need care and support will be helped to develop their resilience, accessing support from within their community. If their needs can only be met by social services they will receive services which are personalised	% people accessing a Direct Payment	16%	40%	maintain										
	Rate of people kept in hospital while waiting for social care per 1000 population aged 75+	3.88	Reduce year on year											
	Rate of older people aged 65+ supported in the community by social services per 1000 population	90.5	Reduce year on year											

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
People who need care and support will be helped to develop their resilience, accessing support from within their community. If their needs can only be met by social services they will receive services which are personalised	No of hits to the NPT Community Services Directory	42,810 hits 916 services in the Directory	Increase year on year												
	No of carers' assessments completed	355	Increase year on year												
People will be able to have their say in matters that affect them and where people need help to voice their opinions, advocacy support will be available	To be developed														

Well-being Objective Aim 3 - To develop the local economy and environment so that the well-being of people can be improved

“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and enjoy recreational time”

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
We will create an environment where new businesses can establish themselves and existing businesses can grow	The Council will deliver the agreed business cases that support projects identified for the county borough within the City Deal and will update the Plan once those business cases are approved														
We will work with communities to increase re-use, recycling and composting	% local authority collected municipal waste prepared for reuse, recycling and composting	62.77%	Greater than 64% By 2020		To be confirmed										
Local people and visitors can access quality leisure facilities, country parks and theatres	Visitor numbers Margam Park The Gnoll Princess Royal Theatre Gwyn Hall Pontardawe Arts Theatre	Baseline and measures are being developed													

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
We will strive to protect our natural environment	% of high priority culverts cleaned especially before inclement weather	100%	Maintain												
	PM 10 levels within the Air Quality Management Area in Port Talbot	8 exceedences	Reduce over the period												
	Areas of land which are potentially contaminated brought back into beneficial use	27 hectares	To be developed												
	Quality of water in private supplies	90%	Improve over the period												
Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region	No of "white spots" (digital connectivity)	tbc	Reduce over the period												
	No of users of public and community transport	19,859 community transport 1,908,362 concessionary fares Fare paying to be confirmed	To be developed												

2023-2024

Improvement Priorities	Measure		Target/Aspiration					How does this Contribute to the Seven Well-being Goals?							
	Indicator	Baseline	17/18	18/19	19/20	20/21	21/22	P	Eq	R	H	C	C & W	G	
We will work with our Public Services board and others to explore how we can facilitate access to important local public services, using new and innovative approaches	Number of social and public enterprises established	To be developed													
We will support tourism businesses	Number of tourism operators supported by the Council	15 (RDP)	20	15	Project ends										
We will ensure that the Local Development Plan delivers upon its vision, objectives and strategy and work collaboratively with neighbouring authorities to deliver regional policies and initiatives	To be reported through the Local Development Plan monitoring report														

Well-being Statement

The first objective prioritises the well-being of all children and young people who live in the county borough. It addresses well-being at all stages of childhood through to the point where young people become adults. The second objective focuses on the well-being of people throughout their adulthood, and also takes a life course approach. Our third objective addresses the factors that impact on well-being where the Council has a direct responsibility for those factors or can significantly influence those factors. The underlying steps we will take to achieve the objectives and related improvement priorities (which are set out in the Annexe to this Plan) demonstrate how we will maximise our contribution to the seven well-being goals set by the Welsh Government, which the tables above summarise. While the Plan covers a five year period, we believe the life course approach to the first two objectives and the attention to all of the factors that impact upon well-being provides a framework for the long term which the Council can build upon in each review period. We have mapped the contribution of all services and functions of the Council to these objectives. They are corporate well-being objectives. Services will be expected to integrate their work across the Council where this enables us to maximise the impact we can have on the objectives we have selected, as well as integrating and collaborating with other partners where this makes sense. While we have set out three individual objectives, it must also be emphasised that each of the objectives interacts with the other two, so they need to be considered as a whole. We also considered the well-being objectives that had been published to date by other public bodies and partners. In particular, we examined the Well-being Assessment published by the Neath Port Talbot Public Services Board (PSB) and the emerging PSB priorities. We have also received a detailed response to our consultation from the Neath Port Talbot County Voluntary Council and the strategic forum of the local voluntary sector, proposing a range of areas where the sector will be able to work in partnership with the Council to deliver the well-being

priorities we have set out in this document. This approach provides the foundations for building on the good collaborative working that already takes place. Once the PSB has published its Well-being Plan (May 2018) it will be possible to demonstrate the alignment between the Council's Corporate Plan, the PSB Plan and other key planning arrangements.

The well-being objectives, improvement priorities and detailed steps have been designed to deliver the manifesto commitments of the Council administration that was elected in May 2017. In this respect there is already strong public support for the core elements of the Plan. The objectives also respond to the challenges and opportunities identified as facing the Council over the term of the administration, including the various legal duties that are placed upon the Authority. The objectives were subject of public consultation over the summer 2017. Although this is not the best time of year to conduct a public consultation (unavoidable because of the timetable imposed within the Act), we have been able to engage with a very wide range of our citizens and partners. The consultation confirmed there is broad support for these objectives and their associated improvement priorities with many respondents encouraging the Council to set the well-being of children and young people as its most important objective. There was more comment about the detailed steps which we have responded to by varying some of the detail in the Annexe. Finally, we have made a commitment in the first two well-being objectives to developing a rights-based approach across the whole of the Council, extending good practice in our education and social services departments, where children and young people and older and vulnerable people are supported and encouraged to participate in decisions and matters that affect them, to all other areas of our work.

Details of how we will monitor, review and resource the objectives are set out in the final sections of the Plan.

Corporate Strategy 2017-2022

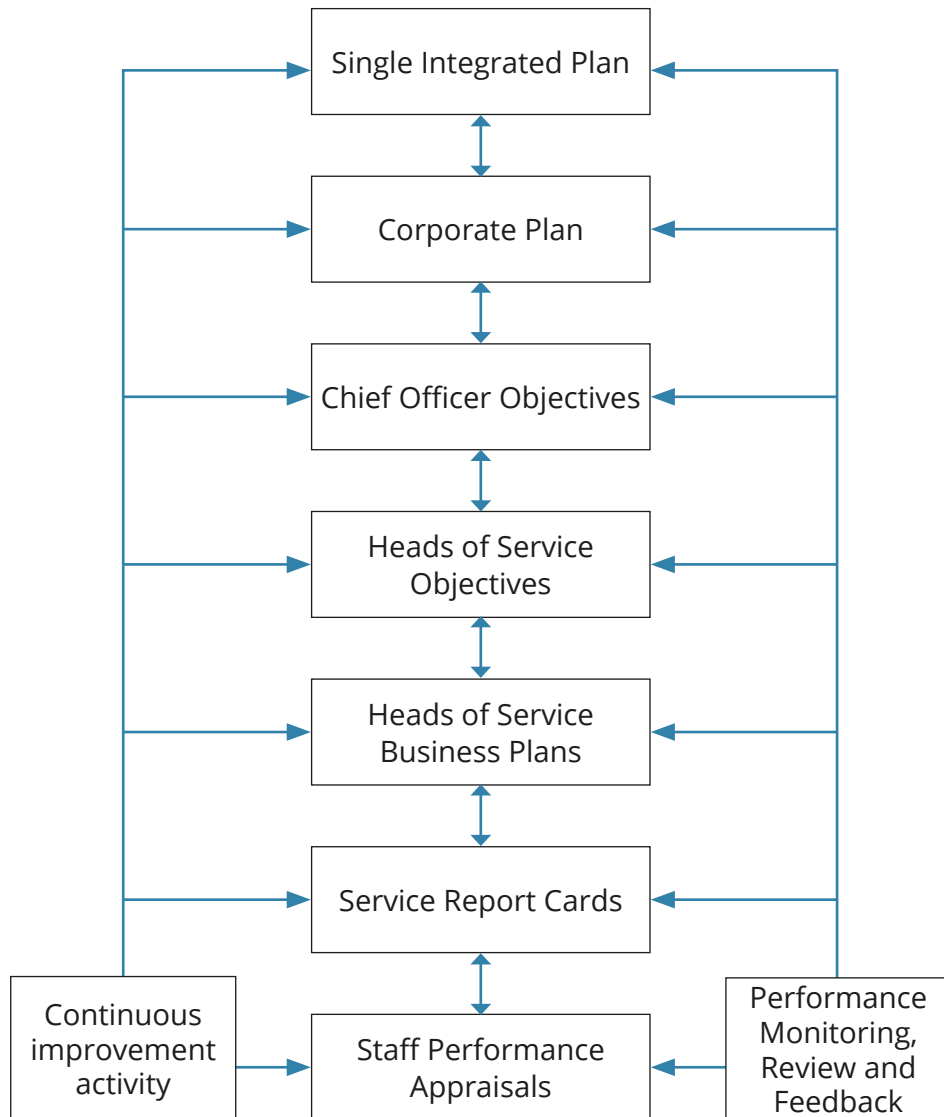
Over the term of this administration, the Council will need to redouble its efforts to transform if it is to balance its aspiration for the area with forecasted budget settlements. Key strategies for ensuring the needs of the people who live in the county borough can be met now, and into the future, within a very difficult financial environment include:

- Encouraging more people to sustain their own health and well-being by being physically active, eating well, taking better care of their mental well-being and avoiding risk-taking behaviour (for example: smoking, illicit drugs and excessive consumption of alcohol). In particular, encouraging more people to support healthier lifestyles through making best use of the fantastic natural assets we have across the county borough and through participation in community life (drama classes, choirs, lunch clubs etc). The Council has created an on-line directory of community services (NPT Community Directory) to enable people to find activities that are of greatest interest close to where they live or work. We want to develop this further with our partners so that it is very easy for people to find out what is happening on their doorstep or in their immediate neighbourhood;
- Involving people who use our services in new ways – whether that is through householder participation in our kerb side recycling services; by adopting personalised approaches in the way we deliver our social services responsibilities; opening up our democratic processes to engage a diverse range of people; or through involving the wider communities to identify how we can continue to foster a strong sense of belonging for all of the residents of our communities and a sense of real pride in their part of our county borough. It is clear that service delivery models must develop, adapt and change to not only the climate of austerity; but also the needs of the population and way people wish to access public services;

- Encouraging more people to use services offered on-line. As well as reducing the cost of service and the provision of information very substantially, on-line services can be accessed at a time and a location that is convenient to the customer. Increased take up of the on-line services will also free up time and resources for the Council to invest in meeting the needs of its most vulnerable citizens for whom on-line services may not be an appropriate choice;
- Developing a more entrepreneurial approach to the way the main visitor attractions are operated to increase visitor numbers and income whilst also exploiting income generating opportunities for core services where there is capacity to sell unused capacity to other public service authorities;
- Relentlessly reviewing the way we operate to ensure we are economic, efficient and delivering value for money for every public pound available to us;
- Working locally and regionally with other partners to create an environment that can attract new investors and quality employment into the area whilst also joining up access to services across agencies in new, more innovative and citizen-centred ways;
- Working with Welsh Government to deliver and develop its programme for our valley communities whilst also focusing on delivery of our own plans for regenerating our main towns of Pontardawe, Neath and Port Talbot.
- Taking a robust but proportionate approach to enforcement where inappropriate behaviour adversely impact on the lives of others or acts to frustrate efforts to attract new investment into the area;
- Proactively and continuously assessing how the well-being of our local people is changing, challenging decisions that adversely impact on well-being, whilst shining a spotlight on decisions and actions that improve well-being;

Delivering our well-being objectives and priorities

The Council has a clear structure in place for delivering the objectives, priorities and actions set out in this Plan:



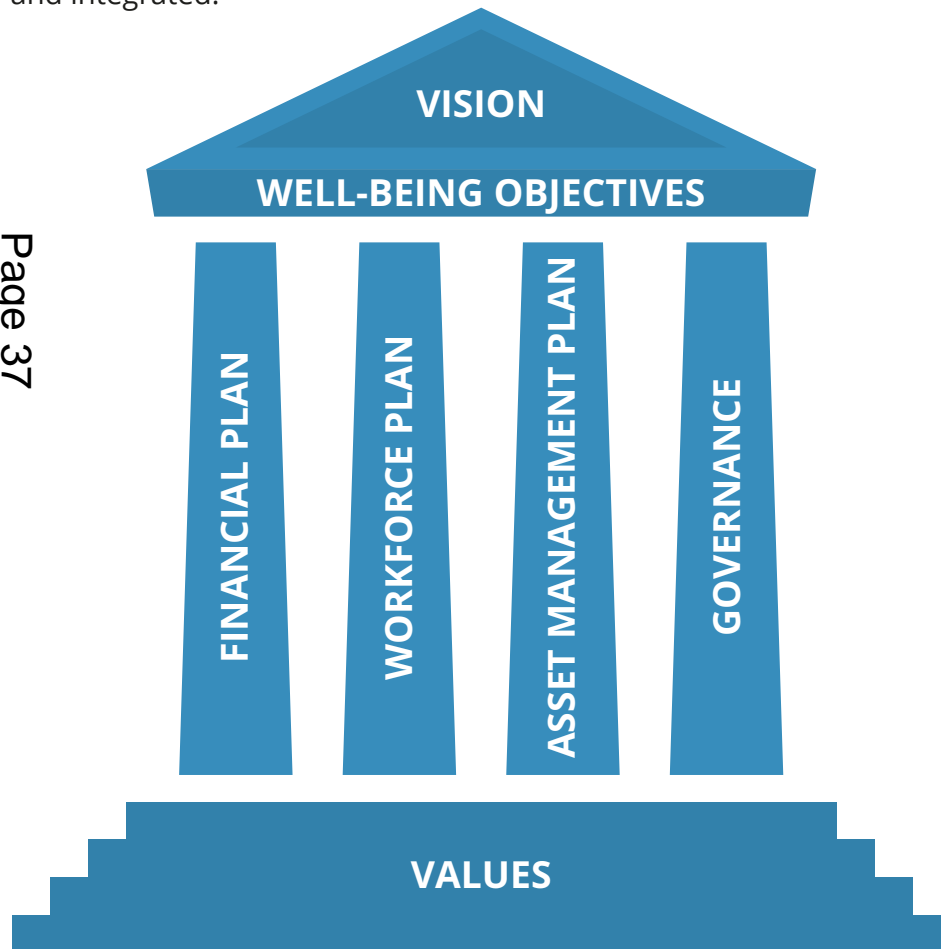
The Cabinet will be collectively responsible for determining the priorities to be pursued in each year to achieve the three well-being objectives and agreeing those priorities with Council.

The Chief Executive requires each chief officer to demonstrate how they will maximise the contribution of their respective services and functions to the three well-being objectives and associated improvement priorities and in so doing embrace the sustainable development principle. The detail of how this will be achieved is then set out in the various departmental business plans which in turn inform the priorities of teams and individuals.

Aligning the Corporate Plan with the Medium Term Financial Plan, Workforce Planning, Asset Management and Governance

The Council has a duty to “make arrangements to secure continuous improvement in the exercise of its functions (s2(1) Local Government (Wales) Measure 2009).

We do this by ensuring our core management systems are aligned and integrated:



Aligning the Corporate Plan with the Medium Term Financial Plan

Revenue Budget

Since 2010, £78 million has been cut from the Council’s revenue budget. The outlook for local government spending is at best uncertain, with the Council awaiting details of future local government funding as this Plan was being prepared. We do not anticipate that we will return to a growth position for the foreseeable future. We anticipate that we will need to make further cuts in our revenue expenditure - potentially as much as £66 million over the term of the administration if the worst case scenario is realised.

In putting together this Plan, we have taken account of budget savings already declared and agreed, whilst also proposing other areas of work that we consider will need to be taken forward if we are to continue to set a balanced budget. These measures have been adopted as corporate strategies, with the Council setting out to scale up and accelerate some of the innovations developed at service level across the entire Council. The strategies were set out in the earlier section of this Plan. Some of the key measures that will be relied upon in developing our financial plans include:

- A renewed focus on income generation
- Accelerating the introduction of new models of service
- Further economy, efficiency and value for money reviews
- Further automation of processes and services - through an expanded digital programme
- Further reduction in some service levels
- Making stronger representation about new burdens of responsibility that have not been fully funded

The detail of the Forward Financial Plan for future years will emerge during the autumn of 2017. The detail of the Forward Financial Plan will be woven into the revised Corporate Plan in March 2018 when the first review of this Plan is required.

Capital Budget

The Council receives some £7m per annum from the Welsh Government to fund all of its Capital Funding Requirements. In recent years the Council has been successful in generating additional resources from grant funding bids, proceeds from sale of assets and prudentially borrowing resulting in annual capital programmes in the order of £60m. Over the next few years the Council will continue to seek to bid and generate its own additional funds to supplement the Capital Programme and to invest community assets.

Workforce

Since 2010, the Council's workforce has shrunk by one quarter. The social partnership established between elected members, officers and trade unions has been crucial in managing the huge change that this reduction in workforce numbers represents. Four major voluntary redundancy programmes have been delivered over the period, enabling the Council to meet its commitment to protect its workforce from compulsory redundancy to the maximum extent possible. Additionally, the unique Workforce Collective Agreement contributed approximately £8 million over the period to bridging the Council's funding gap through voluntary pay contributions from elected Members and the Council's wider workforce.

Work is currently underway to identify the workforce development needs of the Council as it moves forward into a new phase. Once fully developed, the Corporate Workforce Plan will identify the range of measures that the Council will introduce to ensure the Council has the capacity and capability it needs to deliver the well-being objectives set out in this Corporate Plan.

Asset Management

The Council has well-established mechanisms in place to manage its many assets. Our asset management plans provide information on the number and conditions of the following classes of assets:

- Highways
- Fleet
- Bridges and Structure
- Property
- Information and Communications Technology

The asset management plans inform the Council's risk register and are an important consideration when determining revenue and capital budget priorities and the Council's wider strategies.

Risk and Governance

The Council maintains a Corporate Risk Register. Risks are identified through service managers and senior management teams. Those risks that are deemed to be most significant feature in the Operational Risk Register, whilst those risks that affect the whole of the Council are identified as Strategic Risks. Risks are reviewed regularly by the Council's Cabinet and through the scrutiny structure and professional structures. The Audit Committee has a specific responsibility to test the appropriateness of the systems that underpin risk management activity.

A corporate governance group, whose membership is comprised of senior officers, keeps the Council's governance arrangements under review. The systems of governance comply with the Chartered Institute of Public Finance and Accounts framework. The Group prepares the Annual Governance Statement, identifying any areas that require improvement. This work is then reviewed by corporate directors, the Audit Committee and is finally signed off as part of the

Council's final accounts. The Governance Group reviews progress in delivering any identified improvement activities and these are formally reported during the year to the Council's Cabinet.

Monitoring and Review

The Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009 both require the Council to publish annual reports of progress made in achieving the well-being objectives and improvement priorities. The Annual Report will be published no later than the end of October each year.

In preparing the Annual Report, the Council will consider whether the well-being objectives and improvement priorities remain appropriate. Where necessary, the well-being objectives and improvement priorities will be revised.

The annual reports will be published on the Council's web pages and will also be widely communicated throughout the county borough using a range of different media.

In year, the progress made in achieving the well-being objectives and improvement priorities will be monitored on a quarterly basis by the Cabinet and also by the Cabinet Scrutiny Committee.

The more detailed steps set out in the Annexe will be monitored through business plan reporting arrangements and through individual appraisal arrangements.

Public Engagement and Reporting

The Council is committed to finding new and more effective ways of engaging local people in its work. This extends to the way the Plan is communicated, monitored and further developed. We intend to review the way we communicate and engage with our communities during 2017/18 and will bring forward a strategy to connect with many more local people, from all backgrounds, on a more frequent basis.

Have your Say

We would like to hear what you thought of our Corporate Plan and our future priorities for improvement that we should consider when planning and delivering services in order to help shape decisions on important matters.

Please send them to the Chief Executive, Neath Port Talbot County Borough Council, Civic Centre, Port Talbot, SA13 1PJ or email them to: improvement@npt.gov.uk

We also have a number of consultation/engagement events about various services which we promote in the press and on the website which you can access via the following link:

www.npt.gov.uk/haveyoursay

Visit the Council's website: www.npt.gov.uk

Follow us and add your comments to the Council's Facebook page:



www.facebook.com/NeathPortTalbotCBC

Follow this report and add your Tweets on our Twitter Page:



[@NPTCouncil](https://twitter.com/NPTCouncil)

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”

Please Note: Baseline data is 2016/17 data unless otherwise stated.

Improvement Priority 1: Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead Hos	
			Baseline	17/18	18/19	19/20	20/21			21/22
10 11 Promote and develop the Community Services Directory so that children, young people and families can easily access information about the services available in local communities to support good well-being	The wide range of services and activities taking place across communities will be held in one place and will be easy to access for citizens	Number of services held within the Community Services Directory	916 services and organisations on the directory as at 1 st April 2017	Increase					Policy & Resources	KJ
	More citizens will engage with local community activity and as a	Number of hits on the Community Services Directory website	System live from 1 st April 2017. Number of	Increase					Policy & Resources	KJ

Improvement Priority 1: Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead Hos	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 43	result more communities will sustain activities that support well-being independently of the Council		hits to Website: 14,270 (4 months data 1st April 2017 to 31st July 2017)							
	We will implement the Government's programme to increase the availability and quality of child care provision once resources have been made available	There will be more quality affordable child care provision in the county borough	Number of childcare places available for families, particularly out of school childcare	256 registered out of school places as at 30 th March 2016	Increase by 10% by July 2018	Increase by 5% by July 2019	Increase by 5% by July 2020	Increase by 5% by July 2021	Increase by 5% by July 2022	Education, Skills and Culture
		Use of the Welsh language in all childcare settings	4 childcare providers attended training	Increase year on year					Education, Skills and Culture	CM
We will review links between early years' programmes and schools to ensure they are	Links between early years services and schools will continue to	Review completed and outcomes actioned	Completed in 17/18 Academic Year (AY)	Annual Reviews					Education, Skills and Culture	CM
		Partners will	Termly updates from partners will be collated by the Flying					Education,	CM	

Improvement Priority 1: Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead Hos	
			Baseline	17/18	18/19	19/20	20/21			21/22
developed	improve	report improved data sharing	Start Team and shared with the Inclusion Service					Skills and Culture		
Review 0 – 3 support, provision and information sharing in non-Flying Start areas	The experience of children moving from early years services to schools will improve	Schools report that children are better prepared to participate in play and learning	N /a	Baseline survey of all primary schools to be conducted by Flying Start to establish the baseline.					Education, Skills and Culture	CM
Review of PSD (Personal Social Development) curriculum and assessment within schools (direct impact on social, emotional and wellbeing)	Outcomes at Foundation Phase will be improved	% of pupils achieve at least outcome 5 in language, literacy and communication skills at the end of Foundation Phase	81% 16/17 AY	83% 17/18 AY	83.5% 18/19 AY	84% 19/20 AY	84% 20/21 AY	Education, Skills and Culture	CM	
		% of pupils achieve at least outcome 5 in mathematical development at the end of Foundation Phase	85% 16/17 AY	85% 17/18 AY	85.5% 18/19 AY	86% 19/20 AY	86% 20/21 AY	Education, Skills and Culture	CM	

Improvement Priority 1: Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead Hos
			Baseline	17/18	18/19	19/20	20/21		
Page 44		% of pupils entitled to Free Schools Meals achieve at least outcome 5 in language, literacy and communications skills at the end of Foundation phase	69% 16/17 AY	74% 17/18 AY	74.5% 18/19 AY	75% 19/20 AY	75.5% 20/21 AY	Education, Skills and Culture	CM
		% of pupils entitled to Free School Meals achieve at least outcome 5 in mathematical development at the end of Foundation Phase	72% 16/17 AY	76% 17/18 AY	76.5% 18/19 AY	77% 19/20 AY	77% 20/21 AY	Education, Skills and Culture	CM

Improvement Priority 2: Families struggling to provide good parenting for their children will be provided with tailored support

Steps	What will be the outcome?	How will we demonstrate progress	Outlook	Committee	Lead Hos
<p>With our partners we will refine our wider Think Families Partnership work to more effectively target early intervention and prevention support to those families who need it; and alleviate child poverty ensuring in the process that there is better local alignment and co-ordinated approach to providing support between the work of the partnerships established to address child adverse</p>	<p>Working age people in low income families, gain and progress within employment</p>	<p>% of participants that have accessed an Early intervention service demonstrate improved emotional and mental well-being</p>	<p>Monitoring reports show a qualitative improvement in emotional and mental wellbeing of most participants</p>	<p>Education, Skills and Culture</p>	<p>AE</p>
	<p>Children, young people and families, in or at risk of poverty, achieve their potential</p>	<p>Parents that have accessed and Early Intervention Service have benefited from a parenting intervention</p>	<p>Monitoring reports show an increase in numbers of parents who benefitted from parenting interventions</p>	<p>Education, Skills and Culture</p>	<p>AE</p>
	<p>More children, young people and families are healthy and enjoy better well-being</p>	<p>Families that have engaged in intervention programmes report that they feel they can</p>	<p>Monitoring reports show a qualitative improvement in families' ability to change their lifestyle/behaviours</p>	<p>Education, Skills and Culture</p>	<p>AE</p>

Improvement Priority 2: Families struggling to provide good parenting for their children will be provided with tailored support							
Steps	What will be the outcome?	How will we demonstrate progress	Outlook			Committee	Lead Hos
experiences		contribute to changes to their lifestyle/behaviours.					

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier									
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
The Council will review our approach to community development to ensure that the whole council empowers communities to strengthen their own capacity to improve health and wellbeing	Opportunities to strengthen the Council's approach to community development will be clearly identified with actions to support agreed areas for improvement	Review completed and actions relating to children and young people are identified and progressed	By September 2018 and ongoing					Education, Skills and Culture	CDG
	More children will	% of children							

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
and that all children and young people can fully participate in a range of activities that promotes their social, cultural, economic and environmental well-being	take part in sports	hooked on sport (based on number of occasions of participation per week = 3)	55%	Improve year on year					Education, Skills and Culture	CM
	More children and young people participating in youth services	% of 11 - 19 year olds in contact with the youth service	36.70% (5,108 of 13,920)	Improve year on year					Education, Skills and Culture	CM
We will raise educational standards and attainment for all children	Literacy and Numeracy for all learners will improve	% of pupils achieve at least level 4 at the end of Key Stage 2 in language	88% 16/17 AY	88% 17/18 AY	88.5% 18/19 AY	89% 19/20 AY	89% 20/21 AY	Education, Skills and Culture	CM	
		% of pupils entitled to Free School Meals achieve at least level 4 at the end of Key Stage 2 in language	79.9% 16/17 AY	79.9% 17/18 AY	80% 18/19 AY	80.5% 19/20 AY	80.5% 20/21 AY	Education, Skills and Culture	CM	
		% of pupils						Education,	CM	

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Page 48		achieve at least level 5 at the end of Key Stage 3 in language	85.6% 16/17 AY	85.8% 17/18 AY	86% 18/19 AY	86.5% 19/20 AY	86.5% 20/21 AY	Skills and Culture	
		% of pupils entitled to Free School Meals achieve at least level 5 at the end of Key Stage 3 in language	69.9% 16/17 AY	71% 17/18 AY	71.5% 18/19 AY	72% 19/20 AY	72.5% 20/21 AY	Education, Skills and Culture	CM
		% of pupils achieve at least level 4 at the end of Key Stage 2 in mathematics	88% 16/17 AY	88% 17/18 AY	88.5% 18/19 AY	89% 19/20 AY	89.5% 20/21 AY	Education, Skills and Culture	CM
		% of pupils entitled to FSM achieve at least level 4 at the end of Key Stage 2 in mathematics	80% 16/17 AY	80% 17/18 AY	81.5% 18/19 AY	82% 19/20 AY	82.5% 20/21 AY	Education, Skills and Culture	CM
		% of						Education,	CM

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Page 49		pupils achieve at least level 5 at the end of Key Stage 3 in mathematics	84.4% 16/17 AY	85% 17/18 AY	85.5% 18/19 AY	86% 19/20 AY	86.5% 20/21 AY	Skills and Culture	
		% of pupils entitled to FSM achieve at least level 5 at the end of Key Stage 3 in mathematics	68.3% 16/17 AY	71% 17/18 AY	71.5% 18/19 AY	72% 19/20 AY	72.5% 20/21 AY	Education, Skills and Culture	CM
		Percentage of Year 11 pupils achieving 5 GCSEs at grades A*-C, or equivalent, including English or Welsh first language and Maths	61.5% 16/17 AY	Improve year on year				Education, Skills and Culture	CM
		% pupils attendance in primary schools	94.5% 16/17 AY	95.0% 17/18 AY	95.0% 18/19 AY	95.0% 19/20 AY	95.0% 20/21 AY	Education, Skills and Culture	CM

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
		% pupils attendance in secondary schools	93.6% 16/17 AY	93.7% 17/18 AY	93.8% 18/19 AY	93.9% 19/20 AY	94.0% 20/21 AY	Education, Skills and Culture	CM
We will further develop our Welsh in Education Strategic Plan, following feedback from the Welsh Government, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for pupils to become more proficient in	Learning opportunities through the medium of Welsh will increase	% of year 2 (aged 7) children taught through the medium of Welsh	18.3% 16/17 AY	18.6% 17/18 AY	19% 18/19 AY	20% 19/20 AY	21% 20/21 AY	Education, Skills and Culture	CM
		% of Year 9 learners who are assessed in Welsh (first language)	13% 16/17 AY	11.1% 17/18 AY	13.6% 18/19 AY	13.8% 19/20 AY	13.9% 20/21 AY	Education, Skills and Culture	CM

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
<p>right place and that they provide fit for purpose teaching and learning facilities to help improve standards and pupil outcomes</p> <p>We will complete the existing phase of our 21st Century Schools programme of projects, providing modern, stimulating and innovative school environments. We will seek funding from the Welsh Government to deliver the next phase of our new school build</p>	<p>namely:</p> <ul style="list-style-type: none"> • A new build 3-16 school in Margam by 2018 • A new build Welsh medium 11-16 school in Sandfields by 2018 • An extensively remodelled 3-16 school in Ystalyfera by 2018 • A new build 3-11 school in Briton Ferry by 2018 								
	Improved facilities offering greater	Improved facilities	Complete Band A – 21 st Century schools programme					Education, Skills and Culture	ADT

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
programme so that more of our children and young people can experience and benefit from modern, state of the art teaching and learning facilities	opportunity for community use and engagement	New schools open on time	All schools open within planned timescales					Education, Skills and Culture	ADT
		Improved teaching and learning experiences to pupils	All planned facilities are developed to include 21 st learning environments Post implementation reviews report positively					Education, Skills and Culture	ADT
		Community facilities planned for and included in new builds	All planned community facilities included in new builds					Education, Skills and Culture	ADT
		Visitors to school community facilities (new schools only)	All planned community facilities are used extensively and meet community needs					Education, Skills and Culture	ADT

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
We will develop a mental health toolkit for all schools to further develop a culture of tolerance, understanding and mutual respect of difference and diversity and build capacity within schools to support vulnerable children and young people with mental health needs	Schools will be able to support children and young people's emotional and mental well-being needs more effectively	Toolkit used by schools to signpost and support children and young people's needs	-	Toolkit to be developed	All schools will use the toolkit effectively to support pupils to improve wellbeing and develop resilience, with the aim of reducing risk of mental health issues			Education, Skills and Culture	AE
We will pilot the Children's Zones model in the Sandfields West and Briton Ferry West wards	We will create a continuous pipeline of support to meet children and young people's needs within a geographical	Pilot model	-	Work to start in 2017/18			Education, Skills and Culture	AE	
		Children and young people's needs are effectively met	Geographical area identified and services mapped	Barriers of participation identified and removed through collaborative working and strategic planning by all relevant agencies			Education, Skills and Culture	AE	

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
	area									
We will develop a co-ordinated approach to meeting duties set out in the Additional Learning Needs Education and Training Bill (ALNET)	Children and young people's additional learning needs will be met in accordance with the ALNET Bill Develop schools' capacity for early identification and effective intervention for pupils with ALN	Requirements of the ALNET Bill will be met Person Centred Practice (PCP) embedded across all schools	To be confirmed by Royal Assent	Children and young people's needs are effectively met					Education, Skills and Culture	AE
We will work with our partners to implement our Road Safety Strategy	Reduction in road traffic collisions Young people will access our school	Reduce all child casualties (0 -15 years)	59 Average figures for 2004 – 2008	A 40% reduction by 2020				Street Scene and Engineering	DG	

Improvement Priority 3: Children of school age will be engaged with their learning, safer and healthier

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Page 56	and college based linked education programme Young driver behavioural change programme	Number of young people (16 -24 years) killed or seriously injured	24 Average figures for 2004 – 2008	A 40% reduction by 2020				Street Scene and Engineering	DG
		Number of pedal cyclist casualties (All Ages)	20 Average figures for 2004 – 2008	25% reduction by 2020				Street Scene and Engineering	DG

Improvement Priority 4: Children in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a family setting

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
With our partners, we will further develop our family support strategy to ensure the right range and quality of services are in place to meet need Page 57	The right range and quality of services are in place to meet assessed need	% outcomes that have been Reviewed	19.8% (162 of 817)	It is anticipated that this measure is likely to increase year on year but it is impossible to predict or set future targets as outcomes are not comparable. Outcomes are specific to each individual child and can and almost certainly will change many times during the course of social work intervention					Social Care, Health and Wellbeing	AJ
		% of outcomes that have been achieved during the year	12.5% (102 of 817)						Social Care, Health and Wellbeing	AJ
		Family Support Strategy has been reviewed and updated	Anticipated that the strategy will be presented to Scrutiny Committee in October 2017					Social Care, Health and Wellbeing	AJ	
We will undertake focused work with partners to improve access to the right support for children and young people who have poor emotional well-being/mental health	Better support for children and young people who have poor emotional wellbeing/ mental health	Number of children receiving support from the Primary Mental Health Services.	N/a new measure	Anticipate more children will be supported through these services as and when required.					Social Care, Health and Wellbeing	AJ

Improvement Priority 4: Children in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a family setting									
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
We will further strengthen arrangements that support young people who receive care and support when they are young and who continue to need care and support when they are adults (ensuring smooth transition from service receive in childhood to those services that will support them as young adults)	More children and young people are able to do more for themselves Young people who need support in their adulthood have a smooth transition to adult services	Multi-disciplinary team established to manage cases where young people need ongoing support into adulthood	Anticipate that the Multi-Disciplinary Team will be in place by 30th September 2017.					Social Care, Health and Wellbeing	AJ
We will further develop our role as corporate parents of children and young people who become looked after	Children and young people are in stable placements that make them feel safe	% of placements that break down	4.4%	Outlook dependent on variable factors. However, we would aim for this figure to continue to remain the same or decrease			Social Care, Health and Wellbeing	AJ	
		% of children and young people who report that	90%				Social Care, Health and Wellbeing	AJ	

Improvement Priority 4: Children in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a family setting

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
by the Council, prioritising work to ensure children and young people are stable in their placements Page 59	and secure	they live in the right home for them		These Welsh Government measures are currently under review and could change.						
		% children and young people reporting that they are happy with the people they live with	91.5%						Social Care, Health and Wellbeing	AJ
		Number of in-house foster carers	139	This is difficult to predict although we would expect to see a year on year increase in the number of in-house foster carers being recruited. For 2017/18 our plan is to recruit 10 teenage foster carer placements and 2 mother & baby placements. However, any increase has to be accounted for by the fact that a percentage of existing carers will naturally be de-registered, therefore lowering the existing number.					Social Care, Health and Wellbeing	AJ

Improvement Priority 5: All young people who leave full- time education will enter employment, training or further/higher education

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
The Council will provide work placement, apprenticeships and trainee opportunities for young people within its own workforce, in particular providing opportunities for Looked After Children	There is a person centred approach to deliver improved outcomes for young people, with a focus on specific groups, but also providing an equal opportunity for all ages to gain experience and get a step up into the world of work	% vacancies advertised as apprentice opportunities	28%	40%	45%	50%	55%	60%	Policy & Resources	SR
		Number of apprenticeship, traineeship and work placements opportunities made available in each year	48	65	83	95	110	125	Policy & Resources	SR
		Number of ring-fenced opportunities for NEET and LAC placements	N/a	Due to Commence	10	15	20	25	Policy & Resources	SR
		Maximisation of Government Apprentice Levy	Ongoing monitoring and promotion of apprentice placements and maximise funding of other training costs for existing employees within the county borough						Policy & Resources	SR
The Council will encourage Public	Public Services Board partners	Information on the range of	All relevant agencies (e.g. Education, Careers Wales, Job Centre Plus) collaborate with Public Service Board members						Education, Skills and	AE

Improvement Priority 5: All young people who leave full- time education will enter employment, training or further/higher education									
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Services Board and other partners to extend the range of work opportunities for young people and better connect these schemes with schools and colleges	provide a range of opportunities for young people and there is a clear pathway to work for young people leaving school and college settings	opportunities available is published and made available to young people leaving schools and colleges More young people including those with ALN will access appropriate career pathways	to ensure increased work experience opportunities in schools and work placement opportunities in post 16 providers. Communication of information on career and job opportunities to be based on local labour market information Colleges and Work Based Learning Providers will share information in a timely manner to ensure that young people access current opportunities Progress will be measured for young people aged 16-18 via the Careers Wales 5 tier model The Youth Engagement Strategy Group to work together to improve opportunities and partnership working though both community benefits opportunities and direct employment via the local authority Implementation of Individual Development Plans (IDP) to support effective transition of Post 16 young people in accordance with the ALNET bill					Culture	
Working through the Think Families Partnership we will improve information about career and job opportunities for school and college leavers	Communication of information on career and job opportunities for school and college leavers will be further developed Effective transition arrangements for pupils with ALN								
We will build on our work as	Suitable accommodation	Number of young people wishing	8	We are not anticipating any significant increase in the number of children wishing to remain with			Social Care, Health and	AJ	

Improvement Priority 5: All young people who leave full- time education will enter employment, training or further/higher education

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
Corporate Parents to ensure that all young people have suitable housing and support when they leave the care of the Council	is available for all care leavers at the point they leave care	to stay under the “when I am ready” scheme		their foster carers under the ‘when I’m ready initiative’. This measure is expected to remain consistent with the baseline figure going forward						Wellbeing	
		% of care leavers who have experienced homelessness during the year	3%	Expected to remain low during the coming years						Social Care, Health and Wellbeing	AJ
We will review our youth engagement and progression framework	The Council has greater contact with young people	Review and evaluate the impact of the Strategy on an annual basis	-	Reviewed annually						Education, Skills and Culture	CM
	Young people aged 18+ are able to research, apply, secure and sustain employment, further education and training opportunities	% of young people who are NEET	3.6%	3.6%	Decrease				Education, Skills and Culture	CM	
	Young people aged 11-24 and their parents are	Number of NEET young people supported	200	250	250	250	250	250	Education, Skills and Culture	CM	

Improvement Priority 5: All young people who leave full- time education will enter employment, training or further/higher education

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 63	able to access a full range of youth support services across the county borough to help them overcome barriers to their development and support their progression to independence in adulthood	during a year by the keeping in Touch team								
		Number of NEET young people supported during a year by the Families First youth workers	150	150	Increase year on year			Education, Skills and Culture	CM	
		% of participant young people (aged 16-24) attain a nationally recognised qualification or accreditation	61% achieved a positive outcome	Increase year on year Positive Outcomes include: entering further learning, paid employment, work based learning, voluntary placement, work placement experience, secured a job interview, one or more recognised qualifications, refereed to a specialist service.					Education, Skills and Culture	CM
		% participant adults (25 years and over) who attain a nationally recognised qualification or accreditation	100%	Maintain					Education, Skills and Culture	CM
		Number of	38	Increase						

Improvement Priority 5: All young people who leave full- time education will enter employment, training or further/higher education										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
		participants								

Improvement Priority 6: All children and young people will be helped to have a say in matters that affect them											
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
The Council will review its approach to Children's Rights, ensuring that a rights-based approach is embedded across all of its services and functions	Children and young people will be routinely involved in decisions that affect their rights	The review is completed	By Spring 2019						Education, Skills and Culture	CDG	
		An agreed set of actions to embed a rights-based approach across Council services and functions	By Summer 2019								
All children and young people in	Children, young people and	% Children and young people	92.7%							Social Care, Health and	AJ

Improvement Priority 6: All children and young people will be helped to have a say in matters that affect them

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
need of protection, or who have been identified as in need of care and support, will have a say in decisions that affect them	families have a say in the services they receive from the Council and those services are tailored to their needs	responding “yes” or “sometimes” to the question: “my views about my care and support have been listened to”		Welsh Government are currently reviewing this measure, which could change					Wellbeing	
Page 65		% of parents responding “yes” or “sometimes” to the question: “I have been actively involved in all decisions about how my child’s/children’s care and support was provided”	85.7%	Welsh Government are currently reviewing this measure, which could change					Social Care, Health and Wellbeing	AJ
We will work with our Think Family partners to ensure	Think Family partners will develop	Greater communication between	Current practice to be further developed in line with the Council’s emerging approach to Children’s Rights and Person Centred Planning					Education, Skills and Culture	AE	

Improvement Priority 6: All children and young people will be helped to have a say in matters that affect them

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
children and young people can shape and develop services	methods of communication to ensure that children and young people can shape and develop services	children and young people and Think Family partners in service development							

Well-being Objective 2: Improve the Well-being of all adults who live in the county borough

“Everyone lives a fulfilled life and is secure in their old age”

Improvement Priority 1: Local People can access sustainable, local employment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
We will refocus our support to businesses to help business create and sustain local employment opportunities for local people	There will be a partnership approach to providing support and nurturing new business start ups	The number of new business start-up enquiries assisted	341	350	360	350	340	340	Regeneration and Sustainable Development	SB
		The number of enterprise events held	12	12	12	12	12	12	Regeneration and Sustainable Development	SB
	Increasing and safeguarding employment to support the growth of the local economy	Number of existing businesses enquires supported	628	635	640	635	630	630	Regeneration and Sustainable Development	SB
		The number of jobs created / safeguarded	N/a New	285	290	285	280	280	Regeneration and Sustainable Development	SB

Improvement Priority 1: Local People can access sustainable, local employment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Partnership	There will be a partnership approach to attracting new investment and facilitating a package of support for investors	The number of investment enquiries	N/a new	33	35	33	29	29	Regeneration and Sustainable Development	SB
		The number of jobs created / safeguarded	N/a new	55	65	55	35	35	Regeneration and Sustainable Development	SB
The Council will use the EU funding available to deliver employability programmes to assist those furthest from the labour market to obtain and sustain employment. Funding will be affected by the UK negotiations on withdrawal from the European Union	There will be a streamlined approach to engaging with local people to access employment opportunities	Number of local people in training, volunteering or employment : Workways only: Communities for Work:	19 TBD	24 TBD	47 TBD	64 TBD	72 TBD	51 TBD	Regeneration and Sustainable Development	SB
The Council will seek to avoid	Minimal number of employees	Number of compulsory	26	The number of compulsory redundancies to be minimal compared to overall job loss numbers –				Policy & Resources	SR	

Improvement Priority 1: Local People can access sustainable, local employment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
compulsory redundancies to the maximum extent possible	who leave the Council's employment by reason of compulsory redundancy	redundancies		subject to economic conditions						
		Number of voluntary redundancies	160	The number of voluntary redundancies/successful to represent the majority of overall job loss numbers – subject to economic conditions					Policy & Resources	SR
		Number of "at risk" employees redeployed within the Council	98						Policy & Resources	SR
Supply chain opportunities for local companies will be identified within major developments within the county borough	We will work with developers and successful tenderers to identify employment and training opportunities for local people and contract opportunities for local companies	Number of local people helped to get back to work through regeneration projects	65	70	75	70	65	65	Regeneration and Sustainable Development	SB
		Number of completed training weeks for apprenticeship traineeships and work experience	3,909	4,000	4,100	4,000	3,900	3,900	Regeneration and Sustainable Development	SB
		Value of contract opportunities	£15.5M	£16M	£16.5M	£16M	£15.5M	£15.5M	Regeneration and Sustainable	SB

Improvement Priority 1: Local People can access sustainable, local employment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
		secured by local businesses							Development		
		% spend with contractors in Wales	98%	98%	98%	98%	98%	98%	Regeneration and Sustainable Development	SB	
Council procurement practices enable local businesses to bid for contracts	We will provide support for local businesses to be able to bid for national and local contracts for Council services	Number of contracts awarded by the Corporate Procurement Team (Value and % of Council spend)	TBD	Increase year on year						Policy & Resources	SJ
		Value of payments to local businesses and organisations (Value and % of Council spend)	£45.9 M 22%	Increase year on year						Policy & Resources	SJ

Improvement Priority 2: Local people can access quality, affordable housing

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will work with our partners to ensure that a sufficient number and variety of housing is available to meet the needs of our growing communities	Housing build rates will be in line with the Local Development Plan (LDP) annual targets and will be available for residents of the county borough	Number of overall housing units Available The LDP Annual Monitoring Report (AMR) will assess whether the LDP strategy remains sound and whether housing (and other) targets have been met or progress is being made towards meeting them.	178	625	686	698	676	647	Regeneration and Sustainable Development	SB NP
		Number of Affordable housing units delivered through the Social Housing / Housing Finance Grant programmes and	102	130					Regeneration and Sustainable Development	AJT

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Improvement Priority 2: Local people can access quality, affordable housing

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
		the Intermediate Care and Innovation Funds								
Working with strategic housing partners we will continue to prevent homelessness 2022	More people are prevented from becoming homeless	Number of households prevented from becoming homeless per 10,000 population	TBD						Social Care, Health and Wellbeing	AJT
		% of households for which homelessness was successfully prevented	62% (55 of 89)						Social Care, Health and Wellbeing	AJT
		% of households for which homelessness was successfully relieved	56% (40 of 71)						Social Care, Health and Wellbeing	AJT
		% of households for which a final duty was successfully discharged	69% (54 of 78)						Social Care, Health and Wellbeing	AJT

Improvement Priority 2: Local people can access quality, affordable housing

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
		Overall % of successful outcomes for assisted households	63% (149 of 238)						Social Care, Health and Wellbeing	AJT
Better use of funding made available in facilitating Disabled Facility Grants	We will review the opportunities of making better use of Social Housing Grant	The number of people supported	TBD						Regeneration and Sustainable Development	AJT /SB
We will work to protect Residents from housing conditions which may affect the health & safety of the Residents or Occupiers of neighbouring properties	Support the Rent Smart Wales (RSW) Licensing and Enforcement processes	Number of RSW registered Private Rented properties	TBC Via Rent Smart Wales	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
		Number of RSW licensed Landlords & Agents	TBC Via Rent Smart Wales	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP

Improvement Priority 2: Local people can access quality, affordable housing

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
Page 74	Undertake enforcement action to secure improvements to properties which are currently unsafe for occupation	The number of dwellings that have been made safe, healthy & secure following successful enforcement action	TBC	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
	Awareness of housing quality standards improves	The number of private landlords who successfully complete RSW training programme	TBC						Regeneration and Sustainable Development	NP

Improvement Priority 2: Local people can access quality, affordable housing

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 75	Proactively inspect high risk houses of multiple occupation (HMO's) to ensure that vulnerable tenants are protected	% of high risk licensed HMO's that meet licence requirements	100% (5 of 5)						Regeneration and Sustainable Development	NP

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
We will implement our local, joint Violence Against Women, Domestic Abuse and Sexual Violence Strategy	More people will report experiencing violence within their relationships earlier	Number of first time reports	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Policy & Resources	KJ
	All children and young people will be taught the importance of healthy relationships	Children and young people accessing relevant healthy relationships programmes	Children and Young People continue to access relevant healthy relationships programmes in a timely manner, promoting early intervention and provision is monitored to ensure relevance and quality						Education, Skills and Culture	CM
	People who are perpetrators of violence will be able to access services that will help them change their behaviour	Number of perpetrators accessing support services	0	0	10	20	30	40	Policy & Resources	KJ
	All staff within the Council's workforce will be trained to spot the signs of	% Council staff trained at each level of the National Training Framework	25 (workforce headcount 6,244)	3000 (approximately) 50% of employees	6000 (approximately) 100% of employees	Mop up training sessions e.g. for new staff and other employees who have not received training.			Policy & Resources	SR

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
Page 77	violence and to know how to refer people to support service			Cumulative data	Cumulative data					
	More people will access help at earlier stages and fewer people will end up in crisis	% repeat victims 1.IDVA (Council)	35%	35%	34%	34%	34%	34%	Policy & Resources	KJ
	IDVA – Independent Domestic Violence Advisor – works with highest risk victims of domestic abuse	2. MARAC (Police data)	23%	23%	22%	22%	22%	22%		
	MARAC – Multi Agency Risk Assessment Conference – a meeting where	3. Specialist Agencies (Third Sector)	12%	12%	11%	11%	11%	11%		

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
	information is shared regarding the highest risk victims of domestic abuse									
We will implement our PREVENT plan to ensure we identify and support those people who are vulnerable to being drawn into terrorism and extremism	People vulnerable to being drawn into terrorism or extremism will be identified early and will receive the support they need to protect them	% Council staff trained in WRAP	247 Cumulative data	950 Cumulative data	TBD				Policy & Resources	SR
		Number of referrals to Channel and the outcomes of each case	5	6	7	8	9	10	Policy & Resources	KJ
We will develop, with our local community safety partners, targeted crime prevention	Neath Port Talbot will remain an area where levels of crime and disorder are	Levels of Anti-Social Behaviour	1,977	Reduce				Policy & Resources	KJ	

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
campaigns, based on evidence to keep communities safe, in particular to address the growing threat of cyber-crime and the need to improve on-line safety	low compared to most similar policing areas	Maintain low levels of Anti-Social Behaviour repeat victims	5	Maintain					Policy & Resources	KJ
	Local people will be more aware of cyber-crime risks and how to protect themselves	Number of contacts/hits on social media campaigns related to cyber-crime	0	2,000	4,000	6,000	8,000	10,000	Policy & Resources	KJ
We will work with our partners to implement our Road Safety Strategy	Road traffic collisions will reduce	Number of people killed and seriously injured	65 Average figures for 2004 – 2008	40% reduction by 2020					Street Scene and Engineering	DG
		Number of motorcyclists killed and seriously injured	11 Average figures for 2004 – 2008	25% reduction by 2020					Street Scene and Engineering	DG
	Road safety awareness will increase	All road traffic casualties – all age groups	595 Average figures for	40% reduction by 2020					Street Scene and Engineering	DG

Improvement Priority 3: People are safe and feel safe										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
			2004 – 2008							
We will work with our partners to ensure those with the most complex needs are safeguarded, strengthening our vulnerable adults safeguarding arrangements	We will respond effectively to “adult at risk” referrals with a recorded determination of action to be taken For every “adult at risk” referral, there will be a named co-ordinator	The % of adult protection referrals completed where the risk has been managed	100%	Maintain					Social Care, Health and Wellbeing	AJ
		% of Enquiries responded to within 7 days with a clear determination and record of action taken	Systems currently being developed to capture this data						Social Care, Health and Wellbeing	AJ
We will ensure that food premises are inspected to ensure that the food provided is fit for human consumption and the premises	We will prioritise inspection of premises based on risk factors and inspect all high risk premises	% of premises operating in a controlled and safe manner, being broadly compliant with food hygiene requirements	94%	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 81 from which it is sold are hygienic	We will issue food hygiene ratings to businesses following formal inspections	Awareness and publicity of food hygiene ratings at each premises and available on-line	1029	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
	We will react to complaints regarding unfit food; and unhygienic practices or premises and take appropriate enforcement action	Number of complaints responded to	100	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
	We will investigate incidents of infectious and communicable diseases	Number of infectious and communicable diseases responded to during the year	190	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
We will support local business to help them provide safe & healthy working	We will investigate notifiable accidents and	Number of accidents and incidents responded to	89	To be updated in due course	To be updated in due course	To be updated in due	To be updated in due	To be updated in due	Regeneration and Sustainable Development	NP

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
environments	incidents reported by businesses	during the year				course	course	course		
The department will investigate significant breaches of consumer fraud, product safety and age restricted sales detected proactively or reactively. Working with partners and protecting the public	Successful prosecutions and new scams/unfair trading practices will be publicised promoting awareness in the public	The number of actionable breaches of consumer fraud, product safety and age restricted sales in the county borough	92	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
	Consumers and legitimate trade will have greater confidence that they are being actively protected Fewer consumers and traders will be exposed to	The total number of breaches that have been rectified	62	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP

Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
	effects of unfair trading practices	The number of rectifications that have been resolved with formal enforcement action (i.e. prosecution, simple caution, written warning)	17	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
We will work within the Area Planning Board (APB) Partnership to implement the Commissioning Strategy for Substance Misuse Services	Commissioned services will be flexible, integrated and provide equal access across the region and will meet people's needs and improve their well-being The funding available will be	Commissioning optimal model in place	N/a	Model Agreed	Model in Place April 2019			Policy & Resources	KJ	
		Outcome based contracts / service level agreements in place	N/a	In place by 2019/20				Policy & Resources	KJ	

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Improvement Priority 3: People are safe and feel safe

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 84	better used to deliver services that are more cost effective and responsive to need	% of individuals starting treatment from referral within a 20 day period	93.98%	Improve year on year					Policy & Resources	KJ
	Staff in generic or universal services will have increased awareness of substance misuse and how to access services People will be helped to find and stay in suitable accommodation	Substance misuse is reduced for problematic substances between start and most recent review/exit	68.26%	Improve year on year					Policy & Resources	KJ
	Access to after care will be improved	Number / % of cases closed (with a treatment date) as treatment complete (how many people complete their treatment	50.66%	Improve year on year					Policy & Resources	KJ

Improvement Priority 3: People are safe and feel safe									
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
		successfully)							

Improvement Priority 4 : People unable to work can maximise their income										
Steps Page	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
85 People will be supported to receive the UK Government benefits they are entitled to	Provide online advice on the Council's Website Support for online applications and DWP benefits and Housing Benefits available in Council Civic Centres	Number of beneficiaries supported by Welfare Rights Team Benefits (£) secured for clients by the Council's Welfare Rights Unit	3,396 £9.1214M							Social Care, Health and Wellbeing AJT

Improvement Priority 4 : People unable to work can maximise their income

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 86	Work with partners including voluntary sector to provide support and financial advice to claimants	Number of Housing Benefit Claimants	13,172	Activity dependant on economic climate. Will also reduce with the rollout of Universal Credit which will be claimed and paid for directly via Department for Works and Pensions.					Policy & Resources	DR
	Consider awarding Discretionary Housing Payments (from limited resource) to claimants	Percentage of correctly granted benefit against total granted	99.94%	100%	100%	100%	100%	100%	Policy & Resources	DR
		Average days taken for new claims and changes of circumstances – from application to assessment	5.4	Maintain					Policy & Resources	DR
		Number of claimants supported	1,020	Activity dependant on economic climate					Policy & Resources	DR

Improvement Priority 4 : People unable to work can maximise their income

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will implement the Welsh Government's Scheme to relieve the Council Tax burden on those with the lowest income Page 87	Promote availability of scheme on the Council's website and in the media Ensure that the Council updates the Council Tax Support Scheme in line with Welsh Government policy	Number of claimants of Council Tax Reduction Scheme, and; value of financial support	17,918 £16.86M	Activity dependant on economic climate					Policy & Resources	DR
		New scheme in place	N/a	by 31 st January each year						

Improvement Priority 5: People who need care and support will be able to access support from within their community and if their needs can only be met by social services they will receive services which are personalised										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 89 We will promote the Community Services Directory to enable more people to engage with and access support and services within their local communities	People will be able to easily find a range of local community-based services to support their well-being	Number of hits on the Community Services Directory	System live from 1 st April 2017. Number of hits to Website: 14,270 (4 months data 1st April 2017 to 31st July 2017)	Increase					Policy & Resources	KJ
Where people's	People are able	% of people						Social Care,	AJ	

Improvement Priority 5: People who need care and support will be able to access support from within their community and if their needs can only be met by social services they will receive services which are personalised										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
needs can only be met with social services involvement, where appropriate people will be offered a Direct Payment	to have choice and control over their ways their care and support needs are met	accessing direct payments	16% 360 people as at 05/07/17	40%						Health and Wellbeing
Where people are unable to meet their needs through a Direct Payment, most people will be helped to live as independently as possible for as long as possible in a community setting	Service users and carers will have clear, understandable information, advice and assistance to support them to maintain their well-being and make informed	Rate of older people (aged 65 and over) supported in the community per 1,000 population aged 65 or over	90.5	Decrease						Social Care, Health and Wellbeing AJ

Improvement Priority 5: People who need care and support will be able to access support from within their community and if their needs can only be met by social services they will receive services which are personalised										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
through services we commission	decisions; have control over the planning and delivery of their care; and have an outcome focused care and support plan	Rate of people kept in hospital while waiting for social care per 1,000 population aged 75+	3.88	Decrease					Social Care, Health and Wellbeing	AJ

Improvement Priority 6: People will be able to have their say in matters that affect them and where people need help to voice their opinions, advocacy support will be available											
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
We will implement the Regional Joint Carers' Strategy with our health partners	Carers' well-being is supported and their needs are identified and recorded in a carers' assessment	Strategy implemented	-	During 2017/18					Social Care, Health and Wellbeing	AJ	
		Number of carers' assessment completed	355	Increase							
We will implement the Welsh Government's Autism Strategy	Autistic people have access to the services and support they need	Implementation of the Strategy	-	TBD						Social Care, Health and Wellbeing	AJ
We will embed a rights-based approach for older people and disabled people across the Council and ensure that people have access to advocacy support where	Service users and carers will have access to independent advocacy where necessary or signposted to other type of advocacy to	Mapping exercise completed to identify locally available advocacy services and potential demand from various client and population groups	-	During 2017/18					Social Care, Health and Wellbeing	AJ	

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Improvement Priority 6: People will be able to have their say in matters that affect them and where people need help to voice their opinions, advocacy support will be available

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
that is required	enable people to overcome barriers to participation in reviewing and meeting their needs									

Well-being Objective 3: To develop the local economy and environment so that the well-being of people can be improved

“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend recreational time”

Improvement Priority 1: We will create an environment where new businesses can establish themselves and existing businesses can grow										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will work with our regional partners to deliver the City Deal and lead on those projects that impact directly on the county borough subject to appropriate governance structures being agreed and affordability / risk criteria	The City Deal potentially provides the region with new ways of working and resources to unlock significant economic growth The 4 local authorities in the region and its partners will: Deliver projects to the value of £1.3	Swansea Bay City Deal governance structures established	N/a	Quarter 4 2017/18					Regeneration and Sustainable Development	GN
		Five business cases will be developed and submitted	N/a	Quarter 4 2017/18						
		The Council will lead projects in line with the agreed business cases: including: • Centre of	N/a	Quarter 1 2018/19 Start					Regeneration and Sustainable Development	GN

Improvement Priority 1: We will create an environment where new businesses can establish themselves and existing businesses can grow										
Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
	billion to support economic growth and 9,000 gross direct jobs will potentially be created over 15 years or more	Excellence for Next Generation Services (CENGs) <ul style="list-style-type: none"> Homes as Power Stations 								
We will deliver the agreed local economic development and regeneration programme	Our town centre will be more vibrant and viable	Percentage of visitors to our town centres	N/a New	5%	5%	1%	1%	1%	Regeneration and Sustainable Development	SB
		Number of additional quality retailers into our towns	N/a New	3	6	2	2	2		

Improvement Priority 1: We will create an environment where new businesses can establish themselves and existing businesses can grow

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 95		Number of established and new events e.g. the Neath Food and Drink Festival	4	4	4	4	4	4		
	Potential development sites to encourage inward investment and economic growth will be available	Number of new developments and businesses in the borough	No baseline data available – projects ongoing e.g. Harbourside	5	8	3	2	2	Regeneration and Sustainable Development	SB
	Quality manufacturing, research and development and office space will be	Quality manufacturing, research and development and office space available (square	No Baseline data – several projects ongoing	0	2,500	2,500	2,500	2,500	Regeneration and Sustainable Development	SB

Improvement Priority 1: We will create an environment where new businesses can establish themselves and existing businesses can grow											
Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
Page 96	available	metres)									
	Our valley communities will be more sustainable	Greater inward investment and generic growth of existing businesses within our valley communities : Number of businesses supported	31	31	35	40	40	40	Regeneration and Sustainable Development	SB	
We will establish a local valleys Taskforce, led by elected members, and involving communities and local partners, to complement the Welsh Government's objective to regenerate valley communities	To continue to bring forward development and employment opportunities whilst safeguarding existing jobs in valley communities	Number of developments in valley communities	No Baseline data	Work in progress as part of the Valleys Taskforce						Regeneration and Sustainable Development	GN
		Number of employment opportunities in valley communities	No Baseline data	Work in progress as part of the Valleys Taskforce							

Improvement Priority 2: We will work with communities to increase reuse, recycling and composting

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will review and refine our waste management strategy in the context of delivering against statutory targets	Reuse, recycling and composting rates will increase	% local authority collected municipal waste prepared for reuse , recycling and composing	62.77%			>64% statutory target			Street Scene and Engineering	MR
		Tonnage of local authority collected municipal waste prepared for reuse, recycling and composting	69,300			More than 70,000			Street Scene and Engineering	MR
		Tonnage of local authority collected municipal waste not prepared for reuse, recycling and composting	25,800			Less than 25,000			Street Scene and Engineering	MR

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Improvement Priority 3: Local people and visitors can access good quality leisure facilities, country parks and theatres

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
We will encourage and help to promote local cultural events and traditions and also encourage local communities to participate in national events and traditions	Public engagement in existing events and festivals will increase	Number of Visits and	No data Available	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	SB	
		Visitor spend (£)	No data Available	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course			
We will develop the service models that support our leisure services, theatres and parks so that new income streams support their operation and they are less dependent on subsidy from the Council	From a user's perspective the quality of service would be at least as good and the cost of service to the Council would be reduced significantly	Financial management data Better value for money	N/a	Reduced operating deficit 2017/18 budget £2,195,164						Education, Skills and Culture	ADT

Improvement Priority 3: Local people and visitors can access good quality leisure facilities, country parks and theatres

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will develop the offer of our theatres to attract a wide range of acts and performances	An improved variety quality of cultural offer	Reduced operating deficit	N/a	Reduced operating deficit 2017/18 budget £450,798					Education, Skills and Culture	ADT
We will use creative and innovative techniques to promote use and enjoyment of our natural environment, encouraging people to make use of local footpaths, cycleways and bridleways and parks	Improved network of walking and cycling routes throughout the county borough	Delivery of new / improved walking and cycling routes throughout the county borough	ERM (Existing Routes Map)	ERM was first adopted in 2016. The first INM (Integrated Network Map), along with a reviewed and updated ERM, will be submitted to Welsh Government in November 2017. Both plans will be updated every 3 years					Regeneration and Sustainable Development	NP
		Annual reports will be prepared to monitor the effect of the maps and any new infrastructure on the levels of use of active travel routes.	-	Annual Reports					Regeneration and Sustainable Development	NP
	Maintenance of the Rights of Way Network and improvements as part of the Rights	Delivery of an improved Public Rights of Way network across the County	-	Ongoing – In accordance with the annual maintenance plan and Welsh Government RoWIP (Rights of Way Improvement Plan) Grant, provided it continues to be made available					Regeneration and Sustainable Development	NP

Improvement Priority 3: Local people and visitors can access good quality leisure facilities, country parks and theatres

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21	21/22			
Page 100	of Way Improvement Plan takes account of the needs of a wide cross-section of the community	Borough, with a focus on areas that benefit a wide cross-section of our communities									
	To prepare, publish and keep under review a Public Rights of Way Plan	Resources are directed to maintaining the Rights of Way that offer greatest benefit to the public							Ongoing	Regeneration and Sustainable Development	NP
		Local access to the countryside is maintained	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
We will identify inward investment opportunities for both the private	The number and variety of leisure attractions and destinations will	Value of new Investments (£)	£275,000	Increase						Regeneration and Sustainable Development	SB
		Visitor numbers	No data	To be	To be	To be	To be	To be	To be	Regeneration	SB

Improvement Priority 3: Local people and visitors can access good quality leisure facilities, country parks and theatres

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
and public sector in order to expand and improve upon the existing attractions and leisure offer	increase		available	updated in due course	updated in due course	update d in due course	update d in due course	update d in due course	and Sustainable Development	
		Usage by local residents	No data available	To be updated in due course	To be updated in due course	To be update d in due course	To be update d in due course	To be update d in due course	Regeneration and Sustainable Development	SB
We will work with partners to refurbish, repair and maintain locally important buildings and structures	Historic legacy will be preserved for future generations	Number of historic assets restored, refurbished, preserved and protected	9 projects supported at a value of £1.2 m	6	5	2	2	2	Regeneration and Sustainable Development	SB

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
Address with partners the agreed priorities set out within the Flood Risk Management Plan within available resources	Flood risk for the community will be reduced where the Council is able to take action	Number of high risk areas that measures have been implemented in	3	3	3	3	3	3	Street Scene and Engineering	MR/DG
		% of high priority culverts cleaned especially before inclement weather arrives	100%	100%	100%	100%	100%	100%	Street Scene and Engineering	MR
		Investment is secured and schemes are implemented: 1. Small scale grant schemes	2	4	Continue to secure grant funding for as long as it is available			Street Scene and Engineering	MR	

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Work with stakeholders to prepare, publish, implement and keep under review a Biodiversity Duty Plan.	Natural resource management will be integrated into standard working practices	2. FCERM (Flood and Coastal Erosion Risk Management) grant schemes	-	Nine schemes to be pursued for design and construction over the next five years (grant funding required)					Street Scene and Engineering	MR
		Delivery of the Biodiversity Plan	-	Plan will be every 3 years, with the first report being published in 2019					Regeneration and Sustainable Development	NP
		Health and environmental sector will be supported with active partnerships	To be updated in due course					Regeneration and Sustainable Development	NP	
		We continue to deliver activities that actively engage the	To be updated in due course					Regeneration and Sustainable Development	NP	

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Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook						Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21	21/22		
		public in the natural environment								
		The network of sites will be better managed	A baseline of sites under active management will be made in 2018.						Regeneration and Sustainable Development	NP
We will engage our local communities and wider partners to deliver a programme of activities that will engage and support local people to participate in our natural environment	Engagement will seek to promote and deliver the multiple benefits to be had from our natural environment	Number of programme of activities delivered across the County Borough for Local community members	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
		A more diverse partnership is formed, particularly between the health and natural environment sectors	To be updated in due course						Regeneration and Sustainable Development	NP

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
		A narrative will be provided on the partnerships that have been developed in these sectors							
We will use our statutory powers to challenge unacceptable levels of pollution 2015	We will live and work in a healthier and cleaner environment	PM 10 air quality levels within the designated Air Quality Management Area in Port Talbot.	8 exceedances	Maintained or Improved				Regeneration and Sustainable Development	NP
		Nitrogen Di oxide levels within the Victoria Gardens area of Neath	37 ug/m3	Maintained or Improved				Regeneration and Sustainable Development	NP
		Council's Air Quality Strategy is reviewed and remains relevant	Full review every 6 years (last review in 2013)					Regeneration and Sustainable Development	NP
				Annual Progress Report					

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 106										
	Sites will not be developed unless they are satisfactorily remediated We will remediate contaminated land on development sites through the imposition of conditions	Areas of previously developed land which were potentially subject to contamination are the subject of approved planning applications to enable them to be brought back into beneficial use.	27 Hectares	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
		We will undertake direct remediation on sites which need remediating when funds become available	-	As and when funding becomes available - Grant Funding from Welsh Government by competitive application process						

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 107	Water quality will improve	% of Private Water Supplies operating in accordance with drinking water requirements	90%	Improve					Regeneration and Sustainable Development	NP
	We will undertake enforcement action to remedy noise, smoke, light and other Statutory Nuisances	Number of Statutory Nuisance investigations undertaken during the year	Noise:438; Public Health: 74 Atmospheric pollution: 93 Drainage: 74 Housing: 712.	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP
	We will seek to ensure that new developments and uses are assessed having	Number of Development Control consultations	98 (TBC)	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP

Improvement Priority 4: We will strive to protect our natural environment

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
	regard to pollution protection and where appropriate controlled through the imposition of conditions	Number of Licensing Consultations	176						

Improvement Priority 5: Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will enhance digital connectivity through our involvement in the City Deal	We will help transform the region into a super smart innovative region by 2035	Deliver the agreed digital infrastructure and test beds project in the NPT area in line with the agreed outputs set out in the five case business case	N/a	Start Quarter 1 2018/19					Regeneration and Sustainable Development	SB
We will help promote the Welsh Government's Superfast Broadband Cymru Programme	More homes and businesses within the county borough will have access to, and will effect access to, affordable high speed Broadband	Monitor "White Spots", those areas that do not currently have access, and work with Welsh Government for new and innovative ways to reduce these. Evaluate data supplied by the Welsh Government to	TBD	Reduce year on year					Policy & Resources	SJ

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Improvement Priority 5: Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Page 110		<p>understand which properties will be included and when</p> <p>Work with those outside the scheme to advise on alternative connection technologies and schemes available which could help with installation costs</p>							
		<p>Promote take up in those areas that do not have access by communicating its availability and benefits</p> <p>Evaluate data</p>	TBD				Increase year on year	Policy & Resources	SJ

Improvement Priority 5: Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Page 111		<p>supplied by the Welsh Government to understand current take up to identify areas where take up is low</p> <p>Work with the Digital Inclusion Working Group to formulate an action plan to advise on availability and encourage take up</p>								
	We will endeavour to maintain and expand the current transport network and explore alternative transport solutions where	Transport links between towns and rural areas are fit for purpose and will support the	Number of users of public and community transport	<p>Community Transport: 19,859</p> <p>Concessionary Fares: 1,908,362</p>	Increase					Street Scene and Engineering

Improvement Priority 5: Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
conventional transport services are no longer sustainable	economic growth of the city region, promoting independent living and active travel		Fare paying: TBD							
		Number of routes to key developments	-	Develop new bus route between Neath, Coed Darcy, Bay Campus and Swansea						
		Transport connections are improved	-	Develop quality partnerships with local bus operators to improve and enhance transport connections					Street Scene and Engineering	DG
	Infrastructure and technology will improve	A new transport hub and key bus corridors will be available	-	Port Talbot Transport Hub to come on-line October 2017. New Port Talbot bus station undergoing feasibility study. Progress subject to available funding.					Street Scene and Engineering	DG
	Passenger experience and links between transport modes will improve	Bus quality standards will be complied with	-	Quality standards are revisited annually; standards are raised to improve bus quality and customer experience. Bus operators will have to comply with the standards receive enhanced mileage reimbursement.					Street Scene and Engineering	DG

Improvement Priority 5: Working with our partners, we will ensure there are good communication links and connectivity across the county borough and wider City Region

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will prepare, publish and keep up to date an “Existing Route Map” and “Integrated Network Map” and also work with partners to develop and promote active travel	The network of walking and cycling routes across the county borough will be improved	New and improved walking and cycling routes will be delivered throughout the county borough Annual reports will be prepared to monitor the effect of the maps and any new infrastructure on the levels of use of active travel routes	ERM (Existing Routes Map)	ERM was first adopted in 2016. The first INM (Integrated Network Map), along with a reviewed and updated ERM, will be submitted to Welsh Government in November 2017. Both plans will be updated every 3 years					Regeneration and Sustainable Development	NP

Improvement Priority 6: We will work with our Public Services Board and others to explore how we can facilitate access to important local public services, using new and innovative approaches

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will continue to work with partners to identify new opportunities for shared use of public buildings	We will continue to work closely with other public sector/ 3rd sector to identify sharing opportunities	By bringing forward viable proposals		To be updated in due course					Regeneration and Sustainable Development	SB
We will support third sector and community groups to sustain community access to facilities that they operate	We will continue to develop the operation of community facilities by Community and 3rd sector organisations	By transferring community facilities		To be updated in due course					Regeneration and Sustainable Development	SB
We will bring forward proposals as to how we can support the third	Complete baseline survey to identify provision.	Complete survey		by December 2017					Policy & Resources	KJ

Improvement Priority 6: We will work with our Public Services Board and others to explore how we can facilitate access to important local public services, using new and innovative approaches

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
sector to enable more people to access on-line services	Agree action plan with 3rd sector	Agree action plan with 3rd sector		To be updated in due course						
We will encourage the development of social and public enterprise in its diverse forms	We will continue to provide support to social enterprises	Number of social and public enterprises		To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	SB

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Improvement Priority 7: We will develop our local tourism offer

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
We will work with businesses and wider partners to support them to develop their visitor attractions and we will support those who wish to create new attractions in the county borough	Tourism will contribute more towards the local economy through the jobs it supports and the visitor spending which it generates	Number of tourism operators Supported by the Council	15 (through RDP project)	20	15	0 project ends May 2019	0	0	Regeneration and Sustainable Development	SB
We will lead the delivery of the NPT Destination Management Plan	Tourism development will be better co-ordinated with partners	Number of Destination Management Plan actions delivered	9	12	12	2 RDP project end MAY 2019	2 RDP project ended	2 RDP project ended	Regeneration and Sustainable Development	SB
We will seek funds to deliver tourism related initiatives in the area	Tourism will contribute more towards the local economy through the jobs it supports and the visitor spending	Funding secured to deliver tourism initiatives	£37,600 RDP project	£151,700 RDP project And visit to Wales TBC	£41,000 RDP project	£8,500 RDP project	£0 RDP project Ends May 2019	£0 RDP project Ends May 2019	Regeneration and Sustainable Development	SB

Improvement Priority 7: We will develop our local tourism offer

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
	which it generates								

Improvement Priority 8: We will ensure that the Local Development Plan delivers upon its vision, objectives and strategy and work collaboratively with neighbouring authorities to deliver regional policies and initiatives

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS	
			Baseline	17/18	18/19	19/20	20/21			21/22
Work with colleagues, stakeholders, partner organisations and members of the public to deliver the strategy	There will be an increase in quality, affordable homes, jobs and the countryside, open spaces and cultural/historical heritage and identify will be protected	Key projects, such as, Coed Darcy Urban Village, Harbourside, Baglan Bay and the Bay Campus will be delivered The LDP (Local Development Plan) Annual Monitoring Report	Annual Monitoring Report (AMR) October 2017	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	To be updated in due course	Regeneration and Sustainable Development	NP

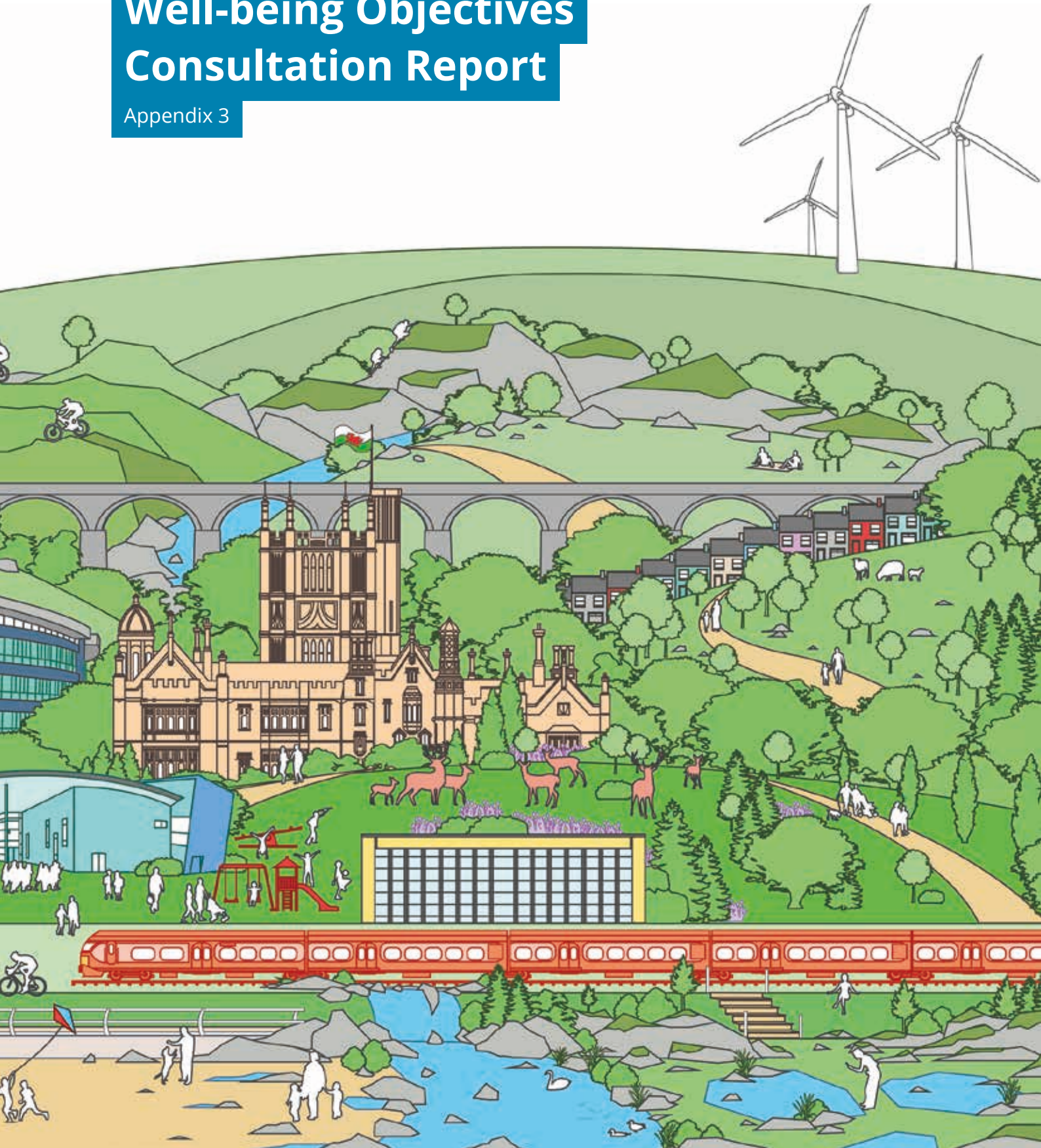
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Improvement Priority 8: We will ensure that the Local Development Plan delivers upon its vision, objectives and strategy and work collaboratively with neighbouring authorities to deliver regional policies and initiatives

Steps	What will be the outcome?	How will we demonstrate progress	Outlook					Committee	Lead HoS
			Baseline	17/18	18/19	19/20	20/21		
Page 118		(AMR) will assess whether the LDP strategy remains sound, the impact of policies at the local level and wider level and whether targets have been met or progress is being made towards meeting them.							

Well-being Objectives Consultation Report

Appendix 3



1 Introduction

Every year, the Council has to publish a Plan which sets out the Council's priorities for improvement and how we are changing the way we do things to ensure we continue to improve the services we deliver to you and our communities. This year, the Plan had to take into account, new Welsh Government legislation: The Well-being of Future Generations (Wales) Act, 2015.

Requirements of the Act place a duty on the Council to set and publish well-being objectives, which show how we intend to improve the well-being of people in Neath, Port Talbot and Pontardawe and to carry out sustainable development.

A public consultation on the Council's draft wellbeing objectives was undertaken for an 8 week period, from 6th July to 8th September 2017.

The purpose of the consultation was to give a wide range of interested bodies and the general public the opportunity to comment upon the draft wellbeing objectives and to offer their views and comments prior to the wellbeing objectives being finalised and adopted by Council.

The consultation received a total of 520, responses from a combination of channels (e.g. online survey, community engagement events and post boxes).

2 What we did

Consultation and Engagement Plan: to help ensure that the consultation was as widely available as possible, there were a number of mechanisms by which people could submit their views. These included:

- a self-completion questionnaire published on the Council's web site
- consultation packs in 35 public buildings (such as libraries, community centres and civic buildings)
- promotion via email to a range of stakeholders
- attendance at community/public events across the county borough and facilitated workshops with various organisations (more detail in Annex B)
- promotion via the Council's corporate social media accounts messages (more detail in Annex C)

During some briefing events there were instances where specific personal concerns were raised (e.g. provision for Autism), these individuals were encouraged to express their views via the various consultation mechanisms.

More detail of the range of engagement methods used during the consultation period and also the outcome from each event/activity, can be found in the Consultation and Engagement Plan attached at Annex B.

3 Questionnaire

There were two versions of the survey, (including one for the younger audience).

During the first few face to face engagement events, we received feedback from the public that the detailed version of the questionnaire was too lengthy to complete in person. As a result a shorter version was created to be used at the remaining scheduled engagement events.

4 Consultation summary analysis

A range of promotional methods were used to create awareness of the consultation and encourage members of the public to engage with the council from a good cross section of the county borough, as detailed in the Consultation and Engagement Plan (Annex B).

The consultation received a significant number of responses from the various consultation activities as follows:

- 520 responses received in total from both versions of the questionnaire (449 = version 1 and 71 = version 2)
- 281 of these came from the 36 engagement activities listed in the Consultation and Engagement Plan (see Annex B).
- 4 of the total responses came via email, 11 via the post
- 19 completed questionnaires via the post boxes distributed across the 35 public buildings
- 11 responses came back in Welsh
- The majority of responses came from Pontardawe and surrounding areas as displayed on the map - see Annex D

We also had a number of collective responses from various groups and organisations, these included:

- Skewen Women's Group
- UCAC union representative
- Dowlais Valley Bowls Club
- Seven Sisters OAP Association
- Older Persons' Council
- Llangiwg Community Association
- Cimla Art Group
- Friends of Neath Abbey Iron works
- Keep Wales Tidy
- Neath Rotary Club
- Dyffryn Clydach and Bryncoch Historic Society
- Heritage Group and Neath Antiquarians
- Your Voice Advocacy

- Youth Council
- Natural Resources Wales
- NPT CVS - Response on behalf of 3rd sector organisations - see Annex A for full response

All views and comments expressed via the consultation have been considered prior to the wellbeing objectives being finalised. Changes made as a result of the consultation include:

- Direct reference to the important role of the voluntary sector who support the Council in a wide range of ways to deliver the well-being objectives and associated actions;
- Reference to the importance of out of school activities; support for children and young people's emotional well-being; and the importance of addressing substance misuse amongst some young people as headline indicators in the body of the Plan as well as in the more detailed Annexe to reflect the priority people attach to these issues;
- Refining the range of measures identified in the Plan to monitor progress and adding in baseline measures (where these exist) together with targets for the term of the Plan where this is appropriate;
- Re-wording the well-being objective for adults to place emphasis on people being resilient and able to participate in community life, throughout their adult life. This responds to the points made about increasing loneliness and isolation;
- Inserting measures for the country parks and theatres in the headline measures within the body of the Plan as well as in the detailed Annexe to reflect strong views about the importance of cultural well-being across the county borough;
- Addressing points made about the difficult financial environment within which the Council will need to operate within the Plan, making specific reference to how the Plan will be integrated with the Council medium term financial planning arrangements and other governance arrangements;
- Explaining how the Council will monitor progress and report on that progress;
- Responding to the points made about the need for the Plan to be accessible to people from all backgrounds. A web-based version of the Plan will be produced in accessible language and illustrating key points with pictures and graphics to aid understanding. Additionally, public summary versions will be available using accessible graphics, in read easy version and child friendly version.
- Where comments relate specifically to the valleys, the detailed points will be made available to the Task and Finish Group set up by the Leader to inform their recommendations on future valley strategies; and
- Where comments relate specifically to the Welsh Language or Equality of Opportunity, these comments will be considered further by the Equalities' Group and revisions will be made to the action plan for delivering on the Council's equality and Welsh Language obligations.

5 Responses from Version 1 (longer questionnaire)

There were 449 respondents in total.

5.1 Comments on the 3 draft Well-being Objectives:

In relation to the question on what is your interest in the Council's draft well-being objectives - the majority of respondents (72%) came from residents of the county borough. Almost half (49%) use services provided by the Council and 14% work for the Council. Please note that more than one category may apply to each respondent.

The majority of respondents agreed that the 3 draft well-being objectives were the right ones for the Council to focus on for the coming years.

Below is a breakdown of responses for each of the 3 draft well-being objectives:

Well-being Objective 1 - To improve the well-being of children and young people - "Giving all of our children and young people the best start in life and helping them to be the best they can be":

- There were 442 responses to this question. 96% of respondents agreed. Of these, 347 (79%) strongly agreed and 79 (18%) agreed. Only 7 respondents disagreed.

Additional comments:

- The majority of respondents' state there is a need to extend and enhance local facilities and the provision of extra-curricular opportunities for children and young people across the county borough. Children have lost many of their local play and activity facilities (e.g. youth clubs and deterioration in play parks)

- Improving the wellbeing of our children simply means the improvement of the wellbeing of a future generation. What follows on from that are the benefits of less crime in the area,
- well-adjusted young people who can fulfil their potential, be proud of themselves and learn to interact with their peers and adults too
- There is a particular focus on developing the Arts in the community and promoting what is available to encourage more children and young people to get involved.
- Young people need more help, especially with mental health problems and disabilities. Children with learning disabilities need more opportunities to access proper transition to adulthood
- Well-being Objective 2 - To improve the well-being of all adults who live in the county borough - "Living a good life and ageing well"
- There were 437 responses to this question. Of the responses received, 97% agreed. Of these, 347 (79%) strongly agree and 78 (18%) agree. Only 3 respondents disagree with this draft objective.

Additional comments:

- Transportation around the county borough are too infrequent and accessing services (such as GPs) is problematic when located too far.
- Several comments made on the positive link between wellbeing, cultural arts and mental health.
- Lack of provision for mental health services that can be accessed locally
- Develop good community support networks to create age friendly communities and prevent social isolation

- Help older people to get out more and feel better

Well-being Objective 3 – To develop the local economy and environment so that the well-being of people can be improved
“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend our recreational time”

- There were 428 responses to this question, 413 (96%) agree. Of these, 334 (78%) strongly agree and 79 (19%) agree. There were 5 respondents (1%) disagree with this draft objective, of these 4 strongly disagree and 1 disagree.

Additional comments:

- Public transport is very poor (e.g. no buses after 6.30 from Port Talbot) restricting mobility across the county borough for all of those relying it
- Promote local cultural and physical activity through existing but high quality facilities (e.g. Art Centres) that will also enhance local economies. Closing recreational facilities will not increase the wellbeing of anyone
- It is vital to remember that life exists outside of the three towns mentioned. Most of Neath Port Talbot county is classified as rural. Many of the facilities enjoyed by people living in urban areas are absent in the valley and rural parts of the county, consequently without adequate transport links we immediately penalise large sections of society.
- Lack of small businesses thriving in towns such as Port Talbot and Neath, not classed as ‘vibrant’
- Stronger communities = stronger economies
- Important to have local places to go to socialise and to avoid social isolation

- There needs to be better access to facilities for children with special needs, such as play grounds etc.
- More supported employment opportunities for young people with special needs, also for those to be in a range of employment.

5.2 Comments on additional Well-being Objectives:

In response to the question on should there be any additional well-being objectives, 194 (52%) said yes and just over half 183 (49%) said no. Suggestions on additional well-being objectives included:

- Mental health should be a stand-alone objective; Well-being of the mind should be recognised specifically as an objective, not just the body. The local suicide rate speaks volumes.
- There should be a specific objective around the environment; development of green commuter links, develop the road and energy infrastructure and improve air quality
- More emphasis on inclusion and social interaction to improve well-being for all, especially old people
- Ensuring local children have somewhere with something that keeps them off the street corners and teaches them mutual respect
- I think different ethnic minorities need more support in this area.
- There needs to be more opportunities for people with disabilities to earn money.

- During a transition time in my life I was left without support. I have a learning disability and when I turned 65 my LD support stopped and I moved into elderly services. I need a consistent person to guide me and fight for me. Independent 1:1 Advocacy would have been a lifesaver.
- I feel that the current objectives do not adequately identify and meet the needs of disabled/vulnerable children and adults and their families/carers - this needs to be addressed
- More plans for Autism
- Match facilities (e.g. GP services) to new homes being built, not enough

5.3 Comments on the steps (priority actions):

The majority of respondents agreed that the steps (priority actions) listed under each of the 3 draft well-being objectives were the right steps to take, to help us achieve our well-being objectives.

Below is a breakdown of responses for each of the 3 draft well-being objectives:

- **Well-being Objective 1:** 321 (90%) agreed and 35 (10%) disagreed with the steps (priority actions).

Many of those who disagreed stated that the steps (priority actions) in the draft document are too vague.

There also needs to be more emphasis on teaching children and young people practical life skills like cooking, childcare, how to handle money.

Encourage cycling and walking to school - and providing safe, appropriate routes including traffic management around school entrances.

Sport has been left out.

Teach basic life skills such as how to cook and manage personal finances.

Foster an aspirational attitude to show children from low income families and particularly workless families that there are other options available to them than a life on benefits

- **Well-being Objective 2:** 311 (89%) agreed and 39 (11%) disagreed.

Again the draft steps are deemed too vague by the majority of respondents.

Steps should also include the promotion of culture, community, pride in place, happiness and empowerment not just the services the council usually provide

Teach life skills at school or at youth clubs and then you may achieve your objective

What is being done about anti-social behaviour and drug taking in town centres?

It is great that Autism is mentioned in the Document, but there is no substance in how you will implement it. When you do decide on how you are going to implement the approach, it is important to take a 'whole family' support approach, so that siblings in the family that do not have Autism do not feel disadvantaged. We also need more clarity on what entitlements are available in respect of support and respite, grants available, Social Worker assignments, and entitlement to a 'family' carers assessment.

- **Well-being Objective 3:** 316 (90%) agreed and 37 (11%) disagreed.

Comments included: too much emphasis on job creation; need for indicators of environmental improvement (e.g. species recovery, improved air quality and landscape protection); need to improve access to public transport to develop the local economy and improve the job and recreational opportunities for those in rural areas was also raised.

- Several comments were received concerning the use of 'Neath', 'Port Talbot' and 'Pontardawe' as representation of the county borough. People felt that this excluded other areas that make up the county borough – 'The county is much larger than Neath, Port Talbot and Pontardawe'
- The Council should be looking at the wellbeing of the whole county not just those in Neath, Port Talbot and Pontardawe.
- Access to public transport is a vital component in improving people's wellbeing in relation to developing the local economy and environment - people living in rural areas need to be able to travel to and from work, to health care and other services not provided in their local area and to recreational facilities.
- Nothing on our beach to attract people. Franco has the monopoly on food. Allow more traders to build and open restaurants/coffee bars/ice cream bars/shops selling sweets and buckets and spades, rock etc. At the moment there is one toilet block, one small cafe (Remos) which you can't get near on sunny days, one take away, huge queues and one ice cream shop. We need to attract tourist, have trendy bars, cafes, healthy competition like Cardiff bay, mumbles etc., get it upmarket attract tourists.
- Get bigger names shops to our town centres. More big name women's clothes shops, not pound shops, phone shops, and charity stores, that's all port talbot is known for. No restaurants of any note, cheap pub grub and takeaways everywhere, station road has four pizza shops, three kebab places, nowhere nice to eat -forcing local people to travel outside of the area

- More work needs to be done with the business community as a whole, not just the big boys with access to everything because of their size. There is a serious shortfall in "REAL" help to businesses and access to funding and planning. The whole system seems designed to fail unless you have enough money to stoke the interest of the local authority.

5.4 Comments on the impact of draft well-being objectives on you, your family and friends:

Impact on You:

- 274 (81%) of respondents think the objectives will improve their quality of life
- 46 (14%) said they will make no difference
- 17 (5%) said they will make their well-being and quality of life worse

Impact on Family:

- 248 (80%) of respondents think the objectives will improve the lives of their family
- 48 (15%) think they will make no difference
- 16 (5%) said they will make the well-being and quality of life of their family worse

Impact on Friends:

- 265 (83%) of respondents said the objectives will improve their friend's well-being and quality of life
- 33 (10%) said they will make no difference
- 20 (6%) said they will make the well-being and quality of life of their friends worse
- Several comments made on the keeping Pontardawe Arts Centre open for wellbeing reasons.

- The current proposals set out in the Consultation document do not go far enough to achieve the wellbeing objectives for local residents. Unless improved policies are forthcoming the current proposals will not make a difference.
- The consultation is very poor at outlining any plans for autism or evaluation of impact of strategy at local level, this will have an enormous impact on families like mine who live with autism and friends who are part of the wider autism community in Neath Port Talbot
- If there were more facilities on after and the local town of Neath more inviting I would visit more but we all tend to go to Swansea.

5.5 Comments on if there is anything that would improve the overall impact of the draft well-being objectives:

180 (55%) said 'yes' and 149 (45%) 'no' there was nothing else that would improve the impact.

Additional comments:

- A clearer routine maintenance schedule for Council services to help people have more pride in where they live.
- Improve access to public transport for rural communities
- Improve communication, openness and joint working between different service sectors
- Ensure the objectives apply to all those living and working in the county borough and not just those living in the three main towns.
- Clearer indication of how the objectives were going to be met - which services and facilities were to be prioritised and promoted

- Ensuring people can access facilities. Local bus services do not enable easy travel
- Trouble shoot all plans from a very wide angle. This is not just a costing exercise! You are playing with people's lives
- More emphasis is needed on maintaining the existing structures in place in our communities
- A greater understanding and empathy of the lives of disabled/ vulnerable individuals and their families/carers. More consultation with these groups
- Plans to be put in place to specifically for families who have a child with autism. Early intervention is proven to improve the quality of life of the autistic person as an adult

5.6 Comments on do you think the draft well-being objectives will have an effect on opportunities to use the Welsh language:

Opportunities for You:

- 184 (56%) of respondents think the objectives will improve opportunities to use the Welsh language
- 132 (41%) said they will make no difference
- 10 (3%) said they will reduce their opportunities to use the Welsh language

Opportunities for Family:

- 167 (55%) of respondents think the objectives will improve opportunities to use the Welsh language
- 128 (42%) said they will make no difference
- 8 (3%) said they will reduce their opportunities to use the Welsh language

Opportunities for Friends:

- 153 (50%) of respondents think the objectives will improve opportunities to use the Welsh language
- 146 (47%) said they will make no difference
- 10 (3%) said they will reduce their opportunities to use the Welsh language

Additional comments:

- If we maintain and develop our facilities we can provide opportunities and encourage linguistic exploration
- Need to link the language to services provided such as childcare
- There are already plenty of opportunities to use the Welsh language in the local area

5.7 Comments on how do you think the draft well-being objectives will have an effect on treating the Welsh and English languages equally:

You:

- 167 (53%) of respondents think the objectives will improve the equal treatment of the languages
- 143 (45%) said they will make no difference
- 6 (2%) said they will reduce the equal treatment of the languages

Family:

- 157 (53%) of respondents think the objectives will improve the equal treatment of the languages
- 133 (45%) said they will make no difference
- 4 (1%) said they will reduce the equal treatment of the languages

Friends:

- 152 (52%) of respondents think the objectives will improve the equal treatment of the languages
- 135 (46%) said they will make no difference
- 5 (2%) said they will reduce the equal treatment of the languages

Additional comments:

- Welsh language provision is important but costly
- A lot of local retailers work hard to treat English and Welsh equally
- More schools need to teach through the medium of Welsh

5.8 Comments on is there anything that would improve the effect of the draft well-being objectives on the Welsh language:

72 (22%) said 'yes' and 257 (78%) said 'no'

Additional comments:

- More funding for Welsh language classes to improve opportunities to learn
- Bi-lingual provision of services
- More intergenerational work

5.9 Comments on what people thought of the consultation:

- 283 (82%) respondents said 'yes' the consultation was easy to understand, 61 (18%) said 'no' it was not
- 215 (70%) said the content of the consultation was informative, 92 (30%) said 'no' it was not

Additional comments:

- A lot of the this was written in Government speak, not sure people know what well-being means

- More use of simple and straight forward language
- Anyone with poor literacy skills will be prohibited from commenting
- The questionnaire was too complex and not enough maybe options
- Survey is not smart phone friendly
- Use of tables where information was spread over more than one page made it difficult to track the content
- Not user friendly – could not download the form
- Poor time to run the consultation, difficult to capture views from children and young people during holiday
- Needed more information to understand the objectives, too vague
- Ensure consultation views are listened to and taken proper note of and acted on

6 Responses from Version 2 (children/young people/short version)

There were 71 respondents in total.

6.1 Comments on the 3 draft Well-being Objectives:

The majority of respondents agreed that the 3 draft well-being objectives were the right ones for the Council to focus on for the coming years.

Below is a breakdown of responses for each of the 3 draft well-being objectives:

- **Well-being Objective 1** - We want to improve the health and happiness of children and young people and help you be the best you can be:
 - 95% said it was the right thing to do
 - 5% said I don't know
 - 0% said I don't think this is the right thing to do
- **Well-being Objective 2** - We want to improve the health and happiness of adults (young and old):
 - 97% said it was the right thing to do
 - 3% said I don't know
 - 0% said I don't think this is the right thing to do
- **Well-being Objective 3** - We want you to live, learn and play in a healthy and happy place:
 - 100% said it was the right thing to do
 - 0% said I don't know
 - 0% said I don't think this is the right thing to do

6.2 Comments on the impact of draft well-being objectives on you, your family and friends:

There were 27 responses to this question.

Impact on You:

- Of those the majority (78%) said the plans the council have will improve health and happiness for them, the remaining 22% were unsure. None of the respondents said health and happiness will be worse.

Impact on Family:

- Of those the majority (81%) said the plans the council have will improve health and happiness for their family, the remaining 19% were unsure. None of the respondents said health and happiness will be worse.

Impact on Friends:

- Of those the majority (73%) said the plans the council have will improve health and happiness for their friends, the remaining 27% were unsure. None of the respondents said health and happiness will be worse

Additional comments:

- My mum and dad tried to fight to get me free transport to a school but got told no I was bullied and sad in the last school even though I tried hard how is this going to help me and my mum as she has to do less working hours which makes me and my mum sad and us very poor
- Happy people are generally healthier people (physically and mentally), being healthy and happy would make things better
- We would like to know how you will improve things

6.3 Comments on any ideas on how the Council can help children and young people where they live to be healthy and happy:

There were 60 responses to this question. Of those, 55 (92%) said they had ideas such as:

- Start swimming lessons in term time again
- Learn about children's rights in school
- Easier ways to apply to college
- Better, safer parks with more bins
- Parks for older children
- Set up more teams in all junior leagues in all sports. Joint ventures with private companies
- Football/rugby pitches and basketball/netball courts to improve health
- We need more things to do that don't cost money
- Better facilities, more youth clubs and clubs to socialise in
- Less litter
- Help to pay bills
- More police
- More football pitches and rugby fields
- More political education
- Safe walking routes and paths that are maintained
- Music festivals / concerts to raise money
- Skate parks in Cimla
- More use of open space such as parks but monitored and organised use, sports, learning and creativity
- Listen to families give more pay and build more play areas

- Put up posters, Hold a club for children to persuade them to keep the community safe and clean.
- Educate and provide facilities that promote a happy and health atmosphere for children

6.4 Comments on do you think the draft well-being objectives will have an effect on the chances for you, your family and friends to use the Welsh language:

Impact on You:

- The majority (62%) of the 16 responses to this question said they didn't know. 9 (38%) said they thought opportunities would improve and 1 (4%) said they thought opportunities would reduce.

Impact on Family:

- The majority (62%) of the 16 responses to this question said they didn't know. 9 (35%) said they thought opportunities would improve and 1 (4%) said they thought opportunities would reduce.

Impact on Friends:

- The majority (62%) of the 16 responses to this question said they didn't know. 9 (35%) said they thought opportunities would improve and 1 (4%) said they thought opportunities would reduce.

Additional comments:

- Welsh isn't currently promoted or encouraged in our area. It is accepted but not welcomed
- Need more opportunities for learning and using Welsh in the community

6.5 Comments on how you think the draft well-being objectives will have an effect on treating the Welsh and English languages equally:

Impact on You:

- The majority (50%) of the responses to this question said they didn't know, 46% said it will improve the equal treatment of the languages and 1 (4%) said it would reduce opportunities to use the Welsh language.

Impact on Family:

- 48% of the responses to this question said they didn't know, 48% said it will improve the equal treatment of the languages and 1 (4%) said it would reduce opportunities to use the Welsh language.

Impact on Friends:

- 50% said they didn't know, 48% said it will improve the equal treatment of the languages and 1 (4%) said it would reduce opportunities to use the Welsh language.

Additional comments:

- Don't know what this has to do with my well-being
- Welsh and English not equal enough, we want more Welsh options
- Both languages should have equality in this area and promoted equally

6.6 Comments on is there anything that would improve the effect of the draft well-being objectives on the Welsh language:

There were 26 responses to this question. Of those, 15 (58%) said they didn't know if anything we have said we will do will have an effect on the Welsh language. Of the remaining respondents 8 (31%) said 'no' there isn't anything and 3 (12%) made the following suggestions:

- Welsh ambassadors in towns encouraging informal meetings of businesses and community to learn and practice Welsh.
- Don't force people to speak Welsh
- Free taster sessions. Set up a social media page to help new learners.

6.7 Comments on anything else (good or bad):

- A community survives when it is healthy and happy. A community grows when ALL members of society are included and everyone feels part of the community. There are issues where young adults feel they have nowhere to go, nowhere to work or communicate with general society and therefore become ostracised from their local environment. Smaller towns work well in looking after the vulnerable on a general basis (the basic development of the human race). My worry would be that by not encouraging the smaller towns to grow and survive the closeness of a community is lost and the ability to self-care for our own community will be lost. More effort for the smaller towns to compete with larger towns in terms of amenities and facilities.
- More community meet ups and a better system in getting people to know what's already going on in the area

- Services have been cut in general to the detriment of the people of the community. Councils no longer provide a value for money service and standards are poor
- There should be more things to do at night to stop people getting into trouble and drugs
- We need more events or clubs for our youngsters to gather at especially teenagers

7 Equalities Information

The council's standard set of equalities monitoring questions were also included with the survey. A breakdown of the equalities information relating to the consultation respondents from both versions of the questionnaire can be found in the table below.

Please note these questions are voluntary and as such not every respondent has completed this section. Therefore the overall demographic profile of respondents presented in this report may not be a true reflection of the county borough.

Consultation Equalities Information		
Age Range		Number
Under 16		24
17-24		32
25-29		17
30-39		68
40-49		90
50-59		91
60-74		110
75-85		20
86+		4
Prefer not to say		6
Welsh Language		Number
Little or no knowledge		231
Learner		113
Fluent speaker and writer		53
Fairly fluent speaker		27
Fairly fluent speaker and writer		17
Fluent speaker		10
Do you consider yourself to have a Disability?		
Yes	No	Prefer not to say
=	=	=
65	367	19
Gender		Number
Male		151
Female		293
Transgender		1
Prefer not to say		11

Consultation Equalities Information	
Religion / Belief	Number
Christian	224
Sikh	
Buddhist	7
Hindu	
Jewish	
Muslim	1
No religion	168
Any other religion	7
Prefer not to say	43
Sexual Orientation	Number
Heterosexual	396
Lesbian	4
Gay	1
Bisexual	7
Prefer not to say	44
Nationality	Number
Welsh	307
Scottish	6
English	32
British	97
Irish	1
Other	7
Prefer not to say	5
Ethnic Origin	Number
White (British)	398
White (Irish)	1
White (Other)	34
White Other (specified):	Number
Welsh	23
Welsh/Italian	1
Welsh/British	1
Welsh/Polish	1
Scottish	1

Consultation Equalities Information	
South African	2
German	1
European	1
Bulgarian	1
Polish	1
Mixed (White and Black Caribbean)	2
Mixed (White and Black African)	
Mixed (White and Asian)	1
Mixed (Other)	7
Mixed Other (specified):	Number
White and North African	1
American British	1
Caribbean/African	1
White Caribbean	1
Asian (Indian)	
Asian (Bangladeshi)	
Asian (Pakistani)	1
Asian (Other)	2
Asian Other (specified):	Number
Thai	1
Black (African)	
Black (Caribbean)	1
Black (Other)	
Chinese	1
Other Ethnic Group	1
Prefer not to say	11

Annex A



Neath Port Talbot County Borough Council Draft corporate well-being objectives

A Response from the Third Sector
in Neath Port Talbot

September 2017

Neath Port Talbot CVS, Tŷ Margaret Thorne, 17-19 Alfred Street, Neath SA11 1EF

A response to the Neath Port Talbot County Borough Council Draft corporate well-being objectives

Introduction

Neath Port Talbot CVS is the County Voluntary Council and a Charitable Company set up to promote, support and develop the Third Sector in Neath Port Talbot. It has over 500 member organisations and is in touch with over 1,000 Third Sector organisations operating in Neath Port Talbot covering various communities of interest, public services and geographical communities (from small local groups covering smaller wards and deprived communities to large national organisations). Some are wholly volunteer-led and run, and others employ a workforce.

As an infrastructure organisation, our role in supporting the development of communities and building community resilience is clear. We provide capacity building, support and guidance to third sector organisations, helping them to develop, plan for growth and sustainability, to deliver services, opportunities and activities that positively impact on, and improve outcomes for, citizens and service users. We also have an important role in engagement and representation.

Our aim is to promote the development of a local third sector that is effective and efficient, informed and influential; a sector which is able to improve and achieve positive outcomes for local people. The organisation has strong partnership links locally and regionally and works in a number of strategic areas, such as Health, Education and Learning, Regeneration, and Children and Young People.

As part of this work and its key representative function, Neath Port Talbot CVS facilitates a range of third sector forums and networks, which engage the sector in Neath Port Talbot in order to gather the views of the sector and to feed these views into key decision-makers and delivery partners. The organisation also promotes a range of messages to its staff and to the wider community through its newsletters, website and social media.

Engagement with the Third Sector

This paper sets out the response to the consultation on behalf of the Third Sector in Neath Port Talbot. A consultation workshop was held which provided an opportunity for the Sector to meet and comment on the draft corporate well-being objectives and the associated action plan.

General comments

- There was agreement with the three well-being objectives. They are aspirational, broad and catch the majority of issues.
- It was felt that the Local Authority should be applauded for the approach it was taken given the constraints it has. Equally, concern was expressed that there is a need to consider the resource available, and whether the Local Authority was trying to spread itself too wide.
- It was felt that the well-being objectives and improvement objectives were ambitious, however the actions lacked ambition and were narrow.
- There is a tension between the expected long term vision of the Well-being of Future Generations Act and the five year political cycle.

- The Corporate Improvement Plan isn't as joined up as would potentially be expected.
- The importance of co-production was noted.
- It will be important to see small gains quickly, to see that it can work.
- It was felt that it may hint at, but there is little commitment to working in partnership with the third sector. The Sector can add value to almost every section of the plan and perhaps this could be strengthened.
- The constraints of short term funding for the Sector were noted.
- Concern was expressed around future regional working and the impact of changes to regional structures on the ability to achieve the actions identified. Networks may work very differently over different footprints.
- The action plan may benefit from a column to track monitoring, and deadlines.
- It was felt that some of the wording could be misinterpreted – it wasn't clear how the aim would be achieved. The wording may benefit from being more definitive.
- The Council's commitment to the Violence Against Women Act was positively recognised; the implementation of the Act will be important. It was noted that the commitment to the Act is not reflected in cuts to Supporting People funding.

Well-being Objective 1: Giving all of children and young people the best start in life and helping them to be the best they can be

- It may be helpful to clarify the age range this well-being objective covers.
- The importance of tackling adverse childhood experiences was noted; the role of families, and family learning in this cannot be ignored.
- It was felt that there is a beneficial to strengthen the transition from Child to Adult services; this needs to be a continuous, joint piece of work.
- Might it be helpful to include a reference to those children and young people experiencing Domestic Violence? There is no reference to the strategy in this priority (it is only referenced under adults).
- The limitations of Flying Start and other programmes were noted due to the postcode basis of them.
- It may be helpful to mention young carers specifically, possibly around school attendance and attainment.
- The promotion of healthy school meals was noted and that this should be across all schools and not be purely cost based (nutritionally)
- Concern was expressed that the reduction in child poverty in five years is unachievable. It may be helpful that this is a cross-cutting theme and that it links to the economic objectives and actions.
- It was recognised that commissioning may address some of the identified actions; it may be helpful to mention the review strategic
- support in relation to children and young people and domestic violence.

- It was highlighted that there is a need to consider what statutory provision is. An example was provided of Social Workers accessing children and young people services from Port Talbot and Afan Women's Aid as they don't have the skills or training to provide the service, however the service is not funded by the Local Authority.

Well-being Objective 2: Living a good life and ageing well

- The focus needs to be on what the Local Authority can deliver with the funding available. The current climate is challenging. It may be helpful that the action plan references the challenges the Local Authority is facing in terms of funding, and the expectations of Welsh Government that it will be able to overcome these. Will it be able to improve the lives of residents with the resources it has available?
- The "better use of Disabled facilities grant" was welcomed.
- The importance of third sector provision was noted.
- There is a need to ensure that funding is spent in the local community. Perhaps more could be done beyond supply chains and procurement practices to ensure funding remains in the local community?
- There was concern that employability programmes rely on EU funding. What is the commitment to these programmes once the funding ends which will be within the five year term? It is still a key objective; it would be helpful if that is an indication of what will happen next.
- The role of the Third Sector (including social enterprise) as an employer and in income generation for the County needs to be recognised.
- Whilst the Sector would not wish to see any jobs at risk, the potential negative impact of safeguarding Local Authority jobs on jobs in other sectors cannot be ignored. Furthermore, an important consideration
- will be whether staff possess the necessary skills and abilities for the roles they undertake.
- With regards to the expansion of starter units, this can sometimes be a problem (there is no room to expand and no other suitable sites locally).
- More detail would be welcomed around the housing actions; the Local Authority has to work with RSLs.
- It might be helpful to include hate crime; it was felt that this is very important and there are lots of concerns around this locally.
- Waiting lists for welfare rights was noted as a concern, along with the potential reductions in funding due to changes in Communities First. This is a much needed service.
- There is a need for more integration and collaboration in service delivery. Has there been discussion with the Health Board to ensure compatibility?
- "We will implement the Regional Joint Carers Strategy with our health partners" - it was felt that the numbers taking up the carers assessment may not be the right measurement for the objective.

- There is a very little available for those with sight loss in Neath Port Talbot. The services aren't funded which can leave individuals very isolated. The sensory team aren't able to deliver a sufficient service, and there is a waiting list of around 18 months.
- It was felt that there were also gaps in services to address the well-being of all adults, e.g. for sex workers. There is a need to reference/ provide pathways/ commitment to the whole population, whether it be through a statutory or commissioned service. Digital inclusion, adult literacy, mental health, basic skills were highlighted as potential gaps in improving adult well-being.
- Many services are based on volunteers. At what point do we say should be paid work?
- Concern was expressed that there is no real commitment to alternative service delivery with third sector/citizen involvement to make it more sustainable. The Sector frequently relies on other sources of funding to develop alternative models.

Well-being Objective 3: Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend our recreational time

- There was much discussion around the specific mention of Neath, Port Talbot and Pontardawe. It was felt that it was a nice touch to draw in Pontardawe, but there are other communities in the same position. The move to include Pontardawe could potentially be divisive. There was concern that the specific mention of the three towns will be to the detriment of others, and will result in other areas being forgotten about. There is a need for a greater focus on rural/valley areas.
- It was felt that the valleys feed into these three towns; it would be helpful if these links could be recognised in the main well-being objective. The importance of transport was noted.
- The City Deal needs to strengthen connections with the Bay Campus and Amazon.
- It was felt that the cuts to the tourism department had not been helpful. The tourism offer is very important and the impact of tourism cannot be underestimated.
- Where do town and community councils fit?
- The important of internet access was noted, and that this is lacking in valley communities.
- There are a number of uninhabited buildings that could be community hubs etc., there are other ways of delivering services which don't require substantial outlay.

Where should the Council and the Third Sector work together to deliver the objectives?

- It was recognised that the Council and the Third Sector have the ambition to make things better, this is a positive starting point and ongoing engagement and involvement with officers and Elected Members would be appreciated.
- It was felt that the new structure in the Local Authority and the very different makeup of the Council will provide opportunities for positive change going forward.

- The Sector wants to work together, to deliver practical and alternative solutions but would welcome reassurance that the Local Authority is open to exploring alternative solutions.
- It would be helpful that the Local Authority establish an Asset Transfer Policy to enable the Sector and Community to have sufficient time to plan and develop options for the running of community facilities. The difficulties of asset transfer need to be recognised.

Neath Port Talbot CVS Additional Remarks

- Neath Port Talbot CVS welcomes the opportunity to comment on the draft Well-being Objectives consultation.
- We would wish to work with the Local Authority to deliver shared strategic priorities.
- We recognise the very real challenges facing the Local Authority and will continue to work with them to mitigate against reductions in funding and seek imaginative and effective ways of delivering services for and in local communities.
- As the umbrella body for the Third Sector in Neath Port Talbot, we share many of the views expressed at the Third Sector Workshop, including the positive remarks and some of the challenges that have been raised.
- It will be important that the Local Authority makes the best use of the resources available, and it will be crucial that conversations take place with the Sector to consider who is best place to deliver services for our local communities.
- We wish to add to some of the concern expressed by the Sector regarding the third well-being objective and the focus on Neath, Port Talbot and Pontardawe. While we welcome the focus on place, the focus needs to be on all of Neath Port Talbot, and on connecting communities. There is a need for a particular focus on our valleys communities and on transport. There also needs to be recognition that some of our communities align themselves with towns in other counties.
- A number of the actions rely on the ongoing development of the Neath Port Talbot Community Directory. It will be important the links with the Infoengine Third Sector Directory are developed and enhanced to benefit the communities of Neath Port Talbot.
- We would wish to work with the Local Authority on the community development agenda.
- We welcome the action around the development of social and public enterprise in its diverse forms, and would encourage the Local Authority to consider working with the Sector to deliver more and different ways to deliver services.

Detailed Consultation & Engagement Plan

(Period: 6th July to 8th September 2017)

The plan below lists a range of engagement activities we undertook during the consultation period. The plan demonstrates we targeted a cross section of the community, including: the general public, those with protected characteristics, families, children and young people.

Total responses received via the engagement activities was 281 (as at 07.09.17).

We also used a range of engagement methods/channels as per table below:

What	Where
<p>Consultation packs, containing the following:</p> <ul style="list-style-type: none"> ■ Bilingual posters promoting the consultation and encouraging people to give their feedback ■ A supply of self-completion questionnaires (English and Welsh), replicating the online questionnaire ■ A post box for completed questionnaires ■ Reference copy of the report to Cabinet on 5th July 2017 ■ Reference copy of the draft well-being objectives ■ A supply of summary versions of the draft well-being objectives for people to take away 	<ul style="list-style-type: none"> ■ Consultation packs were available in up to 35 public buildings across the county borough, these included: the One Stop Shops in Neath and Port Talbot, the Pontardawe Hub, all Council run libraries and all Council run community centres, amongst others. <p>19 participants completed the questionnaire and posted their feedback via the 35 post boxes distributed in the public buildings</p>
Corporate social media accounts (e.g. Facebook/Twitter)	Ad hoc briefings and social media postings were communicated throughout the consultation period via Facebook and Twitter (more detail in Annex C)
Council Website	Online questionnaire and supporting material's published on a dedicated section on the Council's website: www.npt.gov.uk/well-being
Press Release	Via Council website and media contacts and NPTCVS eBulletin (more detail in Annex C)
Council's corporate staff newsletter	The consultation was promoted via the Council's corporate staff newsletter 'In the Loop' to encourage staff to give their views
Email with Web link	Email promoting the consultation was sent to a comprehensive list of internal and external stakeholders (such as Staff, Unions, Public Service Board and Third Sector etc.), more detail below.
Workshops	More detail below
Public events	

Full list of engagement activities		
Date	Event	Outcome
Thurs 6 July 2017	Black Minority Ethnic Forum	Raised awareness of the consultation and arranged a follow up workshop to get feedback from the groups
Fri 7 July 2017	Morrisons Supermarket Neath	29 hard copies of the questionnaire received, several people were shown the link via smart devices or given the summary booklet with the link to the website
Tues 11 July 2017	Children & Young People Forum	Raised awareness of the consultation, distributed summary booklets. Not many attendees but circulated the link to the online survey
Weds 12 July 2017	Crucial Crew	Attended over lunch period, asked children to partake in a shortened version the children / young people survey. Total number of children participated was 98
Fri 14 July 2017	Crucial Crew	Repeated as above. Total number of children participated was 84, also had a good response on the 'ideas board'
Mon 17 July 2017	Tesco, Pontardawe	11 hard copies of the questionnaire received from the event and several summary booklets distributed with the link to website
Mon 17 July 2017	Mental Health Forum	Raised awareness of the consultation and distributed summary booklets. Positive response from the attendees of the meeting in supporting the consultation. A separate Third sector workshop arranged by NPT CVS in August to get feedback from the groups
Fri 21 July 2017	Youth Providers Network	Good turnout at the meeting. Briefed the group on the consultation and handed out summary booklets. Some maybe attending the CVS, third sector workshop in August
Thurs 27 July 2017	Aberavon Shopping Centre	12 hard copies of the questionnaire received. Several people took away questionnaires to complete, or were referred to the website.
Thurs 27 July 2017	Older Persons' Council	Raised awareness of the consultation and distributed summary booklets. Older Persons' Council submitted a response and offered to raise awareness of the consultation in their communities.

Full list of engagement activities		
Date	Event	Outcome
Monday 31 July	Paws on Patrol, Pontardawe	6 hard copies of the questionnaire received and good engagement with Councillors that were present
Wed 2 Aug 2017	Aberavon Beach - Playworks Play Day	Cancelled due to bad weather
Tues 8 Aug	Ladies Lunch Club - Skewen	Raised awareness of the consultation and distributed summary booklets and a group response was submitted
Mon 14 Aug	Aberavon Beach Playworks Play Day	Cancelled due to bad weather
Mon 14 Aug	Croeserw Community Enterprise Centre	5 hard copies of the questionnaire received. It was generally quiet in terms of footfall as there were no events taking place at the Centre as previously been informed
Mon 14 Aug	Seven Sisters Community Centre	Group responses submitted by various groups present at the centre on the day: Dulais Valley Bowls Club, Seven Sisters OAP Association, Art for Therapy
Tues 15 Aug	Youth Council	10 hard copies of the questionnaire received and good responses on the ideas board
Wed 16 Aug	Gnoll Park	5 hard copies of the questionnaire received, most participants that were approached were out of County Borough (80%)
Tues 22 Aug	Pontardawe Arts Centre	Well attended by almost 80 individuals, representing centre clients and service providers from the Centre. Ages ranged from 10 to 70+. The participants formed a 'Friends of Pontardawe Arts Centre' at the end of the event and are submitting a response on behalf of the Centre. Those present were very concerned about budget cuts to the Arts Centre and would be expressing their views via the consultation. Several hard copies of the summary booklet and questionnaire were also supplied to the group on request.

Full list of engagement activities		
Date	Event	Outcome
Tues 22 Aug	Your Voice Advocacy (YVA)	Event rearranged to 5 September but was cancelled by organiser due to venue availability. A response on behalf of the YVA Group will be submitted. Received 5 hard copies from individual clients 1 organisation response for YVA
Wed 23 Aug	Glynneath Training Centre	21 hard copies of the questionnaire received and numerous people were shown the website or handed leaflets to access consultation online
Wed 23 Aug	Voluntary Sector Liaison Committee	NPT CVS arranged and facilitated a workshop for Third Sector organisations which was well attended. NPT CVS will collate all comments on behalf of the organisations present and forward these to us for consideration (full response at Annex A).
Wed 23 Aug Thu 24 Aug Fri 25 Aug	Community First support	Community First assisted the consultation by distributing leaflets/questionnaires at events organised by them in the following areas: Tonmawr, Pontrhydyfen Cwmafan, Cymmer, Glyncorrgwg, Gwynfi and Croeserw
Thurs 24 Aug	Black Minority Ethnic Forum	NPT CVS arranged and facilitated a workshop for the Black Minority Ethnic Forum members. Only had 3 people attended (British Red Cross, Ethnic Youth Support Team and the BME Community Development Officer).
Fri 25 Aug	Cwmavon Library, Coffee Morning	Approximately 30 ladies attended the event, resulting in 2 group responses and one personal response being submitted
Wed 30 Aug	Briton Ferry Town Councillors at Briton Ferry Community Centre	A member of the team attended the community centre to speak to Councillors about the consultation and will be submitting a response on behalf of the Town Council.

Full list of engagement activities		
Date	Event	Outcome
Thurs 7 Sept	Cwm-Ni Iach Project Glynneath Training Centre, with Dove workshop	We were informed by the centre that there would be no attendance due to other commitments. Therefore information and advice was offered on the consultation and we encouraged responses from the organisation & individuals.
Thurs 7 Sept	SNAC (Special Needs Activity Centre) Port Talbot	Meeting arranged to engage with families using the Centre. One family present due to start of new term who completed a questionnaire. The manager of the centre will be submitting a response on behalf of the organisation via the website.
Thurs 7 Sept	Community First Western Valleys Ystradgynlais Town Hall	Unable to attend due to limited resources
Other	Disability Action Group	Contact made to the group but we were unable to attend their meetings due to no meetings schedules during the consultation period (ill health). Therefore information and advice was offered (via email) on the consultation and we encouraged responses from the organisation & individuals.
	Swansea Bay Lesbian Gay Bisexual and Transgender Forum	Contact made but unable to attend their meeting due to time scales, email sent with link to website and consultation
	Trade Union Briefing	Email sent with link to website and consultation
	Press & Media	More detail in Annex C
	Public Service Board	Email sent with link to website and consultation
	Regional Development Team	Advised no meetings in August but worked with Community First to reach out to communities through their contacts
	Housing Providers Group	Email sent with link to website and consultation
	NPT Carers Centre	Email sent with link to website and consultation

Full list of engagement activities		
Date	Event	Outcome
	NPT Community Safety Partnership	Email sent with link to website and consultation and also attended a Paws on Patrol event
	Business Community i.e. Neath Town Centre Consortium and Neath Inspired	Email sent with link to website and consultation
	NPT Staff	Chief Executive raised awareness of the consultation amongst those employees living in NPT via NPTCBC Staff Roadshow (17th, 18th, 20th, 21st July) 'Chat with Chief'. Also raised awareness via the Intranet and In the Loop staff e-newsletter.
	MPs / AMs / MEP	Email sent with link to website and consultation
	Councillors / Elected Members	Email sent with link to website and consultation Received responses from Community/ Town Councillors in: Seven Sisters / Briton Ferry / Pontardawe / Neath / Glynneath / Crynant and also corresponded with each to arrange something in their areas. Bryn & Cwmavon, 50 questionnaires sent to Cllr Gallsworthy
	Commissioners: Children's / Older People / Welsh Language / Police / Future Generations	Email sent with link to website and consultation The consultation was promoted to representatives from the Older Peoples Commissioner's office, during their visit to the Council on the 10th August to review Independent Advocacy support.
	Wales Audit Office	Email sent with link to website and consultation
	Local Area Co-ordinators	Local Area Co-ordinators promoted the consultation in their areas
	Switch Campaign Events	Used these scheduled events to promote the consultation via the website - 'do it online'

Full list of engagement activities		
Date	Event	Outcome
	Community Council Liaison Forum	Email has been sent to all community Councils. Responses received from Glynneath and Neath
	Think Families Partnership	No meetings scheduled during the consultation period, however all attendees were included in groups contacted via email
	Dove Workshop	Dove referred us to their Cwm-Ni Iach Project, see entry above for 17.8.17
	Ystalyfera Development Trust	Email sent and offer to support a workshop, no response received
	Canolfan Maerdy	Email sent and offer to support a workshop, no response received
	Melin Crythan Advice Centre	Centre confirmed there were no events on during the period we could attend.
	Citizen Advice Bureau	Posters sent to Field Studies Centre on request
	Shopmobility DANSA	Posters and leaflets sent to Shopmobility on request
	Faiths Groups	Email sent with link to website and consultation
	Autism Groups	Email sent to groups representing Autism with the link to the website and consultation and also offered to support a workshop if required.
	Schools	Unable to attend LLAN/NASH meetings but email sent to LLAN/NASH with link to website and consultation

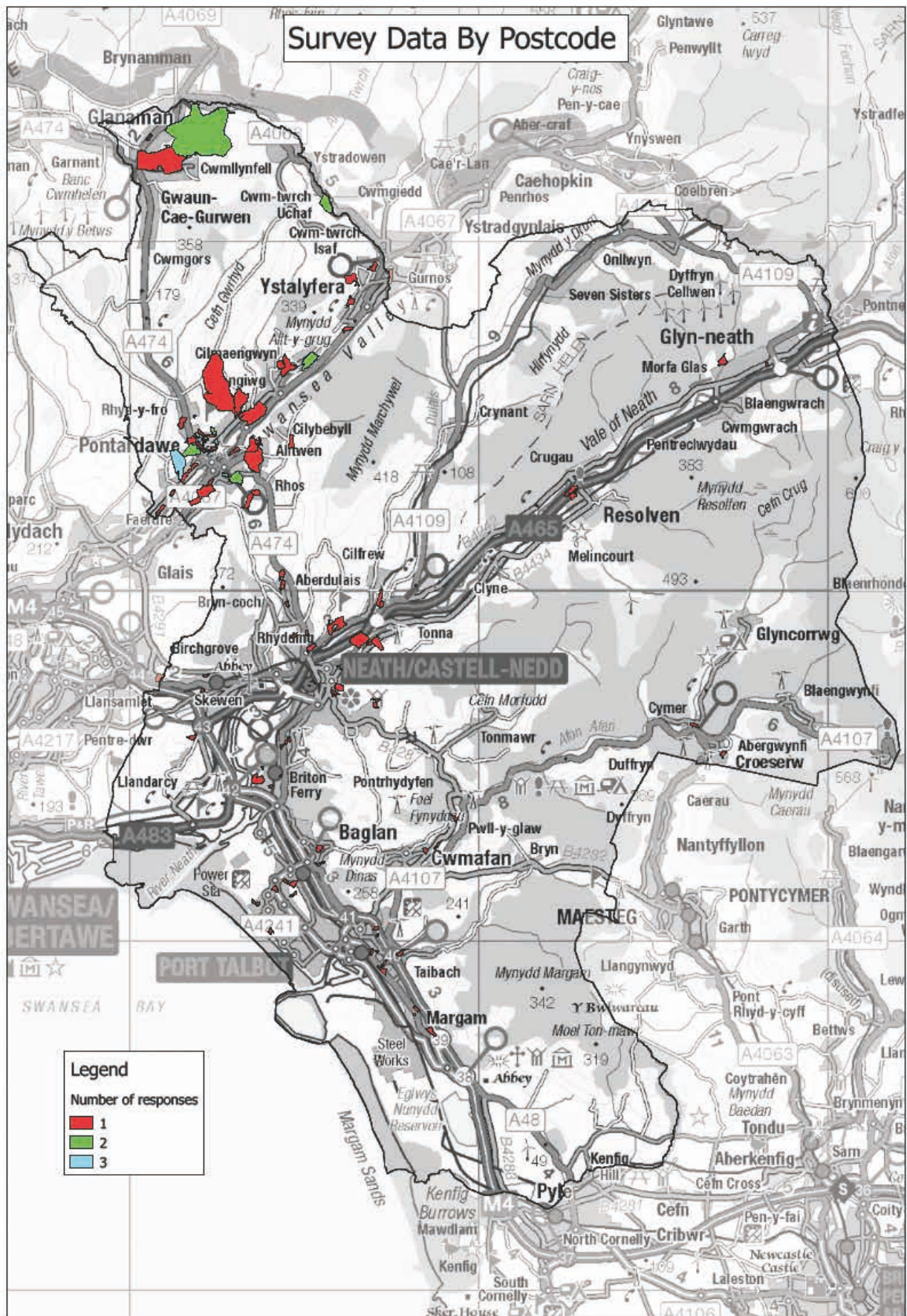
Promotion via media channels

Date	Activity	Notes
7.7.17	Press Release: Consultation begins on Draft Well-being Objectives, published to NPTCBC website and circulated to Evening Post, Western Mail, The Wave, Swansea Bay TV, West Wales Chronicle, South Wales Guardian, Heart Radio, and BBC.	Covered in the following: <ul style="list-style-type: none"> ■ FYI Neath
7.7.17	Twitter: We are at Morrisons Store Neath promoting the council's draft health and well-being objectives. Come and visit us and have your say...	<ul style="list-style-type: none"> ■ 1999 impressions (times people saw this on Twitter) ■ 7 retweets ■ 5 likes
7.7.17	Facebook: We are at Morrisons Store Neath promoting the council's draft health and well-being objectives. Come and visit us and have your say...	<ul style="list-style-type: none"> ■ 1606 people reached
7.7.17	Twitter: Yr ydym yn siop Morrisons Castell-nedd yn hybu amcanion drafft iechyd a lles y cyngor. Dewch i ymweld â ni a dweud eich dweud ...	<ul style="list-style-type: none"> ■ 117 impressions ■ 0 retweets ■ 0 likes
7.7.17	Twitter: A public consultation on our draft well-being objectives. Tell us what you think http://www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 2029 impressions ■ 5 retweets ■ 3 likes
7.7.17	Facebook: A public consultation on our draft well-being objectives. We're interested to find out what you think about our suggested well-being objectives and whether you agree that we have identified the right areas to focus on. Tell us what you think www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 2937 people reached ■ 1 like ■ 5 shares
7.7.17	Facebook: Ymgynghoriad cyhoeddus ar ein hamcanion lles drafft. Rydym yn awyddus i glywed eich sylwadau chi am ein hargymhellion ynghylch llesiant, a gwybod a ydych chi'n cytuno ein bod ni wedi canolbwyntio'n gywir ar y meysydd sydd angen sylw. Lleisiwch eich barn yma www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 6 people reached ■ 0 likes ■ 0 shares
18.7.17	Twitter: We are consulting on our draft well-being objectives and want to hear what children & young people think. Tell us at http://www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 6,709 impressions ■ 27 retweets ■ 15 likes
18.7.17	Twitter: Rydyn ni'n ymgynghori ar ein hamcanion lles drafft ac yn awyddus i glywed barn plant a phobl ifanc. Dweud eich dweud http://www.npt.gov.uk/lles	<ul style="list-style-type: none"> ■ 892 impressions ■ 2 retweets ■ 2 likes

Date	Activity	Notes
18.7.17	Facebook: We are consulting on our draft well-being objectives and want to hear what children & young people think. Tell us at www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 2025 people reached ■ 1 like
18.7.17	Facebook: Rydyn ni'n ymgynghori ar ein hamcanion lles drafft ac yn awyddus i glywed barn plant a phobl ifanc. Dweud eich dweud www.npt.gov.uk/lles	<ul style="list-style-type: none"> ■ 8 people reached ■ 0 likes ■ 0 shares
22.7.17	Intranet Staff news: Draft Well-being Objectives 2017-2022 - Staff Questions, Comments and Suggestions	
24.7.17	Article for NPTCVS website and eBulletin: Consultation begins on Draft Well-being Objectives	<ul style="list-style-type: none"> ■ 24.7.17 - NPTCVS website
30.7.17	In the Loop staff newsletter: Draft Well-being Objectives – Give Your Views	
8.8.17	Retweeted NPTCVS message to promote Third Sector Workshop on draft well-being objectives on 23.8.17	
18.8.17	Retweeted NPTCVS message to promote Third Sector Workshop on draft well-being objectives on 23.8.17	
18.8.17	Twitter: A public consultation on our draft well-being objectives. Tell us what you think http://www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 2,729 impressions ■ 6 retweets ■ 6 Likes
18.8.17	Twitter: Ymgynghoriad cyhoeddus ar ein hamcanion lles drafft. Lleiswch eich barn yma http://www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 51 impressions ■ 1 retweets ■ 1 Likes
18.8.17	Facebook: A public consultation on our draft well-being objectives. We're interested to find out what you think about our suggested well-being objectives and whether you agree that we have identified the right areas to focus on. Tell us what you think www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 2424 people reached ■ 3 likes ■ 3 shares
18.8.17	Facebook: Ymgynghoriad cyhoeddus ar ein hamcanion lles drafft. Rydym yn awyddus i glywed eich sylwadau chi am ein hargymhellion ynghylch llesiant, a gwybod a ydych chi'n cytuno ein bod ni wedi canolbwyntio'n gywir ar y meysydd sydd angen sylw. Lleiswch eich barn yma - www.npt.gov.uk/well-being	<ul style="list-style-type: none"> ■ 4 people reached ■ 0 likes ■ 0 shares

Date	Activity	Notes
23.8.17	Twitter: We are at @GlynneathTC promoting the council's draft health and well-being objectives. Come and visit us and have your say...	<ul style="list-style-type: none"> ■ 2,071 impressions ■ 2 retweets ■ 3 Likes
23.8.17	Twitter: Yr ydym yn @GlynneathTC yn hybu amcanion drafft iechyd a lles y cyngor. Dewch i ymweld â ni a dweud eich dweud ...	<ul style="list-style-type: none"> ■ 63 impressions ■ 0 retweets ■ 0 Likes
23.8.17	Facebook: We are at Glynneath Training Centre promoting the council's draft health and well-being objectives. Come and visit us and have your say...	<ul style="list-style-type: none"> ■ 720 people reached ■ 0 likes ■ 0 shares
23.8.17	Facebook: Yr ydym yn Glynneath Training Centre yn hybu amcanion drafft iechyd a lles y cyngor. Dewch i ymweld â ni a dweud eich dweud ...	<ul style="list-style-type: none"> ■ 12 people reached ■ 0 likes ■ 0 shares
31.8.17	In the Loop staff newsletter: Consultation on draft well-being objectives enters final week	
5.9.17	Press release: Still time to have your say on Draft Well-being Objectives, published to NPTCBC website and circulated to Evening Post, Western Mail, The Wave, Swansea Bay TV, West Wales Chronicle, South Wales Guardian, Swansea Sound, Golwg	<p>Covered in the following:</p> <ul style="list-style-type: none"> ■ FYI Neath (5.9.17) ■ West Wales Chronicle (5.9.17)
6.9.17	Twitter: Don't forget to have your say on our draft well-being objectives at www.npt.gov.uk/well-being . Consultation ends on 8.9.17	<ul style="list-style-type: none"> ■ 763 impressions ■ 7 retweets ■ 2 Likes
6.9.17	Twitter: Peidiwch ag anghofio dweud eich dweud ar ein hamcanion lles drafft yn http://www.npt.gov.uk/well-being . Daw'r ymgynghoriad i ben ar 8.9.17	<ul style="list-style-type: none"> ■ 27 impressions ■ 0 retweets ■ 0 Likes
6.9.17	Facebook: Don't forget to have your say on our draft well-being objectives at www.npt.gov.uk/well-being . Consultation ends on 8.9.17	<ul style="list-style-type: none"> ■ 634 people reached ■ 1 like
6.9.17	Facebook: Peidiwch ag anghofio dweud eich dweud ar ein hamcanion lles drafft yn www.npt.gov.uk/well-being . Daw'r ymgynghoriad i ben ar 8.9.17	<ul style="list-style-type: none"> ■ 6 people reached

Survey data by postcode



Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Corporate Strategy and Democratic Services
Directorate: Chief Executive’s Office

(a) This EIA is being completed for a...

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below...

The Corporate Plan - October 2017 – May 2022

The Plan includes corporate well-being objectives which will help us meet our vision

- we want the county borough to be a place where everyone has an equal chance to get on in life – a place where people want to live, work and bring up their family.
- We want our beautiful natural environment, and our rich cultural and industrial heritage to be appreciated and protected for many future generations to enjoy. We also want to pursue new and existing opportunities for economic growth so we can sustain our diverse communities for many years to come.

(c) It was initially screened for relevance to Equality and Diversity on June 26th 2017

(d) It was found to be relevant to...

Age	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief.....	<input checked="" type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>

(e) Lead Officer

Name: Karen Jones

Job title: Head of Corporate Strategy and Democratic Services

Date: June 28th 2017

Section 1 – Aims

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project

What are the aims?

To provide the framework for the Council's services and functions over the period October 2017 to May 2022 whilst discharging duties set out in various legislation, but in particular the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009.

Neath Port Talbot County Borough Council exists to serve and represent the interests of its citizens and communities. We strive to improve the economic, social, environmental and cultural well-being of all of our people.

We want our county borough to be a place where everyone has an equal chance to get on in life – a place where people want to live, work and bring up their family.

We want our beautiful natural environment, and our rich cultural and industrial heritage to be appreciated and protected for many future generations to enjoy. We also want to pursue new and existing opportunities for economic growth so we can sustain our diverse communities for many years to come.

Who has responsibility?

Full Council

Who are the stakeholders?

All residents of the county borough

Staff employed by the Council and their representatives

Bodies named in the Well-Being of Future Generations (Wales) Act 2015

External regulators and auditors

Future Generations Commissioner and other commissioners established by the Welsh Government

Businesses operating or proposing to operate in the county borough

Voluntary and community sector organisations

Town and Community Councils within the county borough

Partner organisations

Section 2 - Information

(a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

It was found to be relevant to...

Age	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief.....	<input checked="" type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	Welsh language.....	<input checked="" type="checkbox"/>

What information do you know about your service users and how is this information collected?

Services collect, analyse and use data provided by service users to help inform the planning and delivery of their service, for example, numbers of pupils, within each of our schools is collected annually; attainment at Foundation and Key Stages 2-4 and A/AS level; numbers of those not in education employment or training; children and adults who receive support services from social services; numbers using public and community transport, etc.

Some of this information is not currently available in a disaggregated form by protected characteristics due to lack of systems or to the small numbers involved.

In addition there is a wealth of information known about stakeholders and service users. The summary of their well-being is set out in the Neath Port Talbot Public Services Board Well-being Assessment which has been drawn upon to inform this set of proposals.

<https://www.npt.gov.uk/default.aspx?page=12572>

Actions

- Some of the data collected by services is not disaggregated by protected characteristics and we would look to ensure that more robust data collection is developed.
- Planned consultation on the well-being objectives and improvement priorities will test the proposals and their likely impact on different groups

b) General

What information do you know and how is this information collected?

Please see above.

The data and summarised reports are held on the Public Services Board website which is available to the public

Details of people who shared a protected characteristic are not well developed in some of the datasets and this is acknowledged. This is why the consultation plan has been developed to specifically test the proposals with groups where we have limited data and insight.

The well-being assessment which provides a significant basis for these proposals is an extensive

set of evidence that has been gathered by a range of public and community organisations over a period of time.

The detail for different groups within the population varies and consequently that is why it is particularly important to reach out to groups where insight is more limited.

Please see the well-being assessment documentation which describes some of the limitations in the existing evidence base.

Actions

- Ensure the consultation reaches people who share protected characteristics and that appropriate mechanisms are established to capture data from all respondents to the planned consultation.

Section 3 – Impact

(a) Impact on Protected Characteristics

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh language	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain (in detail) why this is the case. Include details of any consultation (and/or other information) which has been undertaken to support your view.

The well-being assessment which provides a significant basis for these proposals is an extensive set of evidence that has been gathered by a range of public and community organisations over a period of time.

The detail for different groups within the population varies and consequently that is why it is particularly important to reach out to groups where insight is more limited.

Please see the well-being assessment documentation which describes some of the limitations in the existing evidence base.

Going forward, the Council needs to review its approach to community engagement and communication to provide more systematic methods of gathering and testing information about representative groups in the population.

The examination of the wellbeing assessment published by the Neath Port Talbot Public Services Board (PSB), the emerging PSB priorities as well as the identification for work currently being undertaken by the Council provided a base line for the work in developing the wellbeing objectives and improvement priorities.

The objectives and priorities address the well-being of all children and young people and of people throughout their adulthood who live in the county borough as well as factors that impact on well-being where the Council has a direct responsibility for those factors or can significantly influence those factors. As a result there will be a significant and positive impact on the following protected characteristics: age, disability, pregnancy and maternity, race and Welsh language, with a likely positive impact on the remaining protected characteristics. However, this will be 'tested' and further considered during the consultation.

During the summer of 2017 we aim to undertake an extensive programme of consultation and engagement with a very wide range of stakeholders on the Wellbeing objectives and improvement priorities.

Once the PSB has published its Well-being Plan (May 2018) it will be possible to demonstrate the alignment between the Council's Corporate Plan, the PSB Plan and other key planning arrangements which will ensure a more holistic approach to improving outcomes over the lifetime of all plans.

Any adverse changes as a result of implementing the Plan will be considered and actions to mitigate the impacts will be duly considered.

b) Impact on the Welsh Language

What is the likely impact of the policy on:

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

Please give details

There are specific actions set out in the document to promote Welsh Language and culture. In particular, the measures the Council proposes to take to increase the education and learning provision to grow the number of Welsh speakers in the area.

Could the policy be developed to improve positive impacts or lessen negative impacts? Please give details

The Council is required to produce a five year plan as part of the determinations made by the Welsh Language Commissioner to increase the number of Welsh Speakers. Once that work is completed, it will be integrated into the Corporate Plan.

Actions (to increase positive/mitigate adverse impact).

- Ensure the five year plan required under the Welsh Language Standards is informed by and integrated with this work in due course.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

(a) Equalities

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

Please explain any possible impact on meeting the Public Sector Equality Duty

A core feature of the proposals is to reduce inequalities across a range of different groups, not just in relation to protected characteristics but other characteristics such as poverty

Additionally, there are proposed actions to strengthen community cohesion and in particular the way the Council works with communities and with other agencies in empowering and developing community capacity

We have made a commitment in the first two well-being objectives to developing a rights-based approach, extending good practice in our education and social services departments, where children and young people and older and vulnerable people are supported and encouraged to participate in decisions and matters that affect them, to all other areas of our work.

What work have you already done to improve the above?

Preliminary discussions have taken place through the voluntary sector liaison committee who are committed to developing a more coherent approach. The Compact between the Council and the Sector has been updated to reflect this commitment.

The Public Services Board has been reviewing the conclusions in the well-being assessment and has identified the need to reduce inequality and to strengthen communities as priorities within its work programme. There is work ongoing to develop the specific focus of the Board's work.

The Council has recently updated its Strategic Equality Plan and has set out priorities within that Plan. Where appropriate actions from the Strategic Equality Plan feature within the priorities and actions to support the Well-being Goals.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

(b) Reduce Social Exclusion and Poverty

Please explain any possible impact

The Council is working with the community to develop a BME forum. The work is in its infancy and should as it matures provide a good mechanism for capturing issues, ideas and concerns from these community groups.

The Council is also working with the CVS to strengthen input from disabled people and their carers, in particular through the Disability Forum.

The Council is working with partners to develop its Military Covenant Forum to ensure there are no people disadvantaged due to military service.

There is a strong partnership in place to support families resettled as part of the Government's Syrian Refugee Programme.

The Council led work across to develop the Population Assessment required under the Social Services and Wellbeing (Wales) Act 2014 and the evidence base generated from that work has been incorporated into the Public Services Board well-being assessment which has informed these proposals. This evidence provides good insight to the well-being of people who have care and support needs and their carers.

The Council has new legal duties to prevent people from being drawn into terrorism and a training programme to enable staff and contractors to identify and refer vulnerable people was resourced as part of budget setting and is making good progress.

The Council also has new duties in relation to violence, domestic abuse and sexual violence and has drafted a joint strategy through a local partnership approach to identify how it will meet the duties under the Act

What work have you already done to improve the above?

Nothing further to add at this stage

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- Explore ways in which links with the faith community can be strengthened.
- Additionally, the Council aspires as part of these proposals to adopt a rights based approach across its service delivery and this should ensure there is a more consistent approach to the way we work with people of all backgrounds.

(c) Community Cohesion

Is the initiative likely to have an impact on Community Cohesion?

The Plan should strengthen community cohesion as there are both specific actions, for example the work to deliver the Government's PREVENT programme and more general actions, such as reviewing the Council's approach to community development that are proposed as actions over the Plan period.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- As part of the consultation we will engage with a diverse range of groups to test the acceptability and relevance of the proposed actions.

Section 5 Consultation

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?

Many of the proposed actions have already been subject of consultation or engagement with a range of people but as we wanted to test the proposals further with a diverse range of people and groups to establish if the framework is fit for purpose; whether the priorities and actions make sense and whether there are omissions.

A public consultation exercise took place between 6th July 2017 and 8th September 2017 with the specific aim to engage with particular groups of service users to test out the proposals and their likely impact on the well-being of people with different characteristics.

A consultation and engagement plan was developed to ensure that as wide range of interested bodies and the general public the opportunity to comment upon the draft wellbeing objectives and to offer their views and comments prior to the wellbeing objectives being finalised and adopted by Council.

A range of promotional methods were used to create awareness of the consultation and encourage members of the public to engage with the council.

There were a number of ways the consultation was promoted and in which people could submit their views including:

- a self-completion questionnaire published on the Council's web site
- consultation packs in 35 public buildings (such as libraries, community centres and civic buildings)
- promotion via email to a range of stakeholders
- attendance at community/public events across the county borough and facilitated workshops with various organisations
- promotion via the Council's corporate social media accounts messages

In addition to the standard consultation questionnaire a further questionnaire was developed which was considered more suitable for capturing the views of children and younger people.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

- Complete the consultation and engagement and refine proposals in light of the feedback received.

Section 6 – Post Consultation

What was the outcome of the consultation?

The consultation received a significant number of responses from the various consultation activities as follows:

- 446 responses in total; 3 responses were in Welsh
- 281 of these came from 36 planned engagement activities
- 72% of respondents were residents of the county borough

A significantly high percentage of all respondents agreed with the 3 Wellbeing objectives, while a similarly high percentage of respondents thought that the objectives will improve their quality of life.

In Version 2 a high percentage of the 27 respondents to the question thought that the objectives and priorities would improve health and happiness of them, their family and their friends.

While a number of comments were received which supported , and expanded on, the Council's vision and objectives there were some comments which were common amongst respondents:

Transport – it was highlighted that the lack of transport impacts on everyone in all areas. Impacts on those who wish to access activities/community groups/employment/health appointments/ school and college. Lack of or limited transport can contribute/compound feelings of isolation and have a spiralling detrimental effect on people generally and particularly on younger and older people and people with disabilities.

Activities/Facilities - current provision needs to be publicised and more activities provided, especially for children and young people. The impacts on of providing/ promoting activities for children and young people would help provide opportunities for creativity, sport, socialising which would in turn help remove/reduce (perceived) anti social behaviour, provide a foundation for future activity and lead to fulfilled potential of young people. There would also be a positive impact on adults – less stressed parents (in relation to their children), inclusion, reduced sense of isolation, health benefits, etc.

While the priority actions attracted a positive response overall there were some comments made particularly in relation to better promotion of culture, community and happiness; the teaching of life skills, as well as improved access to public transport amongst others.

A few additional wellbeing objectives were suggested around mental health, environment and inclusion and social interaction.

General comments were made in relation to the questionnaire itself:

- More use of simple and straight forward language
- Anyone with poor literacy skills will be prohibited from commenting
- Survey is not smart phone friendly
- Poor time to run the consultation, difficult to capture views from children and young people during holiday

Welsh Language

In both questionnaires over half of respondents considered that opportunities to use Welsh and the equal treatment of Welsh would improve with the introduction of the Wellbeing objectives.

There was a mixed response as to whether the wellbeing objectives would improve the effect of the opportunities to use Welsh and the equal treatment of Welsh; of those answering the longer version 78% didn't think there was anything that would improve the effect of the draft well-being objectives on the Welsh language while of those respondents answering the question in the shorter version (26) 31% felt the same way.

Some comments received in relation to Welsh:

- Training/learning – more teaching through the medium of Welsh; more funding for Welsh language classes; more opportunities for learning and using Welsh in the community; Free taster sessions.
- Promotion opportunities – link the language to childcare, etc, bilingual service provision, intergenerational work, Welsh ambassadors - encourage businesses and community to learn and practice Welsh. Set up a social media page to help new learners
- Equality - Welsh and English not equal enough, we want more Welsh options; Both languages should have equality in this area and promoted equally; equal treatment from a lot of local retailers
- 'Welsh language provision is important but costly'
- 'Don't force people to speak Welsh'

All views and comments expressed via the consultation have been considered prior to the wellbeing objectives being finalised. Changes made as a result of the consultation include:

- Including direct reference to the important role of the voluntary sector who support the Council in a wide range of ways to deliver the well-being objectives and associated actions;
- Including reference to the importance of out of school activities; support for children and young people's emotional well-being; and the importance of addressing substance misuse amongst some young people as headline indicators in the body of the Plan as well as in the more detailed Annexe to reflect the priority people attach to these issues;
- Refining the range of measures identified in the Plan to monitor progress and adding in baseline measures (where these exist) together with targets for the term of the Plan where this is appropriate;
- Re-wording the well-being objective for adults to place emphasis on people being resilient and able to participate in community life, throughout their adult life. This responds to the points made about increasing loneliness and isolation;
- Inserting measures for the country parks and theatres in the headline measures within the body of the Plan as well as in the detailed Annexe to reflect strong views about the importance of cultural well-being across the county borough;
- Addressing points made about the difficult financial environment within which the Council will need to operate within the Plan, making specific reference to how the Plan will be integrated with the Council medium term financial planning arrangements and other governance arrangements;
- Explaining how the Council will monitor progress and report on that progress;
- Responding to the points made about the need for the Plan to be accessible to people from all backgrounds. A web-based version of the Plan will be produced in

accessible language and illustrating key points with pictures and graphics to aid understanding. Additionally, public summary versions will be available using accessible graphics, in read easy version and child friendly version.

- Where comments relate specifically to the valleys, the detailed points will be made available to the Task and Finish Group set up by the Leader to inform their recommendations on future valley strategies; and
- Where comments relate specifically to the Welsh Language or Equality of Opportunity, these comments will be considered further by the Heads of Service Equalities and Community Cohesion Group and revisions will be made to the action plan for delivering on the Council's equality and Welsh Language obligations.

Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

Monitoring at service level will be considered in line with governance arrangements and any modification of services will be considered accordingly

An Annual Report will be produced each year which will consider whether the well-being objectives and improvement priorities remain appropriate. Where necessary, the well-being objectives and improvement priorities will be revised.

The annual reports will be published on the Council's web pages and will also be widely communicated throughout the county borough using a range of different media.

The progress made in achieving the well-being objectives and improvement priorities will be monitored on a quarterly basis by the Cabinet and also by the Cabinet Scrutiny Committee.

The detailed steps, set out in an annex to the Plan, will be monitored through business plan reporting arrangements and through individual appraisal arrangements.

The impact of the wellbeing objectives and improvement priorities on people who share a protected characteristic will be monitored during the life of the plan.

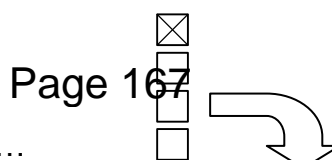
Actions:

- Ensure that all monitoring arrangements undertaken in relation to the Corporate Plan consider the impact the well-being objectives and improvement priorities on people who share a protected characteristic.

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...



For outcome 3, detail the justification for proceeding here

Section 9 - Publication arrangements:

Information on the publication arrangements for equality impact assessments is available in the guidance notes

Action Plan:

Objective What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome How will we know we have achieved our objective?	Progress
Ensure that a more robust data collection process is developed to guarantee data is disaggregated by protected characteristics	Heads of Service Equality and Community Cohesion Group	This will be part of the ongoing consideration of data collection within the Strategic Equality Plan	Data captured by services will reflect the service users and is collected routinely.	Heads of Service Equality and Community Cohesion Group to consider at scheduled meetings
Planned consultation on the well-being objectives and improvement priorities will test the proposals and their likely impact on different groups	Head of Corporate Strategy and Democratic Services	Public consultation to be undertaken between 6th July and 8th September 2017	Responses received, analysed and taken into account in the final version of the Corporate Plan	Completed. Consultation Report produced. and the Corporate Plan updated where appropriate.
Ensure the consultation reaches people who share protected characteristics and that appropriate mechanisms are established to capture data from all respondents to the planned consultation.	Head of Corporate Strategy and Democratic Services	A Consultation and Engagement Plan has been developed to ensure we engage with a cross section of the community, including: the general public, people who share protected characteristics, families, children and young people, local businesses, partners and a range of community groups. A range of engagement methods/ channels will be used	Responses received from a across the community. Analysis of monitoring data to identify those protected characteristics	Completed. Consultation Report produced containing analysis of the equalities monitoring data.

		including the Council's website, social media, attendance at scheduled meetings and public events.		
Ensure the five year plan required under the Welsh Language Standards is informed by and integrated with this work in due course.	Head of Corporate Strategy and Democratic Services	The five year plan will be developed in line with the requirements of the Welsh Language Standards	The wellbeing objectives/improvement priorities are reflected in the five year plan	An imposition date for the 5 year plan is awaited from the Welsh Language Commissioner
Explore ways in which links with the faith community can be strengthened.	Heads of Service Equality and Community Cohesion Group	This is currently being considered by the Group	Links with the faith community are established for meaningful dialogue	Heads of Service Equality and Community Cohesion Group to consider at scheduled meetings
Adoption of a rights based approach across service delivery to ensure there is a more consistent approach to the way in which the Council works with people of all backgrounds	Head of Corporate Strategy and Democratic Services			
Engage with a diverse range of groups to test the acceptability and relevance of the proposed actions	Head of Corporate Strategy and Democratic Services	Public consultation to be undertaken between 6th July and 8th September 2017	Engagement undertaken in line with the Consultation and Engagement Plan. Responses received from a diverse group of people.	Completed A diverse range of groups responded to the consultation. Details can be found in the Consultation Report

Refine proposals, where appropriate, in light of the feedback received.	Head of Corporate Strategy and Democratic Services	The proposals will be reviewed and amendment where appropriate following the end of the consultation period	Responses have been taken into account and the Corporate Plan has been revised, where appropriate.	Completed The Corporate Plan updated where appropriate.
Ensure that all monitoring arrangements undertaken in relation to the Corporate Plan consider the impact the well-being objectives and improvement priorities on people who share a protected characteristic.	Head of Corporate Strategy and Democratic Services	Monitoring arrangements will be refined to take into the impact the well-being objectives and improvement priorities on people who share a protected characteristic	The Annual Report etc., will include information on the impacts on people who share a protected characteristic.	

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

27th September 2017

Report of the Head of Legal Services – David Michael

Matter for Decision

Wards Affected: All

Hackney Carriage Fare Increase

Purpose of the Report

1. To determine a request from the Neath Port Talbot Proprietors Association, for a hackney carriage fare increase.
2. To consider delegating the power to officers for determining all future requests for a variation to the maximum hackney carriage fare.

Executive Summary

3. Licensing is generally a non-executive function and as such the responsibility for determining licensing matters is dealt with by the Registration and Licensing Committee.
4. There are however two areas where the Council's Executive has the decision making power, these are: determining whether to adopt hackney carriage stands (ranks), and determining the maximum fare for which a hackney carriage may charge.

5. A request has been received from the Neath Port Talbot Proprietors Association for an increase to the existing maximum fare for which a hackney carriage may charge.
6. An information report has already been presented to the Registration and Licensing Committee and the views of the committee have been obtained.
7. Cabinet is being asked to consider whether there should be an increase to the existing maximum fare and if so, to determine the maximum fare amount.
8. Cabinet is also being asked to consider delegating the power to set a hackney carriage maximum fare to officers. Such decision to be determined upon receipt of the views of the Registration and Licensing Committee.

Background

9. The Local Government (Miscellaneous Provisions) Act 1976 allows the Council to set a maximum fare for hackney carriages. The fare applies to distance, time and all other charges in connection with the hire of a vehicle.
10. The Council has already set a maximum permitted fare, and has published a fares table which must be displayed in all hackney carriage vehicles. The current fare table was last amended on the 1st May 2011 and is attached at appendix 1.
11. The Neath Port Talbot Proprietors Association has submitted proposals for an increase to the maximum fare level; these proposals are attached at appendix 2.
12. The request is to consider increasing the maximum fare that can be made. Hackney carriage proprietors do not have to set the fare at the maximum level, but most do.

Officer Report

13. A consultation exercise has been carried out with the hackney carriage proprietors. The consultation resulted in 13 responses being received; these are attached at appendix 3.

14. 5 responses were opposed to any increase, 5 were in favour of the increase and 3 presented their own proposals for an increase.
15. An information report was presented to the Registration and Licensing Committee on the 11th September 2017 where members were asked for their views in relation to the request.
16. In reaching a view, members of the Registration and Licensing Committee took into consideration the following cost factors:
 - Petrol/diesel prices
 - Insurance costs,
 - Licence fee costs
 - Inflation
17. Petrol / Diesel Prices - in May 2011 the average U.K cost of unleaded petrol was £136.7p and diesel £141.5p. The current prices of unleaded and diesel are £114.7p and 115.4p respectively. This represents a 16% reduction in the cost of unleaded petrol and an 18% reduction in the cost of diesel.
18. Insurance costs - enquiries with a local insurance broker revealed that in 2011 a new single vehicle insurance policy for a new driver would have cost approximately £2000. The same insurance policy in 2017 would cost approximately £3200; a 60% increase.
19. Licence fee costs - Licence fees payable to the Council in respect of proprietors licences i.e. vehicle fees, have not changed since 2011.
20. Inflation - the Consumer Price Index (CPI) is the official measure of inflation of consumer prices of the United Kingdom; there has been a 11.2% rise since 2011.
21. The Registration and Licensing Committee concluded that despite the fact that petrol/diesel costs had reduced, in general the cost of living had increased since 2011. It was therefore the Committee's view that an increase was appropriate.
22. The agreed view of the Registration and Licensing Committee was to increase the starting rate on Tariff 1 by 25p to £2.65 and the starting rate on Tariff 2 by 30p to £3.30.

23. The Registration and Licensing Committee felt that the requests for an extension to the hours for which Tariff 2 applies and the extension to the days for which Tariff 3 applies over the Christmas and New Year period, were not justified.
24. A proposed tariff table which includes the increase outlined above is attached at appendix 4.

Delegated Authority

25. It is proposed that all future requests for a variation to the maximum hackney carriage fare be delegated to the Director of Finance and Corporate Services and the Head of Legal Services, subject to:
 - A report being presented to the Registration and Licensing Committee by the Licensing Manager, seeking their views on any request for a variation, and
 - That the views of the Registration and Licensing Committee are duly taken into consideration by officers when determining the request.

A Equality Impact Assessment

26. 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 proposal does not require an Equality Impact Assessment. The Screening Assessment is attached at Appendix 5.

Legal Impacts

27. Not applicable

Risk Management

28. Not applicable

Consultation

29. A consultation exercise has taken place with the hackney carriage proprietors.

30. Where a decision is taken by members to increase the maximum fare, the proposed increase must be advertised on one occasion in a local newspaper for a period of at least 14 days; any objections must then be considered before the increase can become effective.

Recommendation

31. That cabinet approve an increase to the maximum hackney carriage fare of 25p on the starting rate of Tariff 1 and 30p on the starting rate of Tariff 2.
32. That the power to determine any future requests for a variation to the maximum hackney carriage fare be delegated to the Director of Finance and Corporate Services and the Head of Legal Services subject to:
 - A report being presented to the Registration and Licensing Committee by the Licensing Manager, seeking their views on any request for a variation, and
 - That the views of the Registration and Licensing Committee are duly taken into consideration by officers when determining the request.

Implementation of Decision

33. The decision is proposed for implementation after the 3 day call in period.
34. The new maximum hackney carriage fare will become effective following the completion of the statutory consultation requirements.

Appendices

35. Appendix 1 - Existing hackney carriage fare
36. Appendix 2 - Neath Port Talbot Proprietors Association request for a fare increase.
37. Appendix 3 - Consultation responses.
38. Appendix 4 - Proposed hackney carriage fare
39. Appendix 5 - Equality Screening Assessment

List of Background Papers

40. None

Officer Contact

41. Hywel Jenkins
Director of Finance and Corporate Services
Tel (01639) 763251
Email h.jenkins@npt.gov.uk

42. Neil Chapple
Licensing Manager
Tel (01639) 763056
Email n.chapple@npt.gov.uk

Appendix 1 – Existing Maximum Hackney Carriage Fare

Tariff 1 – applies at the following times:

- At all times other than when Tariff 2 or Tariff 3 applies

For the first 7/10 mile or part thereof	£2.40
For each subsequent 1/10 mile or part thereof	£0.20
Waiting time per 30 seconds	£0.12
Minimum charge for hiring	£2.40

Tariff 2 – applies at the following times:

- Between 23:00 and 07:00 on any day;
- Between 18:00 and 24:00 on Christmas Eve and New Years' Eve;
- On Sundays and Bank Holidays.

For the first 6/10 mile or part thereof	£3.00
For each subsequent 1/10 mile or part thereof	£0.23
Waiting time per 30 seconds	£0.12
Minimum charge for hiring	£3.00

Tariff 3 – applies at the following times:

- On Christmas Day and New Years' Day

For the first 7/10 mile or part thereof	£4.80
For each subsequent 1/10 mile or part thereof	£0.40
Waiting time per 30 seconds	£0.24
Minimum charge for hiring	£4.80

Extra Charges

For each passenger exceeding four	£0.50
Soiling of Vehicle – Maximum Charge	£100.00

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Appendix 2 – Neath Port Talbot Proprietors Association request for a fare increase

Proposal A

Tariff Start Times

Tariff 1 starts at 06:00 ends at 22:00.

Tariff 2 starts at 22:00 ends at 06:00.

Mileage

Tariff 1 – Increase of 60p (from £2.40 to £3.00) on the starting rate.

Tariff 2 – No change

Christmas

Tariff 3 - from 18:00 on the 24th December, to 06:00 on the 27th December.

New Year

Tariff 3 – from 18:00 on the 31st December, to 06:00 on the 2nd January.

Alternative Proposal

Tariff Start Times

Tariff 1 starts at 06:00 ends at 22:00.

Tariff 2 starts at 22:00 ends at 06:00.

Mileage

Tariff 1 – No change

Tariff 2 – Increase of 7p (from 23p to 30p) for each 1/10 mile.

Waiting time

Tariff 1 – Increase of 8p for every 30 seconds (from 12p to 20p)

Tariff 2 – Increase of 18p for every 30 seconds (from 12p to 30p)

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Appendix 3 – Consultation Responses

Respondents in favour of the proposal

There were five respondents that were in favour of the proposal to increase the maximum hackney carriage fare tariff. 4 of the respondents simply replied stating that they were in favour of the proposal. One respondent clarified his position by stating that whilst inflation had risen, the maximum fare had not risen alongside it and that an increase is long overdue.

Respondents opposed to the proposal

There were five respondents that were opposed to the proposal to increase the maximum hackney carriage fare tariff.

One respondent simply replied stating that he was 100% in disagreement with the proposal.

Two respondents cited concerns that the hackney carriage trade were already struggling for customers and that any increase may put customers off using taxis.

The remaining two respondents stated that the proposal submitted by the Port Talbot Proprietors Association did not represent the views of the majority of taxi drivers / operators, as the Association only had a few members.

Other respondents

Three other respondents were not completely in favour nor completely opposed to the proposal.

One respondent submitted his own proposal for an increase whilst the other two respondents did not want a general

increase, but supported the proposal for an increase to the hours for which Tariff 2 applies and the increase to the days for which Tariff 3 applies over the Christmas and New Year period.

Appendix 4 – Proposed Maximum Hackney Carriage Fare

Tariff 1 – applies at the following times:

- At all times other than when Tariff 2 or Tariff 3 applies

For the first 7/10 mile or part thereof	£2.65
For each subsequent 1/10 mile or part thereof	£0.20
Waiting time per 30 seconds	£0.12
Minimum charge for hiring	£2.65

Tariff 2 – applies at the following times:

- Between 23:00 and 07:00 on any day;
- Between 18:00 and 24:00 on Christmas Eve and New Years' Eve;
- On Sundays and Bank Holidays.

For the first 6/10 mile or part thereof	£3.30
For each subsequent 1/10 mile or part thereof	£0.23
Waiting time per 30 seconds	£0.12
Minimum charge for hiring	£3.30

Tariff 3 – applies at the following times:

- On Christmas Day and New Years' Day

For the first 7/10 mile or part thereof	£5.30
For each subsequent 1/10 mile or part thereof	£0.40
Waiting time per 30 seconds	£0.24
Minimum charge for hiring	£5.30

Extra Charges

For each passenger exceeding four	£0.50
Soiling of Vehicle – Maximum Charge	£100.00

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Appendix 5 – Equality Impact Assessment Screening Form

Please ensure that you refer to the Draft Screening Form Guidance while completing this form. If you would like further guidance please contact 2 Champion.

Section 1

What service area and directorate are you from?

Service Area: Licensing

Directorate: F&CS

Q1(a) What are you screening for relevance?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe below

Maximum Hackney Carriage Fare Increase

The Council are dealing with a request for an increase to the maximum fare which a hackney carriage may charge.

Q2(a) What does Q1a relate to?

Direct front line
service delivery

Indirect front line
service delivery

Indirect back room
service delivery

(H)

(M)

(L)

(b) Do your customers/clients access this service...?

Because they
need to

Because they
want to

Because it is
automatically provided to
everyone in NPT

On an internal
basis
i.e. Staff

(H)

(M)

(M)

(L)

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility
to general public

Medium visibility
to general public

Low visibility
to general public

(H)

(M)

(L)

Appendix 5 – Equality Impact Assessment Screening Form

- (b) What is the potential risk to the council's reputation? (*Consider the following impacts – legal, financial, political, media, public perception etc...*)

High risk
to reputation

(H)

Medium risk
to reputation

(M)

Low risk
to reputation

(L)

- Q5 How did you score?**

Please tick the relevant box

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q6 followed by Section 2**

- Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).**

The Council can use a power afforded by the Local Government (Miscellaneous Provisions) Act 1976 to regulate the maximum fares permitted to be charged by hackney carriage vehicles.; a request has been submitted by the hackney carriage trade for an increase to the current maximum fare, which has been in place since 2011.

In considering the proposals received from the Neath Port Talbot Proprietors Association it is noted that the current minimum tariff is £2.40 which increases to £3.00 after 23:00. The association has suggested other changes to the tariff times and costs but these are not being supported in this report. It is proposed that the hackney carriage fare starting rate be increased by 25p on tariff 1 and 30p on tariff 2 (daytime fare and night time fare), effectively this will add 25p or 30p to every journey taken in a hackney carriage. By not increasing the cost of the running mile i.e. the amount charged for each 1/10 mile travelled, there will be little impact on those that use hackney carriages for longer journeys, this is because the total fare will be 25p / 30p more expensive regardless of distance travelled.

The increase has the potential to impact on those that are financially less secure and it is suggested that this group of people can belong to any of the protected groups, however, with the relatively low increase to the total fare of 25p/30p, it is suggested that the impact will not be a significant one.

There is a potential for an accumulative detrimental effect on persons who rely on the use of hackney carriages, particularly those that are frequent users. It is considered that these persons are most likely to belong to the protected groups of, "age" and "disability". Within these groups there are people who will be less mobile and less independent and will therefore be more likely to require hackney carriages to undertake their daily /weekly routines e.g. shopping trips, doctor appointments etc.

Appendix 5 – Equality Impact Assessment Screening Form

It is suggested however that although there is potential for a detrimental impact across all the protected groups, more specifically “age” and “disability”, it is felt that the impact is not significant enough to require a full Equality Impact Assessment to be undertaken.

Section 2

Screener- This to be completed by the person responsible for completing this screening
Name: Neil Chapple
Location: Licensing Section, Port Talbot Civic Centre
Telephone Number: 01639 763056
Date: 18 th September 2017
Approval by Head of Service
Name: David Michael
Position: Head of Legal Services
Date:

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.

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Dear Leader,

Re: Welsh Government Consultation “Our Valleys: Our Future”

I am writing to you as chair of the Task and Finish Group you have established.

You asked us, as an initial task, to review the Welsh Government’s proposals set out in the document “Our Valleys: Our Future” and to offer you advice on those proposals. To formulate our advice, the Task and Finish Group has met on two occasions and attended the Welsh Government event held at Neath Civic Centre September 12th 2017. I also wrote to all Members of Council and invited them to submit written comments to me.

Our detailed comments on each of the proposals set out in the consultation paper are set out at Appendix 1 for your consideration. In addition to the detailed comments I also offer the following overall comments on behalf of the Task and Finish Group Members:

- We welcome the renewed emphasis that the Welsh Government is giving to the valley communities and especially welcome specific recognition of the Western Valleys of our county borough. We applaud the Minister’s efforts to involve the community and key stakeholders in working up proposals and this opportunity to comment upon proposals before they are finalised;
- We are concerned that there is no new investment identified to support delivery of the Plan. We will want to carefully monitor how existing programmes and funding are re-directed to deliver the commitments agreed upon;
- We understand why the Minister wishes to set out a delivery plan for the remainder of this Welsh Government’ term, however, the regeneration of valley communities will need to be a long term programme and we would therefore wish you to press the Minister for a commitment that this will be the first phase of a much longer term commitment on the part of Welsh Government to address the very real issues that people living in our valley communities face;

- It is difficult to argue with most of what is set out in the document. What we are most interested to see next is the detail of exactly how the aspirations will be met, over what timescale and how progress will be measured and reported upon. The current plan lacks important detail and to be credible the deliverables of the programme need to be more clearly spelled out. We have made some specific suggestions in our detailed response as to how and where the Welsh Government's proposals could be put into practice;
- We believe that for the proposals to have credibility with valley communities, the actions must be specific to valley communities. For this reason, we do not believe it is helpful to reference a strategic hub for Neath in this particular context;
- Critical issues that have to be sustainably addressed if the plans are to have any success include: ensuring digital connectivity is fit for purpose; transport solutions can be developed to address long standing problems which affect access to both work and important services; a stronger emphasis on job creation and entrepreneurship, supported by effective models of business support and new enterprise incubation; tailored and locally delivered training to upskill local people for jobs that are available and can be created locally; and a change in narrative about the valley areas which is particularly relevant to exploiting the potential of tourism, and our industrial and cultural heritage.

I trust you will find the advice of the Task and Finish Group helpful to you in putting together the Council's formal response to the consultation and look forward to discussing the advice with you at Cabinet.

Yours sincerely,

Councillor Scott Jones

Chair of the Valleys Task and finish Group

Councillor Scott Jones

Home Address: 4 Nant Y Fedw, Croeserw, Cymmer, SA13 3SB
Tel 01639 417770

Cynghorydd Scott Jones

Cyfeiriad: 4 Nant Y Fedw, Croeserw, Cymmer, SA13 3SB
Ffôn 01639 417770

Priority 1 - Good Quality Jobs and the Skills to do them

<i>There aren't enough job opportunities within reach of many valleys, there are too many zero hour contracts and too much temporary and agency work.</i>	
Action	Members Comments
1. Explore all options to target investment and create new strategic hubs in specific areas.	<p>We are supportive of the priority being given by the Ministerial Task Force to creating jobs within the reach of valley communities.</p> <p>As this is a plan for valleys communities we believe that the proposals incorporated in the Plan should be specific to the valleys. For this reason we believe that strategic hubs to support economic growth within valley communities should be sited in the valleys, not in Neath.</p> <p>We consider that the A465 places Glynneath in a prime location for economic growth however, opportunities are impeded by the flood risk identified for the area. We would urge the Welsh Government to develop, with Natural Resources Wales, to develop a strategic solution to the flood risk that has been identified.</p>
2. Relocate more public sector jobs into the Valleys.	<p>We fully endorse this proposal. Local government has not been able to sustain jobs and services in some instances due to the difficult financial environment. We would welcome the relocation of public bodies from areas in South Wales where the economy is less reliant on public sector jobs.</p>
3. Make more publicly-owned land and property available in the Valleys for development – no comments	<p>We support this proposal but would also reiterate the point made above about the need to tackle flood risk in a strategic way that would make more land available in key locations.</p> <p>Examples would include: land adjacent to the A465 in Glynneath; Land at Cefn Coed Museum</p>
4. Maximise job opportunities in the local foundational economy.	<p>We believe that business support, possibly using a model along the lines of the Sandfields Young Business Centre would assist in developing existing businesses and in encouraging new businesses to grow within valley communities. It will be important that such support can be accessed by community based organisations, not only for-profit enterprises.</p> <p>Training provision, geared to the employment opportunities within valley communities is also an essential element to growing jobs within the</p>

	<p>valley communities eg care sector; retail etc Specific support for entrepreneurs is another element of support that should be included in the Plan. The Council would be open to trialling new models for incubating new enterprises for example models set out by James Earl in his recent paper.</p> <p>Existing employability scheme arrangements need to be simplified and rationalised. There are too many individual programmes, sometimes competing for the same customers. There needs to be more emphasis on job creation to better balance the support for people seeking employment with those creating employment.</p> <p>These elements lend themselves to development through community hubs within each valley area. Those hubs could either be developed from existing organisations or could complement those that already exist. A key requirement to sustain and develop a network of community hubs (we see these as distinct from public service hubs) would be the provision of adequate core funding which would allow the organisations to employ and retain competent business managers who have the time to develop their hub services including attracting in new sources of funding. It must be emphasised that in some of the valley communities, it is simply not currently possible to operate organisations of this type on a for – profit basis and therefore while the aim to be self sustaining might be achievable in some valleys, in other valleys this will not be so.</p>
<p>5. Support the creation of more digital jobs in the Valleys and develop two digital technology hubs.</p>	<p>Broadband and mobile infrastructure needs to be prioritised to ensure there is fit for purpose digital infrastructure in all valley communities.</p> <p>We would wish a digital/tech hub to be created in the western valley areas and see this as complementing other projects contained within the City Deal proposition.</p>
<p>6. Roll-out Better Jobs Closer to Home in the Valleys.</p>	<p>We support this aspiration however, we would like more detail of how this aspiration will be fulfilled. We have set out above some of the basic infrastructure needs that will need to be addressed: business support; employment support; connectivity. Transport is also a critical factor which will require detailed consideration for this area, as we are not within the Cardiff</p>

	<p>City Deal area which will benefit from the metro proposals.</p> <p>We also believe that there is a need to provide additional facilities for SMEs. Our occupancy rates of industrial units is consistently above 90% and there is a need to develop additional capacity to support existing businesses to grow and to encourage new businesses to establish themselves in the valley areas.</p> <p>There is an urgent need to consider how access to public procurement could be made easier particularly for SMEs operating in both the profit and not-for-profit sectors. As well helping to create jobs, this would also help deliver on the Welsh Government's carbon reduction agenda.</p>
7. Exploit the job creation potential from major infrastructure investment.	This proposal appears to be specifically linked to the Cardiff City Deal
8. Maximise the creation of green jobs and business opportunities from investment in energy efficiency.	We fully support this. A priority for us is the delivery of the homes as power station project within the City Deal. It has the potential to not only create employment, but to also address affordable housing objectives, carbon reduction objectives and contribute to the reduction in income inequalities recorded for the county borough.
<i>Businesses want more support to set up and grow their businesses</i>	
Action	
1. Better align business support for start-ups and existing businesses. Improve the conversion of initial enquiries.	<p>Please see the comments made earlier.</p> <p>Additionally, we would encourage a review of Business Wales activity to ensure that there is a more local, face to face, service available within valley communities.</p>
2. For 100 of the valleys businesses with the greatest growth potential.	See earlier comments
<i>Do more to help people get the jobs which are available.</i>	
Action	
Members Comments	
1. Provide targeted careers advice to help young people access jobs, particularly in new and growth sectors and also entrepreneurial opportunities.	We offer to pilot new approaches that can help identify entrepreneurs during full time education and to provide supportive environments within which they can experiment and develop business ideas.

2. Provide access to a bespoke package of skills support.	Please see earlier comments
3. Provide support and training for people who are long-term unemployed and economically inactive to gain skills to secure a job.	Please see earlier comments
4. Deliver a shared apprenticeship model to stimulate the market in STEM, health, tourism, hospitality, farming, woodland management and micro-hydro technology.	We support this proposal and look forward to having more information as to how this can be delivered in practice
5. Create more apprenticeship opportunities.	Please see earlier comments
6. Help students in college, work-based learning and university to maintain and develop their Welsh-language skills to meet demand in key sectors.	We fully support this. We would wish to reinforce the point made earlier about support to grow more jobs in the first instance as well as ensuring employment support is targeted towards those job opportunities that are available.
<i>Availability and the cost of childcare in some areas can act as a deterrent to returning to work.</i>	
Action	Members Comments
1. Start to deliver and test the Welsh Government's childcare offer in parts of Rhondda Cynon Taf and Caerphilly from September 2017. Pilot the offer throughout Blaenau Gwent.	<p>We agree that affordable childcare is an important factor to address in helping people into work.</p> <p>We believe that the approach has to be affordable in both policy terms and in relation to those who would wish to use such services. We also want to emphasise the importance of out of school places and do not want to see a policy approach that would undermine the viability of existing child care businesses.</p>
2. Work with the National Day Nurseries Association on a bid to the WCVA's active inclusion fund.	No comment on this proposal
<i>There is a lack of consistent, fully-informed careers advice for young people.</i>	
Action	Members Comments
1. Fast-track the introduction of Careers Wales' new education business exchange service in the Valleys in 2017.	<p>It is crucial that valley communities have fit for purpose connectivity so that young people based in valley communities are not disadvantaged.</p> <p>We believe that career advice needs to be significantly strengthened and look forward to seeing the detail of the Welsh Government's proposed approach.</p>
2. Strengthen industry-led engagement in schools and local communities to encourage young people to consider careers in digital industries.	We agree with this – however, what will be the means to deliver this aspiration?
3. Work with businesses to understand current	We would also encourage Welsh Government to

and future digital skills needs.	give a clear priority to digital which cross cuts the whole of Government. Detailed research into SME capability is critical as is investment in helping the existing SME sector to position itself to operate in a digital environment
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Priority 2 – Better Public Services

<i>Public Services need to be better joined up</i>	
Action	Members Comments
1. Undertake ground breaking work in the three valleys.	We have fully supported the work in Banwen/Glynneath and will continue to support the initiative. We are also happy to facilitate dialogue with the valleys within the county borough that are not part of the pilots to tease out any further learning that may be beneficial to the Welsh Government.
2. Work with local councils to develop a joined-up, responsive early years system, which puts the unique needs of each child at its heart.	We are supportive of more joined up early years arrangements and would encourage the Welsh Government to review funding and other mechanisms to ensure that they facilitate better integration rather than impeding integration.
<i>Facilities and services for communities should be better used.</i>	
Action	Members Comments
1. Use existing, and create new, community hubs in which the NHS, social services, schools and job centres work together with the third sector to provide services for local communities	<p>There are a number of existing community hubs which have deep roots in their communities and clearly are providing services the communities want. That is the reason why they are viable. There is scope to strengthen these hubs and connect them firmly to the aspirations set out in the consultation paper. Sustainable core funding is a key requirement for achieving this as mentioned above. It must be recognised that these organisations create jobs in their own right and often provide services where others will not. They are critical to the foundational economy in valley communities. Where required the hubs should be able to access the business and entrepreneurship support referenced earlier to help build further capacity and capability.</p> <p>We would consider a public service hub to be materially different from a community hub. There are already examples where public service organisations share facilities. This can be built upon. Ensuring there is fit for purpose connectivity is a fundamental requirement for expanding on current arrangements.</p>
2. Build on the Welsh Government's 21st Century Schools programme to focus on the co-location of services and the community use of school buildings	We are supportive of the concept of community schools which features within our existing Strategic School Improvement Programme
3. Expand the use of highly-skilled business managers to support and increase connections between local communities and schools.	We support this.
<i>Health services need to be better equipped to deal with an aging population. There should also be</i>	

<i>better join-up between GPs and non-clinical services.</i>	
Actions	Members Comments
1. Test new approaches to improve access to mental health and personal wellbeing support.	<p>A pre-requisite to this is that people are properly paid and trained.</p> <p>Care services, whoever provides them, must be seen as an equal priority alongside health services and be funded appropriately.</p> <p>It is important that any new approaches are supported by primary care professionals, especially GPs.</p>
2. Develop training opportunities and career pathways for people living in the Valleys in a range of key health and social services roles	We would be prepared to work with Welsh Government to develop new models of service that suit valley communities. The idea of co-operatives being developed to provide quality, fairly priced care is something we would be interested in pursuing.
3. Develop a widening access programme for young people from the Valleys who want a career in health and social care.	We support this as an aspiration. There will be a need to consider the form of entry level jobs that could support young people entering care and health services which is currently restricted due to the way in which regulations apply.
<i>People do not feel supported by mental health services.</i>	
Actions	Members Comments
1. Prioritise the Valleys for the roll-out of the wellbeing bond - a new initiative designed to help increase physical activity and mental wellbeing.	<p>We are supportive of this in principle, however, the funding model would need to be carefully developed to ensure the use of wellbeing bonds delivers the anticipated outcomes and financial results.</p> <p>This initiative must also be seen as inter-related to the other elements discussed in this consultation response.</p>
2. Promote social prescribing, including new ways to connect people with mental health support.	<p>In principle this is a good idea, however, capacity has to be created in the services that GPs would be referring people into. It must not be assumed that the existing capacity could support increased numbers of people diverted from health services. There will need to be a corresponding transfer of resources.</p> <p>Additionally, all GPs would need to be prepared to embrace this proposal.</p>
<i>Poor quality housing and too many empty properties can have a detrimental impact on the wider community and can be the cause of anti-social behaviour.</i>	
Actions	Members Comments
1. Work with Valleys councils to improve public support for energy conservation and home improvement measures.	Reference there can't support that but we already have the city deal, whole house retro fit around properties and make that a link.

	LA used to run grant schemes to put a roof on, renovation grants discretionary. Don't do those grants anymore
<i>There continues to be a shortage of good-quality, affordable housing.</i>	
Actions	Members Comments
1. Use the opportunities provided by the South Wales Metro to reinvigorate housing in the Valleys.	This is specific to the Cardiff City Region
2. Widen housing choice by unlocking stalled housing sites through joint working with the city deal partnerships.	
3. Support local builders to build the homes people need through a new partnership between local Valleys councils and Finance Wales.	We consider that encouraging self-builds and creating the environment for cooperatives in the valleys would be viable proposals. This should include provision of adapted properties for older and disabled people.
4. Explore new housing options in the most disadvantaged communities through joint working between registered social landlords in the Valleys.	This could be facilitated through making available developable land as discussed earlier in this consultation response. Assistance in packaging land etc for housing and other developments would be beneficial. It is considered that there are gaps in this area following the demise of the former WDA
<i>Public transport is disjointed, expensive and prevents people accessing employment, education and training.</i>	
Actions	Members Comments
1. Ensure the proposed South Wales Metro hubs act as key community points, providing a focus for housing, health, education and other public service investments.	This relates to the Cardiff City Deal However, addressing transport between, within and from/to the valley communities in this county borough is a critical priority and is one that must be addressed in a satisfactory way if any of the other intended proposals and related outcomes are to be realised.
2. Work with rail and bus providers to ensure public transport throughout the Valleys is more frequent and affordable and that it links to active travel.	The western valleys will not be direct beneficiaries of the Cardiff Metro proposals. However, there are opportunities for developing existing mineral rail links in some of the western valleys which could provide part of the solution to addressing transport needs which are one of the most critical issues facing the valley communities in this county borough. We already have a strong community transport organisation and would look for support to help the organisation diversify its offer and extend that offer to the other valley communities. This development work could include incorporation of electric bikes, community car schemes etc. We would urge Welsh Government to strongly

	oppose the UK government's proposals to alter permitting arrangements for existing community transport organisations.
3. Improve public transport services to better reflect the needs of local communities and businesses.	See above
4. Explore the feasibility of expanding a young people's discounted fare scheme across public transport.	Encouraging more young people to use public transport through discounted travel schemes is an idea we would support. This would encourage active living and also contribute to carbon reduction targets.
5. Pilot new bus routes and expand the availability of community transport across the Valleys.	See above
6. Improve the availability of travel information using digital technology.	This would be a necessary support for all transport developments

Priority 3 – My Local Community

<i>We are not making the most of the rich natural resources and cultural heritage of the Valleys.</i>	
Actions	Members Comments
1. Explore the development of a Valleys Landscape Park.	<p>We believe there is enormous potential in this area related to this proposal.</p> <p>Some examples of areas that would benefit from such a proposition include: East Pit; Selar nature Reserve.</p> <p>We also believe that there is a need to secure commitment to the ongoing development of existing facilities, such as the bike park and walking trails in the Afan Valley so that the area can grow its market and be competitive and attractive compared with other areas offering similar products.</p>
<i>Town centres need to be refocused.</i>	
Actions	Members Comments
1. Ensure national and local government regeneration strategies challenge the traditional model of the town centre, based on what communities want and need.	This authority has resisted out of town developments and would welcome a stronger policy commitment to this end as local efforts to sustain towns particularly in valley communities are undermined by large scale out of town developments in neighbouring areas.
2. Explore the impact of free car parking on town centres in the Valleys.	We would question the evidence base for a blanket approach of this nature.
<i>Renewable energy provides real opportunities for local communities.</i>	
Actions	Members Comments
1. Support the development of locally-owned community renewable energy schemes in the Valleys.	We would welcome additional support for our Dulais Valley cluster project; our RDP community energy schemes and our homes as power station initiatives.
2. Develop new mechanisms for managing and using energy generated through renewable schemes with the ultimate aim of the Valleys powering its own communities.	As above
3. Work with local and national partners to tackle fuel poverty in the Valleys and meet decarbonisation targets.	As above
<i>There is a need to increase tourism in the area, focusing on the Valley's heritage and natural beauty.</i>	
Actions	Members Comments
1. Develop a new, positive narrative for tourism in the Valleys and identify projects to meet current and future tourism demand.	<p>We agree that there is an urgent need to change the narrative about the valleys and to exploit the tourism potential.</p> <p>We need a specific focus on promoting what the valleys can offer</p>

	<p>Some of the assets that would benefit from additional promotion and development include: cycleways; the cultural heritage in Cwmavon (birth place of Richard Burton, Ivor Emmanuel and Rebecca Evans); the potential of Cefn Coed; the waterfall and canal offer at Aberdulais; Afan Forest Park; the potential to develop the East Pit site</p> <p>These tourism products will in turn create other business opportunities and could link to a community hub network as discussed earlier in the paper.</p>
2. Identify opportunities to attract new events to the Valleys.	As well as identifying opportunities to attract new events, it is important that the support to do this in an effective and sustainable way in place.
<i>The physical environment needs to be better maintained and fly-tipping and littering must be tackled.</i>	
Actions	Members Comments
1. Improve the physical environment of communities by investing in green infrastructure.	This council has a strong record of maintaining its environment, however, this is being gradually eroded as budget cuts eat into maintenance programmes, enforcement capacity etc.
2. Co-ordinate action with local communities and businesses in areas affected by littering and fly-tipping.	There is already strong community involvement across valley communities to achieve this

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