



C O U N C I L S U M M O N S

To all Members of Council

You are hereby summoned to attend a

MEETING OF THE COUNCIL

to be held at 2.00 pm on

27 January 2021

VIA MICROSOFT TEAMS

**ALL MOBILE TELEPHONES TO BE SWITCHED TO SILENT FOR THE
DURATION OF THE MEETING**

--- A G E N D A ---

PART A

1. Mayor's Announcements
2. Declarations of Interest
3. Minutes of the Previous Meeting/s of Council (Civic Year 2020/21
(Pages 5 - 12)

2 December, 23 December 2020

PART B

4. Council Tax Reduction Scheme 2021/22 (Pages 13 - 26)
5. Capital Programme Monitoring Reports (Pages 27 - 34)

6. Strategic Equalities Plan 2020 - 2024 - Actions to meet the Equality Objectives (Pages 35 - 98)
7. Appointment of Standing Deputy Returning Officer (Pages 99 - 102)
8. Mayoral Arrangements (Pages 103 - 106)

PART C

9. Minutes of the Previous Meetings of Cabinet and Cabinet Boards (Pages 107 - 234)

Cabinet

20th November, 9th December 2019, 10th January, 5th, 12th and 19th February, 5th March, 21st May, 25th June, 30th July, 2nd 17th and 30th September, 21st October, 4th, 11th and 25th November, 10th December 2020.

PART D

10. Notice of Motion under Section 10 of Part 4 (Rules of Procedure) the Council's Constitution
 11. Questions from Members, with Notice, under Rule 9.2 of the Council's Procedure Rules
 12. Urgent Items
Any urgent items (whether public or exempt) at the discretion of the Mayor pursuant to Section 100B (4) (b) of the Local Government Act 1972.
- (a) Covid 19 - Verbal Update



Chief Executive

**Civic Centre
Port Talbot**

Wednesday, 20th January 2021

This page is intentionally left blank

COUNCIL

(Civic Centre, Port Talbot)

Members Present:

2 December 2020

The Mayor: Councillor S.Jones

Councillors: A.R.Aubrey, S.Bamsey, D.Cawsey, H.C.Clarke, C.Clement-Williams, M.Crowley, A.P.H.Davies, N.J.E.Davies, O.S.Davies, R.Davies, C.Edwards, C.Galsworthy, W.F.Griffiths, J.Hale, S.Harris, M.Harvey, N.T.Hunt, S.K.Hunt, J.Hurley, H.N.James, C.J.Jones, D.Jones, H.Jones, J.Jones, L.Jones, R.G.Jones, D.Keogh, S.A.Knoyle, E.V.Latham, A.Llewelyn, A.McGrath, J.Miller, S.Miller, R.Mizen, J.D.Morgan, S.M.Penry, D.M.Peters, R.Phillips, M.Protheroe, L.M.Purcell, S.Pursey, S.Rahaman, M.Spooner, R.L.Taylor, D.Whitelock, C.Williams, A.Wingrave, R.W.Wood and A.N.Woolcock

Officers in Attendance: S.Phillips, K.Jones, H.Jenkins, A.Jarrett, N.Pearce, C.Griffiths, N.Chapple, L.Beynon, S.Curran, B.Austin and J. Woodman-Ralph.

1. **Declarations of Interest**

No declarations of interest were received.

2. **Minutes of the Previous Meeting/s of Council (Civic Year 2019/20)**

RESOLVED

That the minutes of the meeting of Council held on the 14th October 2020 be confirmed as an accurate record of the meeting.

3. **Licensing Act 2003 - Review of Licensing Act 2003 Policy**

Council received information on the Licensing Act 2003 – Review of Licensing Act 2003 Policy as detailed in the circulated report.

- RESOLVED:**
1. That the revised Licencing Act 2003 Policy be approved.
 2. That the Head of Legal Services be authorised to advertise and publish the Policy in the prescribed manner.

4. **Biodiversity Duty Plan Implementation Report**

Councillor A. Wingrave, Cabinet Member for Regeneration and Sustainability Development introduced the report, which had been commended to Council from Cabinet held on the 21 October 2020.

- RESOLVED:**
1. That the Biodiversity Duty Plan (BDP) 2017 Implementation Report as detailed in Appendix 1 to the circulated report be approved.
 2. That the publication procedures as detailed in the circulated report be implemented.

5. **Review of the Neath Port Talbot County Borough Council Constitution**

- RESOLVED:**
1. That Democratic Services Committee prepare advice for Council in respect of a review of the Constitution of Neath Port Talbot County Borough Council. To ensure it is fit for purpose and meets all legislative requirements, including, where applicable an analysis of the risks and impacts of progressing/not progressing any options considered.

2. That proposals developed by Democratic Services Committee be brought back to Council for consideration.

6. **Urgent Items**

Because of the need to deal now with the matter contained in Minute Number 7 below, the Mayor agreed that this could be raised at today's meeting as an Urgent Item pursuant to Section 100B (4) of the Local Government Act 1972.

Reason:

Due to time element.

The Leader updated Council that Cllr. J. Warman, Deputy Mayor had been discharged from hospital after his recent fall and council wished him a speedy recovery.

7. **Covid 19 - Verbal Update**

The Leader of Council gave Members an update on the escalating situation in regard to Covid 19. Cases had increased to 389.4 per 100,000 and currently Neath Port Talbot was third highest in Wales. Track and Trace had identified that a major contributing factor in this rise was people not adhering to the advice on not mixing.

Concern was expressed by Council that some of the guidance being issued was not clear and caused confusion. Future communications issued needed to be simple and clear. It was highlighted that all residents of Neath Port Talbot and Swansea had received a Covid 19 information leaflet and Welsh Government were looking at undertaking a similar campaign across Wales. Also, work has been undertaken by the regional communications group to link into groups who work with vulnerable groups to ensure that Covid 19 information is made available.

Discussion took place on whether it was possible for the data on Covid 19 to be made available to all ward Members on a weekly basis. It was explained that the data belonged to the Health Board and was considered by the Welsh Government and then shared with

Local Authorities, by the time it was circulated it was already out of date due to the constant changes in the information collected. As a result the information would not assist Members at ward level. Members were asked to continue to promote the Covid 19 guidance in their communities.

In addition, a rise has been identified in secondary schools as a result of the recent school holidays, where children were seen not adhering to social distancing and continuing to mix in groups. As a result schools would remain open until the end of term to enable schools to continue to manage children and young peoples' behaviour while on school premises in adhering to the Covid 19 guidance. Council was also informed of the recent excellent report from the Health and Safety Executive inspection of Neath Port Talbot County Borough Council schools in relation to implementing Covid 19 guidance. This report would be circulated to Council if possible.

Council heard of the work that Margam Orangery has been undertaking to try to assist couples with alternative plans for weddings as a result of the Orangery being made a mass vaccination centre.

Forthcoming Retirements

The Leader advised Members that this was the last meeting of Council that Mr. S. Phillips, Chief Executive, would attend due to his impending retirement. The Leader paid tribute to the work undertaken and commitment Mr. Phillips had to improve the outcomes for communities in Neath Port Talbot while he was Chief Executive and wished him a long and happy retirement. This was supported by Members. Mr. Phillips, responded and wished the authority, members and his successor Mrs. K.Jones well for the future.

The Leader also advised Members of the forthcoming retirement of Mrs. B. Austin, Personal Assistant to the Chief Executive. The Leader and Mr. S.Phillips thanked Mrs. Austin for all the support she had given them over a number of years and wished her a long and happy retirement. This was supported by Members. Mrs.B.Austin was appreciative of the comments given by Officers and Members at today's meeting.

CHAIRPERSON

COUNCIL

(Remotely via Teams)

Members Present:

23 December 2020

The Mayor: Councillor S.Jones

The Deputy Mayor: Councillor J.Warman

Councillors: A.R.Aubrey, D.Cawsey, H.C.Clarke, C.Clement-Williams, M.Crowley, A.P.H.Davies, N.J.E.Davies, O.S.Davies, R.Davies, C.Edwards, S.E.Freeguard, W.F.Griffiths, J.Hale, S.Harris, M.Harvey, S.K.Hunt, J.Hurley, C.J.Jones, D.Jones, J.Jones, L.Jones, R.G.Jones, D.Keogh, S.A.Knoyle, E.V.Latham, A.Llewelyn, A.R.Lockyer, A.McGrath, J.Miller, S.Miller, R.Mizen, J.D.Morgan, S.Paddison, S.M.Penry, M.Protheroe, S.Pursey, S.Rahaman, P.A.Rees, S.Renkes, S.H.Reynolds, P.D.Richards, D.Whitelock, C.Williams, A.Wingrave, R.W.Wood and A.N.Woolcock

Officers in Attendance: S.Curran, A.Evans, C.Furlow-Harris, C.Griffiths, A.Jarrett, H.Jenkins, K.Jones, N.Pearce and M.Shaw

1. **Mayor's Announcements**

It was with great sadness that the Mayor announced that the father in law of Councillor Peter Richards had passed away. As a mark of respect Council held a minute's silence.

2. **Administration Issues for the Civic Year 2020-21**

Council considered the various administrative issues as set out in the circulated report.

RESOLVED:

- a) That Councillor Scott Jones be confirmed Mayor for the remainder of the Civic Year 2020/21 pursuant to Section 23(1) of the Local Government Act 1972 and Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020.
- b) That Councillor John Warman be confirmed the Deputy Mayor for the remainder of the Civic Year 20/21 pursuant to Section 24(1) of the Local Government Act 1972 and Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020.
- c) That Councillor R.G Jones be elected Leader of the Council and Councillor E.V Latham be elected Deputy Leader of the Council for the remainder of the Civic year 2020/21 Pursuant to Part 4, Section 1(1.1) of the Constitution.
- d) That the Executive arrangements for the remainder of the Civic Year 2020/21 i.e. the period to the next Annual Meeting, in respect of the size of the Cabinet; the appointment of Members thereto; the appointment of the Cabinet Boards; and the allocation of the Cabinet Portfolios be approved as contained in **Annex A** to the circulated report;
- e) That the apportionment of seats amongst the constitution of Political Groups for the reminder of the Civic Year 2020/21 be confirmed as set out in **Annex B** to the circulated report (but it be unanimously RESOLVED that pursuant to Section 17 of the Local Government and Housing Act 1989, the political balance requirements of Sections 15 and 16 should not apply to the Appeals Panel, Standards Committee and the Licensing and Gambling Acts Sub Committee);
- f) That the proposed structure of the five Scrutiny Committees and their functions and the apportionment of chairs of scrutiny committees amongst the constituted Political Groups and the member appointments to each Scrutiny Committee in accordance with the wishes of the political groups together with the re-appointment of the co-opted members to the Education Skills and Culture Scrutiny Committee as set out in **Annex C** be confirmed for the remainder of the Civic Year 2020/21

- g) That the proposals in respect of the other Committee arrangements for the remainder of the Civic Year 2020/21 be approved, together with the appointment of Members thereto, as set out in **Appendix D** to the circulated report. That the chair and vice chair of the Audit Committee be drawn from the opposition members of the committee and to be determined by the Audit Committee and that the Chair and Vice Chair of the Licensing Sub-Committee to be determined by the Sub Committee be approved.
- h) That the proposed appointment (once approved by Cabinet) of Member/Officer appointments to Joint Committees, Outside and Other Public Bodies for the remainder of the Civic Year 2020/21 set out in **Annex E** be noted, with Cllr A.Wingrave to replace Cllr C Clement Williams on the membership of 'Regeneration NPT.'
- i) That the Committee Cycle and Timetable for the remainder of the Civic Year 2020/21(including Member Seminars) set out at **Annex F** be approved.
- j) That the distribution of the available Senior Salaries as contained in **Annex G** be approved.
- k) That the terms of reference and membership of the Member Panel Coronavirus set out in **Annex H** be approved.
- l) That the structure for Democratic Services set out at **Annex I** be endorsed.

3. **Designation of Head of Paid Service**

RESOLVED:

- a) That from the 1st January 2021, Mrs Karen Jones be designated as Neath Port Talbot County Borough Council's Head of Paid Service in accordance with Section 4 of the Local Government and Housing Act 1989 be approved.
- b) That from the 1st January 2021, Mrs Karen Jones be designated as Returning Officer of Neath Port Talbot County

Borough Council pursuant to the Section 35 (1A) of the Representation of the People Act 1983 be approved.

- c) That from the 1st January 2021, Mrs Karen Jones be designated as Electoral Registration Officer of Neath Port Talbot County Borough Council pursuant to Section 8 of the Representation of the People Act 1983 be approved.

CHAIRPERSON

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

COUNCIL

27 JANUARY 2021

REPORT OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES

SECTION A – MATTERS FOR DECISION

WARDS AFFECTED – ALL

COUNCIL TAX REDUCTION SCHEME 2021/22

Purpose of Report

1. This report sets out the proposed Council Tax Reduction Scheme for 2021/22 which needs to be adopted by Council by 31st January 2021. It also makes proposals relating to discretionary areas within the proposed scheme.

Background

2. Council Tax Benefit was replaced in April 2013 by a Council Tax Reduction Scheme more commonly known as Council Tax Support.
3. As Members are aware the UK Government funding for the scheme was reduced by approximately 10% as compared to their funding level for the previous Council Tax Benefit Scheme. However, since 2013/14 the Welsh Government has continued to provide an additional £22m on top of its base funding of £222m to enable financial support up to 100% of the council tax bill to be made available for eligible claimants.
4. The Welsh Government made regulations for a national scheme for Council Tax support. However, the obligation remains upon the Council to adopt a scheme.

5. The cost of the Welsh Government scheme currently exceeds the £244m funding made available by the Welsh Government with the remaining funding requirement having to be built into this Council's budget considerations.

Current Position

6. The current Council Tax Reduction Scheme ends on 31st March 2021 and a new scheme must be adopted for 1st April 2021.
7. As Members are aware the Council provides Council Tax support to circa 17,500 households within the County Borough, of which approximately 12,500 receive full support and pay no Council Tax. The remaining 5,000 households receive partial support to pay for their Council Tax. During this year there has been an increase of some 500 claimants due to the Covid pandemic.
8. Although the Local Government Finance Act gives Welsh Ministers discretion to allow Welsh local authorities to determine the contents of schemes themselves, the Welsh Government have approved an extension to the existing national framework for the provision of Council Tax Support in Wales. This is to avoid what has been termed a "postcode lottery" whereby eligibility for a Council Tax reduction and the size of the Council Tax reduction for particular groups could be different in different council areas. This extension provides up to a "100% support scheme" for 2021/22.
9. The Council Tax Reduction Scheme in Wales is set by Regulations made under Schedule 1B of the Local Government Finance Act 1992 (as inserted by the Local Government Finance Act 2012). On 26th November 2013 the Wales Government approved the Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 and the Council Tax Reduction Schemes (Default Scheme) (Wales) Regulations 2013.
10. These regulations are further amended for 2021/22 by the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2021.
11. These regulations amend the 2013 CTRS Regulations plus the annual updates since then to uprate financial figures used to

calculate entitlement to support to paying council tax in line with Welsh Government policy. These include:

Up-rating figures for 2021-22

Personal allowances in relation to working age, and carer and disabled premiums

The financial figures in respect of these allowances have been amended and have increased in line with the cost-of-living rises. The convention is to up-rate most elements in line with the Consumer Price Index figure for September from the previous year (2020), which is 0.5%.

However for some personal allowances such as for pensioners the Pension Credit Standard Minimum Guarantee is up-rated by earnings whilst other additional pensions and increments are up-rated by prices.

Non-dependent deductions have also been up-rated.

Additional Consequential Amendments

In addition to up-rating the financial figures, this statutory instrument makes a number of consequential amendments to the 2013 CTRS Regulations. These ensure the 2013 Regulations remain up-to-date and fit for purpose.

Amendments related to the Windrush Compensation Scheme

This compensation scheme is designed to compensate individuals who have suffered loss in connection with being unable to demonstrate their lawful status in the United Kingdom. The proposed amendments to the 2013 CTRS Regulations make provision that compensation payments made under the Scheme will be disregarded from capital when determining an applicant's eligibility for a reduction and the amount of that reduction.

Universal Credit Run-On Disregard

Entitlement to Universal Credit (UC) ends when a person (or mixed-age couple) reaches the qualifying age for state pension credit.

From this point, claimants can instead claim pension-age benefits such as Pension Credit (PC).

Previously, claimants who reached state pension age during the assessment period risked there being a gap between their last UC payment and their first PC (and other pension-age benefits) payments. DWP is taking steps towards a smoother transition from UC to pension-age benefits, with no risk of gaps in entitlement for claimants. To achieve this, DWP is making additional UC run on payments to cover the entire month in which a claimant reaches pension-age. For some claimants, depending on which date within the month they reach this age, there will be an overlap in the receipt of this UC run-on payment and pension-age benefits.

The proposed amendments to the 2013 Regulations make provision that any 'additional income' resulting from such an overlap is not to be considered as income when determining eligibility for a pension-age council tax reduction in Wales.

Integrated Impact Assessment

12. The Welsh Government has previously compiled an Equalities Impact Assessment following its consultation. A local Equalities Impact Assessment has previously been carried out by this Council in 2012 and 2013. Those consultations assisted the Council in satisfying the public sector equality duty as set out in the Equality Act.
13. The approved national scheme, within the Prescribed Requirements Regulations, provides some limited discretion for the Council to apply additional elements that are more generous than the national scheme.
14. As the Welsh Government has introduced a standard scheme other than for 3 discretionary items as set out below they have determined there is no need for each Council to carry out a separate consultation process in relation to individual schemes. This is provided that there is no proposed change in relation to the discretionary elements. It is confirmed that there are no proposed

changes to the discretionary elements for the 2021/22 Council Scheme as set out below.

- (a) The ability to backdate the application of council tax reduction with regard to late claims prior to the standard period of three months before the claim;

that there is no increase in the backdate period for pensioners and working age claimants from the standard 3 months contained within the prescribed scheme.

- (b) The ability to increase the standard extended reduction period of 4 weeks given to persons after they return to work where they have previously been receiving a council tax reduction that is to end as a result of their return to work;

that there is no change to the standard 4 week extended reduction period contained within the Prescribed Scheme.

- (c) Discretion to increase the amount of War Disablement Pensions, War Widows Pensions and War Widower's Pensions which is to be disregarded when calculating income of the claimant;

The National Scheme provides for the first £10 per week of this income to be disregarded.

to continue to disregard the above-mentioned pensions income in full.

Financial Implications

- 15. This Council's total budget for Council Tax Support in 2020/21 is £18.748m. The Welsh Government's Provisional Settlement for 2021/22 provides funding of £15.977m, a reduction of £224k compared to the current year. The projected budget cost for 2021/22 amounts to £19.8m which will result in circa £3.9m having to be fully met from the Council's budget.

Legal Implications

16. The Council is obliged to make a Council Tax Reduction Scheme under the Prescribed Requirements Regulations. Although the legislation provides for a default scheme to apply in the absence of the Council making a scheme, the Council is nevertheless under a statutory duty to adopt its own scheme, even if it chooses not to apply any of the discretionary elements.

Risk Implications

17. The Council needs to manage the cost of Council Tax Support within its budget. The amount of Welsh Government support is provided on a fixed basis rather than the demand-led basis of support to council tax benefit. Any variation in Council Tax support costs will have to be met by this Council.

Recommendations

18. It is recommended that Council approve the following in relation to establishing its Council Tax Reduction Scheme for the 2021/22 financial year:
 - Adopts the Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 as further amended by the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2021
 - Approves the retention of the existing discretionary elements in relation to the Prescribed Scheme:
 - (a) That no increase in the backdate period for all claimants be applied from the standard 3 months contained in the Prescribed Scheme.
 - (b) That no increase in the extended reduction period for all claimants be applied from the standard 4 weeks currently contained within the Prescribed Scheme.

- (c) Apply a 100% disregard for War Disablement Pensions, War Widows Pensions and War Widower's Pensions for all claimants.

Reason for Proposed Decision

19. To establish a Council Tax Reduction Scheme for 2021/22 in line with legislation and regulations.

Implementation of Decision

20. The decision is for immediate implementation.

Background Documents

21. Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 as amended by the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2015, amended by the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2016, amended by the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2017 ("Uprating Regulations"), amended by The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2018 ("Uprating Regulations") and further amended by The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2019. Further amended by The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2020. Further amended by The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2021.

Appendix

Appendix 1 – Impact Assessment – First Stage

Officer Contact

For further information on this report item, please contact:

Mr Hywel Jenkins – Director of Finance and Corporate Services

E-mail: h.jenkins@npt.gov.uk

Mr Huw Jones – Head of Finance

E-mail: h.jones@npt.gov.uk

Mr Kevin Davies – Principal Officer Benefits

E-mail: k.davies1@npt.gov.uk

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Council Tax Reduction Scheme 2021/22.

The Welsh Government has previously consulted and put in place a universal scheme across Wales for the provision of financial support to the most financially disadvantaged citizens to help them pay their Council Tax. Since 2013/14 the Welsh Government has provided £244m to the 22 Local Authorities in Wales to adopt a standard scheme of financial support. This is to avoid what has been termed a "postcode lottery" whereby eligibility for a Council Tax reduction and the size of the Council Tax reduction for particular groups could be different in different council areas. The continued extension of this scheme into 2021/22 provides up to a "100% support scheme" for eligible taxpayers. As in all years since 2013/14 Neath Port Talbot Council's Council Tax Reduction Scheme (or support scheme) will be in line with the standard Welsh Government Scheme and does not propose any change to the 3 Discretionary elements of the scheme as asset out in paragraph 14 of the report.

Service Area: Council Tax

Directorate: Finance and Corporate Services

2. Does the initiative affect:

	Yes	No
Service users (council taxpayers)	X	
Staff	X	
Wider community	X	
Internal administrative process only		X

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

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age				X		<p>Council Tax is payable by people occupying non domestic properties. These include owner occupiers, tenants and owners of properties (if they are vacant). There are a number of exemptions and discounts available for council tax payers and these along with the Council Tax Support Reduction scheme are applied to each property/taxpayer in line with Government legislation and regulations.</p> <p>The Council Tax Reduction Scheme (CTRS) set out in this report was consulted on by Welsh Government prior to its adoption in 2013/14. CTRS is provided to all eligible taxpayers to help them pay their Council Tax. This report shows that the cost to the Council exceeds the share of the £244m funding made available. The cost of the scheme has to be found from within the Council's total resources available. The Council Tax database does not identify the specific characteristics of taxpayers. All eligible taxpayers receive the appropriate financial support in line with the scheme's criteria and do not treat any people with protected characteristics any different.</p>
Disability				X		
Gender Reassignment				X		
Marriage/Civil Partnership				X		
Pregnancy/Maternity				X		
Race				X		
Religion/Belief				X		
Sex				X		
Sexual orientation				X		

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				Applications for support can be made in Welsh
Treating the Welsh language no less favourably than English		X				Applications for support can be made in Welsh

5. Does the initiative impact on biodiversity:

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

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

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	X		The scheme provides assistance to people on benefits and low income to help them pay their Council Tax. This is a continuation of a standard uniform scheme introduced by Welsh Government in 2013/14. In line with Regulations the council must determine annually before the end of January the Council Tax Reduction scheme that it will have in place for the next financial year i.e. 2021/22.
Integration - how the initiative impacts upon our wellbeing objectives	X		It assists to provide a sense of community and helps people live locally without having to be concerned about paying all or part of their Council Tax.
Involvement - how people have been involved in developing the initiative		X	The scheme has been in existence since 2013/14 and is proposed to continue unchanged in 2021/22. If the Welsh Government proposes any changes to the scheme they will be subject to full consultation.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions		X	The Council is applying the standard scheme of financial support as provided by the Welsh Government
Prevention - how the initiative will prevent problems occurring or getting worse	X		It prevents people having tax arrears and having to pay their Council Tax when they are on the appropriate benefits and/or low incomes

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

A full impact assessment (second stage) is not required	<input checked="" type="checkbox"/>
Reasons for this conclusion	
<p>This is a continuation of the Council Tax Reduction scheme that has been in existence since 2013/14. In line with regulations the Council's is required to approve its scheme for the forthcoming financial year before 31 January of each year.</p>	

A full impact assessment (second stage) is required	<input type="checkbox"/>
Reasons for this conclusion	

Page 25

	Name	Position	Date
Signed off by	Hywel Jenkins	Director of Finance & Corporate Service	19 January 2021

This page is intentionally left blank

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
COUNCIL**

REPORT OF THE HEAD OF FINANCE – HUW JONES

27th January 2021

Matter for Decision

Wards Affected – All Wards

**CAPITAL PROGRAMME MONITORING REPORT 31ST DECEMBER -
2020/21**

Purpose of Report

1. To provide Members with information in relation to delivery of the 2020/21 Capital Programme. The report was considered by Cabinet on the 13th January 2021 and commended to Council for approval.

Background

2. On 5th March 2020 Council approved its Capital Programme for 2020/21; the report detailed planned Capital Expenditure totalling £87.92m for the financial year.

The purpose of this report is to update Members as to the delivery of this Programme as at 31st December 2020 and to seek approval to update the 2020/21 budget.

Targeted Achievements

3. As Members are aware the following achievements are being targeted during this financial year:
 - Progression of the Council's Band B 21st Century Schools programme;
 - Cefn Saeson - a new replacement 11-16 School in the Cimla area of the County Borough.

- Abbey Primary – a new primary school to replace the current Primary school which is based across three sites in Neath Abbey, Skewen and Longford.
 - Ysgol Gymraeg Ystalyfera Phase 3 - the addition of a new build block comprising six extra classrooms and 3G rugby pitch provision.
- Investment in a flood and coastal risk prevention project at Aberavon Seafront.
 - County Borough regeneration including the continuation of the Neath Town Centre redevelopment along with commencement of works on Neath Transport Hub. Development works on the former Crown building, redevelopment works on the former Plaza cinema in Port Talbot along with the Harbourside infrastructure project.
 - Further investment of £3m into Disabled Facility Grants to assist people to live at home together with an investment of over £3m in Schools Capital Maintenance and Highways and Engineering Maintenance improvements.

Changes to the approved Budget

4. The updated Capital Programme now totals £70.682m with the main changes proposed being:
 - 2020/21 grant approvals of £1.613m have been received for the Active Travel Fund, Valleys Task Force and Circular Economy Fund.
 - 2020/21 budgets for Childcare Provision projects have been reduced by £2.705m and allocated to 2021/22 to reflect the profile of the works required on site and the revised project proposals.
 - The 2020/21 budget for Abbey Primary has been reduced by £2.424m. The £2.424m has been re-profiled into 2021/22 to reflect the profile of works required on site.

- The 2020/21 budget for Cefn Saeson has been increased by £2.924m to reflect site works progressing ahead of schedule. The £2.924m will be funded from resources earmarked in 2021/22, 2022/22 and 2023/24.
- A £1.737m budget had been included in 2020/21 in relation to improvement works at Hillside Secure Unit. However, £1.637m of this has now been re-profiled into 2021/22 due to works on site being delayed as a result of COVID 19.
- A budget of £1.9m had been included in 2020/21 for Cefn Coed Valley Landscape Park. This has been reduced to £200k in 2020/21 due to ongoing issues in agreeing a suitable scheme with the Welsh Government.
- The 2020/21 budget of £630k for Port Talbot PDR 2 has been increased by £442k to fund land compensation claims paid out.
- A budget of £1.049m has been added in 2020/21 for HWB IT equipment for schools. Of this £1.049m, £745k is funded through Welsh Government HWB grant with the remaining £304k being NPT's contribution to the scheme.
- A budget of £3.184m had been included in 2020/21 for DFG's. However, £1.784m of this has been re-profiled into 2021/22 due to works being delayed as a result of COVID 19.

Additional Capital Funding

5. As part of the 2018/19 Welsh Government settlement announcement, an additional £5m of un-hypothecated funding was allocated over 3 years. Of this £5m, £1.180m was spent in 2019/20 with £3.830m originally planned to be spent in 2020/21. However, £2.304m of this original 2020/21 budget has been re-profiled into 2021/22 to reflect planned spend.

Additional Schools Capital Maintenance Grant

6. In March 2019 Welsh Government allocated an additional £1.9m to fund school maintenance works, £360k was spent in 2019/20 and the balance planned for 2020/21 and 2021/22. The original

2020/21 budget of £1.671m has been reduced to £889k with the balance being re-profiled to 2021/22.

Also in January 2020 Welsh Government announced a further allocation of £1.9m which was planned to be spent in 2020/21 and 2021/22. The original 2020/21 budget of £1.928m has been reduced to £685k with the balance being re-profiled to 2021/22 to reflect planned spend.

Impact of COVID

7. The Covid pandemic has resulted in increased costs for some contracts due to the requirement to provide increased facilities on sites i.e. additional welfare provision to facilitate social distancing. Currently these increased costs are being met from existing budget resources.

2020/21 Capital Expenditure

8. Specific details of Capital Expenditure as at 31st December 2020 is outlined in Appendix 1 of this report

Financial Impact

9. All relevant details are set out in the body of the report.

Valleys Communities Impact

10. No implications

Workforce Impacts

11. There are no workforce impacts arising from this report.

Legal Impacts

12. There are no legal impacts arising from this report.

Risk Management

13. The capital programme is actively managed by managers and the Capital Programme Steering Group to comply with all relevant planning conditions, legislation, regulations and health and safety.

Consultation

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

Recommendations

15. It is recommended that Cabinet approves and then commends the updated Capital Programme to Council:
 - The approval of the proposed 2020/21 budget totalling £70.682m;
 - And note the position in relation to expenditure as at 31st December 2020.

Reason for Proposed Decision

16. To update the Council's Capital Programme for 2020/21.

Implementation of Decision

17. The decision is for immediate implementation.

Appendices

18. Appendix 1 – Details of Capital Expenditure as at 31st December 2020

List of Background Papers

Capital Programme working files

Officer Contact

Mr Huw Jones – Head of Finance

E-mail: h.jones@npt.gov.uk

Mr Ross Livingstone – Group Accountant - Capital and Corporate

E-mail: r.livingstone@npt.gov.uk

Capital Budget and Spend 2020/21 as at 31st December 2020

	Current Budget £'000	Proposed Budget £'000	Actual @ 31 Dec 20 £'000
Abbey Primary	5,424	3,000	1,026
Cefn Saeson	11,283	14,207	12,638
Ysgol Gymraeg Ystalyfera Bro Dur (North Campus)	3,327	3,327	1,587
Capital Maintenance – Education and Leisure	1,198	934	842
Welsh Medium School Grant - YGG Pontardawe, YGG Cwmllynfell & YGG Tyle'r Ynn	2,256	1,963	1,327
Infant Class Sizes Grant - YGG Rhosafan, YGG Castell Nedd, Gnoll Primary	708	433	695
Childcare Offer Grant - Small Grants Pot, Baglan Primary, Blaenbaglan Primary, Cwmavon, YGG Castell Nedd, YGG Blaendulais, Wauncerich Primary & Rhos Primary	3,788	1,083	695
Cymmer Afan Site Clearance & Land Reclamation	108	37	37
Leisure Investment	242	462	153
Margam Orangery Improvement Works	105	105	92
Margam Park Activity Investment	306	306	120
Pontardawe Arts Centre Cinema	200	30	7
Highways and Engineering Maintenance	2,138	2,138	1,204
Additional Highway Works (Highways Refurbishment Grant)	753	753	753
Drainage Grants	897	1,048	578
Local Transport Fund (multiple locations)	1,028	1,028	178
Active Travel Fund (multiple location)	218	1,198	197
Road Safety	205	205	24
Safe Routes in Communities	50	50	7
Flood & Coastal Risk Projects - Aberavon & Brunel Dock	1,067	1,067	1,045
Flood Recovery – various projects	927	927	704
Major Bridge Strengthening - A474 Neath	6	6	8
Trade Waste Recycling Investment	200	100	0

	Current Budget £'000	Proposed Budget £'000	Actual @ 31 Dec 20 £'000
Health & Safety	1,050	830	344
Street Lighting	974	974	330
MREC – site improvements	180	180	0
Vehicle Replacement Programme	2,723	2,555	1,308
Environment Street Scene Works	500	490	96
Regeneration: Harbourside Infrastructure	1,883	1,883	256
Regeneration: Plaza Redevelopment	3,497	3,497	1,810
Regeneration: Former Port Talbot Magistrates Court Refurbishment	300	300	203
Regeneration 6 Station Road	467	177	4
Regeneration: Aberafan Aquasplash	350	350	3
Regeneration: Employment & Business Start Up Space	500	15	9
Regeneration: Neath Town Centre Redevelopment	3,000	3,000	496
Regeneration 8 Wind Street	760	760	257
Regeneration: Former Crown Buildings Development	3,400	3,400	2,365
Regeneration: Neath Transport Hub	1,475	1,475	0
Regeneration: Property Enhancement Development Grant	1,000	1,000	64
Regeneration: The Technology Centre	4,692	4,692	1,177
Regeneration: Afan Forest	250	328	0
Regeneration: Cefn Coed Valley Landscape Park	1,900	200	6
Regeneration: Other	1,153	1,106	269
School IT/ Vehicle Financing	390	190	76
Capital Maintenance - SSHH	201	121	79
Hillside Secure Unit Improvement Works	1,737	100	79
Efficiency & Warm Homes	211	211	71
Disabled Facilities Grants	3,184	1,400	556
Capital Maintenance for Schools – previous year grants	1,559	1,578	565
Regeneration – various projects	565	50	0
Maintenance - Unadopted structures and Council owned Tips	308	308	184
Information Technology and Agile Working	267	243	193

	Current Budget £'000	Proposed Budget £'000	Actual @ 31 Dec 20 £'000
Other	2,504	4,452	2,851
Contingency	270	410	0
Total	77,684	70,682	37,568

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

27 January 2021

Report of the Head of Human and Organisational Development - S Rees

Matter for Decision

Wards Affected: All Wards

Report Title: Strategic Equality Plan 2020-2024: Actions to meet the Equality Objectives

Purpose of Report

1. To consider the adoption of the actions developed to meet the equality objectives prior to their publication as part of the Strategic Equality Plan.

Executive Summary

2. The Council's Strategic Equality Plan, including its equality objectives and actions to meet them, was intended to be published in April 2020 but the coronavirus outbreak delayed this.
3. The Equality and Human Rights Commission suspended statutory requirements to publish Strategic Equality Plans until October 2020 due to the outbreak of the pandemic.
4. The period of the first lockdown and other events that took place during this time provided an opportunity to reconsider our equality objectives and actions taking into account evidence provided to UK and Welsh government committees; research findings on the impact of the coronavirus outbreak and the reported concerns of members of Black, Asian and minority ethnic communities in direct response to that and the consequences of the Black Lives Matter movement.
5. In light of the above, the equality objectives, which had been consulted on earlier in the year, were deemed to be an accurate reflection of those areas that cause concern, distress and anguish for many in our communities. Consequently the Council's Strategic Equality Plan, including the Equality Objectives, (**Appendix 1**) was adopted by Council on 23 September 2020.

6. However, it was also clear that the actions required further review and following a period of reflection and activity over recent months the actions have been revised and can be found at **Appendix 2**.
7. The actions, and the identified measures, will be reviewed early in 2021 to ensure they fit with and are embedded into a comprehensive approach to recovery. Consequently, timelines for actions, and any new or amended measures, will be added when the detail of the work becomes clearer.
8. Council is now being asked to adopt the actions developed to meet the equality objectives prior to their publication as part of the Strategic Equality Plan.

Background

9. Under the Equality Act 2010 the Council is required to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations amongst and between people of different protected groups; the Public Sector Equality Duty.
10. In Wales, specific duties have been introduced under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to help public bodies carry out the Public Sector Equality Duty. Under these regulations we along with other public bodies have a duty to develop equality objectives and produce a Strategic Equality Plan containing the equality objectives and other information.
11. Draft equality objectives and proposed actions were developed during 2019-2020 and were subject to period of public consultation between 16 January and 20 February.
12. While it was intended to present the Strategic Equality Plan, including the equality objectives and actions to Cabinet and then to Council for adoption the outbreak of the pandemic prevented that taking place.
13. With the Equality and Human Rights Commission suspending the requirement to publish Strategic Equality Plans until October 2020 there was more opportunity to review the equality objectives and actions in light of unfolding events.
14. Consequently the Strategic Equality Plan, including the equality objectives, was adopted by Council on 23 September with an assurance that actions would follow before the end of the year.

The Development of Actions and Recent Events

15. Since the outbreak of COVID-19 it has become increasingly apparent that while all communities have been affected, Black, Asian and minority communities have

been affected disproportionately in matters of health, as key workers, with the severe effects on employment as well as in relation to accessible education for children and young people.

16. The brutal killing of George Floyd on 25th May 2020, along with other events in our recent history as well as the devastating impact the pandemic has had on Black, Asian and minority ethnic communities has brought into sharp focus the deep seated attitudes and behaviours that remain towards people from these communities.
17. As a consequence it was recognised that the actions originally identified, in existing strategies/plans, to meet the equality objectives would need to be reviewed to ensure we fully address the impact of these events on our local communities.
18. Additional actions have been developed, with the involvement of our workforce and Black, Asian and minority ethnic communities, to sit alongside the original
19. We recognise that this is not the end of our work. Not only do we need to implement and make progress but we are mindful that they, like our ever changing society and circumstances are not set in stone. They will be reviewed on a regular basis to ensure they remain relevant and appropriate to the needs of our communities.
20. Following Cabinet in December a slight amendment has been made to one of the actions to better reflect the Council's position in relation to employment contracts; the removal of reference to 'zero hours' contracts and the inclusion of 'casual and temporary contracts'
21. However, the actions, and the identified measures, will be reviewed early in 2021 to ensure they fit with and are embedded into a comprehensive approach to recovery. Consequently, timelines for actions, and any new or amended measures, will be added when the detail of the work becomes clearer.
22. Following Cabinet in December a slight amendment has been made to one of the actions in the employment equality objective to better reflect the Council's position in relation to employment contracts; the removal of reference to 'zero hours' contracts and the inclusion of 'casual and temporary contracts'.
23. Council is now being asked to adopt the actions developed to meet the equality objectives prior to their publication as part of the Strategic Equality Plan.

Financial Appraisal

24. The equality objectives as included in the Strategic Equality Plan, will be met by those actions already identified in existing strategies/plans, or those due to be developed, as well as by a small number of new actions newly identified to address the impacts of the coronavirus pandemic, the BLM movement and other instances of identified race inequality.

Integrated Impact Assessment

25. An impact assessment was undertaken in relation to the equality objectives which assisted the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.
26. The impact assessment that accompanied the Strategic Equality Plan remains extant and is at **Appendix 3**.

Valleys Communities Impact:

27. The actions will contribute to projects supporting the valley communities.

Workforce Impact

28. Staff have been involved in the development of the newly identified actions, some of which will affect them directly, and it is anticipated that this participation will continue.

Legal Impact

29. The actions have been developed to meet the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Risk Management

30. We have a legal duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to develop actions to meet the equality objectives and publish these, alongside other information, in a Strategic Equality Plan. Failure to do so could lead to a compliance notice from the Equality and Human Rights Commission, an independent statutory agency which was established under the Equality Act 2006.

Crime and Disorder Impact

31. 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”.
32. The actions contain specific proposals to prevent and address hate crime and domestic abuse thereby assisting us in discharging the crime and disorder duty.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts

33. The Council has a legal duty under Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 when exercising relevant functions to ‘have regard (along with all other relevant matters) to the need to remove or minimise any factors which:
 - (a) increase the risk of violence against women and girls, or
 - (b) exacerbate the impact of such violence on victims.’
34. The actions contain specific proposals to prevent and address domestic abuse thereby assisting us in discharging this duty.

Consultation

35. This item has not been subject to external consultation, although a period of public consultation was undertaken as part of the development of the Strategic Equality Plan between the 16 January and 20 February 2020. In addition, local equality groups, as represented on the Council’s Equality and Community Cohesion Group have been involved in the development of these actions.

Recommendations

36. It is recommended that Council adopt the actions developed to meet the equality objectives and authorise the Head of Human and Organisational Development to publish the actions as part of the Strategic Equality Plan.

Reason for Proposed Decision

37. To meet the statutory requirements set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Implementation of Decision

38. The decision is for immediate implementation.

Appendices

39. Appendix 1 – Strategic Equality Plan 2020-2024
40. Appendix 2 – Actions to meet the Equality Objectives
41. Appendix 3 – Integrated Impact Assessment

List of Background Papers

42. [Equality Act 2010](#)
43. [Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)
44. Draft Equality Objectives and Actions – Background documents:
 - [Is Wales Fairer?](#) – Equality and Human Rights Commission
 - [Healthy Relationships for Stronger Communities Strategy](#) (currently being revised)
 - [Chwarae Teg Fair Play Employer Scheme - Action Plan](#)
 - Neath Port Talbot Poverty Symposium Report
 - Community Cohesion Survey
 - [Time to Change Wales Campaign Employer Pledge](#)
 - [Smart and Connected - A Revised Digital Strategy](#)
 - Community Profile - NPT BME Community Association
 - [Making Wales the best place in the world to grow older - Older People's Commissioner](#)
 - Council's Website Audit
 - Equality, Local Government and Communities Committee:
 - [16 June 2020](#)
 - [30 June 2020](#)
 - [BAME Covid-19 Advisory Group - Report of the Socioeconomic Subgroup](#)
 - Black Lives Matter Conversation – feedback from event on 21 September 2020

Officer Contact

45. Mrs Sheenagh Rees, Head of Human and Organisational Development Tel: 01639 763315 or e-mail s.rees5@npt.gov.uk
46. Mrs Rhian Headon, Corporate Policy Officer, Equalities and Welsh Language Tel: 01639 763010 or email r.headon@npt.gov.uk



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Neath Port Talbot County Borough Council Strategic Equality Plan 2020-2024

Page 41

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

www.npt.gov.uk

Contents

Introduction	2
Who we are.....	4
Structure of the Council	6
The Legislative and Strategic Context.....	7
Assessment and training	12
Integrated impact assessment.....	12
Training	13
Our Equality Objectives	14
Developing our equality objectives	15
Evidence and data	17
Monitoring and Review	23

If you require this information in larger print or in an alternative format, please contact the Corporate Policy Team on 01639 763010 or email: policy@npt.gov.uk

Introduction

The Strategic Equality Plan, including the equality objectives and associated actions, was to be presented to Cabinet in April 2020.

However, as a result of the outbreak of COVID -19 this was not possible due to executive reporting arrangements being disrupted and many of our workforce having been redeployed to other service areas to support the Council's response.

Furthermore, at the end of March 2020, the Equality and Humans Rights Commission suspended statutory deadlines for publishing Strategic Equality Plans and equality objectives until October 2020.

The response to the outbreak by key workers in all services across the public sector was, and continues to be, phenomenal. However, it became increasingly apparent as weeks went on that while all communities were being affected, Black, Asian and minority communities were being affected disproportionately; in matters of health, as key workers, with the severe effects on employment as well as accessible education for children and young people.

The various reports and meetings over recent months have not only supported original opinion but are exploring in depth the devastating impact the pandemic has had on our Black, Asian and minority communities. At an early stage in the outbreak we recognised that the Strategic Equality Plan and equality objectives would need to be reviewed to address the impact the pandemic was having on our local communities.

The brutal killing of George Floyd on 25th May 2020, followed by the understandable international outcry and condemnation, other events in our recent history as well as the disproportionate effect COVID-19 outbreak experienced by members of the Black, Asian and Minority Ethnic communities brought into sharp focus the deep seated attitudes and behaviours that remain towards people from these communities.

In his address to Council in July 2020, the Leader gave a commitment to initiate a fresh look at how we work with our Black, Asian and minority ethnic communities in Neath Port Talbot to achieve equality, equity and social cohesion and to bring about societal change to demonstrate that Black Lives Matter.

This accentuated the need to further review the equality objectives, and actions. Following consideration of the most recent relevant papers and research available it was considered that while the equality objectives remained relevant further consideration of more relevant actions was required.

In light of this, an involvement programme is being developed to ensure that the experiences and concerns of members of the Black, Asian and Minority Ethnic communities in the Neath Port Talbot are fully taken into account in the revision of actions to meet our equality objectives.

Who we are

Neath Port Talbot is located on the coast between Swansea to the west and Bridgend to the east. Neath Port Talbot also shares boundaries with Carmarthenshire, Powys, Rhondda Cynon Taf and the Brecon Beacons National Park. Covering an area of over 44,217 hectares, the physical characteristics of the County Borough is broadly divided into the coastal corridor and the Valleys.

According to the Census 2011 Neath Port Talbot has a resident population of 139,800 and has the 11th highest population density of the 22 local authorities across Wales. The expected growth in population, an increase of about 5% (7,000) by 2021, appears to be borne out with the 2018 mid-year estimate of 142,906 people living in the county borough. This estimate includes nearly 31,500 people over the age of 65.

The Welsh Index of Multiple Deprivation (WIMD) 2019 identified that 15.4% of local super output areas (areas with a population of 1000) in Neath Port Talbot are in the top 10% of the most deprived areas in Wales. The WIMD is designed to identify those small areas where there are the highest concentrations of several different types of deprivation

According to the 2011 Census, black and minority ethnic groups account for 2.1% of the population compared to 4% in Wales.

Data from schools indicates that the proportion of pupils from ethnic minority backgrounds (non-white British) is 6.16% compared to the all Wales percentage of 11.41%.

At the 2011 Census, of those people indicating a religion, faith or belief, 57.7% described themselves as Christian, 33.8% indicated that they have no religion, 7.3% did not state a religion and those remaining were Buddhist (0.2%), Hindu (0.1%), Jewish (0%), Muslim (0.4%), Sikh (0.1%), other (0.4%).

Neath Port Talbot has the third largest Gypsy and Traveller Community in Wales. There are two authorised gypsy traveller caravan sites in the county borough with an estimated population of 236.

At the time of the Census, 2011, over three quarters (77.7%) of adults living in Neath Port Talbot considered their health was either good or very good, which is very similar to the average across Wales. 10.5% of adults surveyed felt that their health was poor or very poor, which is a little higher than the average across Wales (7.6%).

There are high levels of chronic health conditions such as heart disease, diabetes and respiratory disorders in the county borough with 28% of the population having a limiting long term illness compared to 22.7% across Wales (Census 2011).

The provision of unpaid care in Neath Port Talbot is 14.6% (Census 2011), the largest percentage in Wales.

Structure of the Council

Within Neath Port Talbot there are 42 electoral divisions returning 64 elected members and we operate a cabinet model of local government with a Leader who is supported by nine cabinet members (the Executive). Decision making is organised among the Cabinet and four Cabinet Boards. Scrutiny Committees monitor the performance and decisions of the Executive and make reports and recommendations which advise the Executive and the Council as a whole on its policies, budget and service delivery.

Each of our eight Cabinet Members have responsibility for a broad range of matters. The cabinet member for corporate services and equalities is our designated Equality Champion while the cabinet member for adult social services and health is our designated Older Persons' Champion. Further cabinet members have portfolios which are associated with the equalities agenda, for example, children, education and community safety.

The importance we give to equalities is reinforced by the fact that policies and plans relating to equalities and the Welsh language are amongst the limited number that require approval by full Council.

A senior management group consisting of the Chief Executive, Assistant Chief Executive and Corporate Directors oversees the strategic management of the Council's business. Heads of Service have individual operational responsibility for services as well as providing strategic support to senior management.

Our corporate Equality and Community Cohesion Group, with a membership consisting of senior officers of the Council, the police and representatives of local equality groups, organisations and communities, aims to:

- address issues and concerns that are identified by the various communities
- promote cohesiveness and provide mutual support for the communities in Neath Port Talbot
- keep under review key external equality-related developments, such as equality standards, codes of practice and legislation
- ensure Council policies are accessed by all
- raise the profile of equalities throughout Neath Port Talbot County Borough
- recommend corporate equality documents for approval
- monitor progress on the implementation of corporate equality policies and action plans within directorates
- share expertise and experience, in order to support other group members in the task of taking a lead in equalities

This group has been instrumental in the development of our equality objectives.

The Legislative and Strategic Context

The Equality Act 2010

The Equality Act 2010, brought together and replaced previous anti-discrimination legislation, simplified and strengthened the law, removed inconsistencies and made it easier to understand for everyone. By implementing the Act our aim is to work towards creating a fairer society, improving public services, addressing entrenched inequalities and ultimately improving people's lives.

The Council, along with other public bodies, is required under the Act to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations amongst and between people of different protected groups (known as the Public Sector Equality Duty).

The protected groups, or characteristics, are:

- age
- gender reassignment
- sex
- race
- disability
- pregnancy and maternity
- sexual orientation
- religion and belief
- marriage and civil partnership (but only in respect of the need to eliminate discrimination)

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

In Wales, specific duties have been introduced to help us carry out the public sector duty and these include the production of a Strategic Equality Plan (SEP) and the development and publication of equality objectives.

Welsh Language Measure 2011

The Measure gave the Welsh language official status in Wales, established the role of the Welsh Language Commissioner, created a procedure for introducing duties in the form of language standards and made provision regarding promoting and facilitating the use of the Welsh language amongst other provisions. The Welsh Language Commissioner's role is to promote the Welsh language, and improve the opportunities people have to use it, by emphasising the language's official status in Wales, and by placing standards on organisations.

Welsh Language Standards (No1) Regulations 2015

These Regulations, imposed on county councils and county borough councils, national park authorities and Welsh Ministers, include a range of standards of conduct in respect of the Welsh language. The standards were grouped into the following areas:

- service delivery
- policy making
- operational
- promotion
- record keeping

A [Welsh Language Standards Annual Report for 2019-2020](#) has been produced, in accordance with these Regulations, which details how we have complied with the standards during the year.

Well-being of Future Generations (Wales) Act 2015

This legislation places duties upon the Council to set well-being objectives and to work in a sustainable way to achieve a fairer and more equal Wales. The Council has recently revised its integrated impact assessment tool to assist officers in weaving together all of the duties that arise in relation to equality.

Socio Economic Duty

The Welsh Government's proposed introduction of the socio economic duty will require us, along with other public bodies, to do more formally. We already consider the impact of policy decisions on socio economic grounds to an extent through our existing Integrated Impact Assessment tool. There is no doubt that inequalities are widening so it would make sense in that context for us to be really clear about where the main impacts of decisions we make are falling. Those who are poorest are being disproportionately affected by a number of changes and we are working with the Bevan Foundation and local partners to draw this out a lot more clearly prior to decisions being taken. The Socio Economic Duty will come into effect in Wales on 31 March 2021.

Welsh in Education Strategic Plan

The aim of the Welsh in Education Strategic Plan (WESP) is to outline the Council's plans for Welsh medium education in the county borough, moving primary and secondary schools along the linguistic continuum to provide a measured and considerable increase in the level of Welsh medium education.

NPT Armed Forces Covenant

We are very aware that veterans of the armed forces who, by the very nature of their service involvement, can experience poor mental health and/or physical disabilities. Their experiences not only affect the individual but also impact on family and friends, straining relationships, causing distress, sometimes leading to even more critical situations for all concerned. The strain on family life is not confined to families of veterans but can be experienced by families of those currently serving in the armed forces.

As part of our commitment to this work we have signed the UK Government's Armed Forces Covenant and encourage our strategic partners to do so too. Locally, we have signed an Armed Forces Community Covenant with the armed forces community in the county borough and our local strategic partners. Signatories to the Covenant agree to help support to the local armed forces community and make it easier for service personnel, families and veterans to access the help and support available. In addition, the armed forces community is encouraged to do as much as it can to support its community and promote activity that integrates the service community into civilian life.

Digital Inclusion

Whilst the Council's Smart and Connected Digital Strategy aspires to exploit the potential of digital technologies for local people and our economy, the strategy explicitly recognises that there are significant number of people who are not on-line. In 2020 the Council was recognised by Digital Communities Wales for the work it is doing as an agency and in partnership to address digital exclusion. Many of those who are digitally excluded share protected characteristics. For example, those who are elderly, in poor health, disabled or on low incomes are more likely to be digitally excluded than others in the general population. We must ensure that as we innovate and harness digital technologies and data sciences to improve the effectiveness of our organisation that we do not leave people behind. Our action plan developed in support of the Digital Inclusion Charter commitments sets out how we will do this.

Assessment and training

Integrated impact assessment

We have reviewed and revised our equality impact assessment process to include our new legal duties introduced by the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016 as well as maintaining the focus of equalities and the Welsh language. Our aim was to develop a more integrated approach when assessing the impact of our policies and services not only on people who share protected characteristics but also on the wider community, both now and in the future.

With the introduction of the new Integrated Impact Assessment process we developed a training programme on to ensure our staff fully understand the why as well as the how to undertake assessments, the importance of consultation and involvement as well as recognising the wider sustainable development principle.

The Council's Executive and Non-Executive/Regulatory Report Guidance was also updated to reinforce current and reflect new legislative requirements. This update of the report guidance also provided an opportunity to reinforce the way in which impact assessments are reported to members.

A review of the impact assessment process and the success of its implementation was due to be undertaken in May 2020 but this has been delayed due to the pandemic. The review will be rescheduled as soon as is practicable.

Completed integrated impact assessments form part of decision reports and as such are published on our website as part of the reports pack for Cabinet or the relevant Cabinet Board. The intention of the Integrated Impact assessment is that members have a good understanding of how decisions proposed to be taken impact on people who share protected characteristics or other factors.

Training

Training is an important element of our work, not only in helping us meet our equality objectives but also as a key feature in the personal development of employees and elected members. As a result, our training programme has focused on areas that are new and those that remain challenging for the Council as a whole.

We continue to work to ensure that all staff and elected members are aware of their roles and responsibilities and are suitably trained when planning and delivering services. Over recent years we have had huge workforce changes as a result of austerity measure, e.g. loss of significant numbers of experienced staff and a moratorium on recruitment. With this and the ever changing dynamics within our communities as a result of inward migration and external forces, e.g. Brexit, we are conscious that gaps remain in our understanding and knowledge and so we continue to seek out appropriate training to address this.

A range of equalities related training has been delivered to our staff and staff from partner organisations. These sessions have included most recently mandatory training on violence against women, domestic abuse and sexual violence, dyslexia awareness, equalities in the workplace, hidden disabilities and making reasonable adjustments, unconscious bias, hate crime, modern slavery and human trafficking, ethical employment and welsh language amongst others. We have also held training for staff who have responsibility for undertaking integrated impact assessments.

Equality matters have also been included in other seemingly unrelated areas such as complaints officer and performance management and performance appraisal for managers training amongst others.

Our Equality Objectives

- Education** – to ensure children and young people are the best they can be
- Health and Wellbeing** – to promote wellbeing and good mental health and tackle mental health stigma and discrimination
- Employment** – to ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced
- Participation** – to ensure services are accessible for all and people and communities are able to better influence decisions that affect them
- Living standards** – to work to reduce poverty and support independent living

Developing our equality objectives

With continuing austerity, increasing unease as a result of the national political and economic climate, the impact of various national policies combined with rising levels of poverty, hate incidents and the increasing awareness of mental health issues we have been acutely aware of the impact these have on our communities.

However, even against this backdrop we have made a lot of progress in developing our understanding of the issues and there are some good pieces of work being delivered which are having a positive impact for people within our communities:

- We started work on understanding what poverty issues are having the most significant impact on local people and held our first 'Poverty Symposium' event in September 2019. The event helped to identify opportunities for improving the way that services and support are delivered to people on low incomes across Neath Port Talbot.
- Universal Credit - its roll out is having a significant impact on those of our residents who may already be dealing with long term health problems, disability or unemployment and we have been working with our partners to provide help and advice to those adversely affected.
- We have commissioned Policy in Practice, who use household level data to understand and track the impact of the welfare reforms on residents, to help us determine who will be most significantly affected by the cumulative impact. The focus of our work going into 2020-2021 is to use the information to target the roll-out of the Childcare Offer and to direct some of our employability efforts towards specific groups of people.
- National Participation Charter - our Youth Service and The Think Family Partnership were the first in Wales to sign up to the National Participation Charter and have received the coveted National Participation

Kitemark for the way they encourage children and young people to have their say in the design and planning of the services they deliver.

- Youth Mayor – the young people of Neath Port Talbot elected their first ever Youth Mayor and Deputy Youth Mayor, who will be the voice for all children and young people across the county borough and will also shadow the Mayor of Neath Port Talbot at a number of pre-determined Civic duties.
- Safe Leave Policy - in continuing with the implementation of our 'Healthy Relationships for Stronger Communities Strategy' we became the first local authority in Wales to implement a 'Safe Leave' policy for staff who are affected by any form of Domestic Abuse, allowing them the opportunity to access support services, legal advice, alternative housing or medical help in a safe, planned way.

In addition our wellbeing objectives and improvement priorities in the Corporate Plan reflect our commitment to address the issues we face in Neath Port Talbot. Our vision and values set the standard for our work:

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

This is further expressed by our commitment in this iteration of our Strategic Equality Plan:

'To reduce inequality and tackle the causes of inequality'

The Equality and Community Cohesion Group, consisting of senior officers of the Council, the police and representatives of local equality groups, organisations and communities has been instrumental in the development of the draft equality objectives and proposed actions.

In developing the equality objectives we considered various national and local research findings; latest data available to the Council and issues raised by local equality groups during meetings of the Equality and Community Cohesion Group.

Local research was carried out with members of the Black and Minority Ethnic (BME) community, people with experiences of low income, disabled people, members of the Gypsy and Traveller community and communities in general. A number of common threads were identified throughout the process, including hate crime/incidents, poverty and barriers when accessing services, which have been incorporated into the equality objectives.

Evidence and data

The following are some of the key documents referred to in the development of the equality objectives:

Is Wales Fairer? - The Equality and Human Rights Commission's '[Is Wales Fairer?](#)' Report has been a key source of data to inform the development of the draft equality objectives. It is the most comprehensive review of how Wales is performing on equality and human rights. The Report focuses on six themes: Education, Health, Personal Safety, Living Standards, Employment and Participation and these appear to reflect those areas which have been highlighted locally. As a result we have adopted these themes for our draft equality objectives.

Healthy Relationships for Stronger Communities Strategy - The revised Healthy Relationships for Stronger Communities strategy outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Neath Port Talbot. Developed with a wide range of partners and survivors with the aim of tackling all forms of violence in relationships, the achievable actions will help us to achieve our long term vision:

*“To prevent and eradicate gender based violence by promoting: equality; safety; respect; and, independence to enable **everyone** to live free from abuse and the attitudes that perpetuate it.”*

Chwarae Teg Fair Play Employer Scheme - We are working with the Chwarae Teg as part of the [Fair Play Employer Scheme](#). The Scheme supports organisations to develop gender equality action plans, using analysis of available workforce data, consideration of employer practices, matched to evidenced best practice recommendations, including actions to reduce gender pay gaps. Chwarae Teg has assessed our gender equality policies and practices, including a survey of staff and awarded us the Silver Award for Gender Diversity. This award recognises that the Council has a clear commitment to making a difference to the recruitment, retention and progression of women in the workplace.

Neath Port Talbot Poverty Symposium - A multi-agency Poverty Symposium was held in September 2019 and brought together practitioners from a range of organisations, to identify opportunities for improving the way that services and support are delivered to people on low incomes across Neath Port Talbot. The event explored the causes of poverty, the impact of welfare reform, the day-to-day experiences of poverty in our communities, the increase in poverty in working households and the relationship between income and well-being.

The information from the Poverty Symposium is being used to inform the development of a multi-agency strategy to outline what needs to be done to improve the lives of those living on a low income in Neath Port Talbot.

Community Cohesion Survey - This survey, undertaken with residents of Neath Port Talbot during 2019, provided insight into the dynamics within our communities. It highlighted the complexities of people’s feelings and experiences particularly when accessing public sectors services, engaging with people from other backgrounds and as victims of hate incident/crime. It was also apparent that underlying issues of austerity and multiple deprivations contributed to negative views and positions.

Stickability: Supportive Services for Gypsy and Traveller Communities in Neath and Port Talbot - This community-based evaluation, conducted in early 2019, to explore the question ‘What could be different in how

Neath Port Talbot (NPT) local area services support local Gypsy and Traveller communities'? Commissioned by the Council and undertaken by Wales School for Social Care Research at Swansea University, the research sits in the context of a commitment to better understand and respond to the disadvantage and exclusion faced by Gypsy and Traveller communities. Interviews with both local community members and service providers have provided invaluable insight which is currently being considered to determine how best to address issues.

Community Profile - The aim of the community profile exercise was to understand the makeup of BAME (Black Asian and Minority Ethnic) Communities in Neath Port Talbot and any issues and challenges that they experience. The exercise involved analysing census data and data collected by Neath Port Talbot schools, as well as extensive work engaging with communities across the county borough. Various issues/concerns were raised during the exercise and these are being addressed through the work of the NPT BME (Black and Minority Ethnic) Community Association as well as informing the Strategic Equality Plan.

Time to Change Wales Campaign Employer Pledge - Time to Change Wales is a national campaign to end the stigma and discrimination faced by people with mental health problems. By committing to the [Time to Change Wales Campaign's Employer Pledge](#) the Council has publically declared that we as an organisation want to step up to tackle mental health stigma and discrimination. The associated action plan provides a framework for us to support employees with their mental health as well as support for training and access to a range of resources.

Smart and Connected - A Revised Digital Strategy - Our [Smart and Connected Strategy](#) focuses on three strategic priorities: transforming the way we deliver our functions/services and increasing use of the Council's on-line functions/services by residents; contributing to the development of favourable conditions for economic growth in the county borough and embracing a "digital first" approach to the way we support our workforce.

A key element of the strategy is to reduce digital exclusion - something that impacts on people who share protected characteristics

Making Wales the best place in the world to grow older - This [strategy](#) sets out the Older Person's Commissioner's vision of older people in Wales and her priorities for 2019-2022. The Commissioner's vision of Wales as '...the best place in the world to grow older' is supported by three priorities: taking action to end ageism and age discrimination; stop the abuse of older people and enable everyone to age well.

Making Money Work - This research, undertaken by Toynbee Hall and Tai Tarian, provided an insight into people's lived experience of being on low income in Neath Port Talbot. The findings and suggested solutions have played a key role in the work being undertaken as part of the anti-poverty agenda, with participants continuing to be involved.

Council's Website Audit - We commissioned a disability audit of the top ten most frequently used web pages to identify how we can improve access to services for those residents who have disabilities. A report on the findings has since been received and work is being undertaken to address the issues identified.

Community of Practice - The first Community of Practice (CoP) on Involvement and Engagement event was held in September 2019. The Community of Practice was established not just to consult with but to involve our communities and partner agencies from the outset in the work that we do to help us shape proposals before wider public consultation exercises. The event gathered over 28 key partners with representatives of range of groups including, children and young people, carers, people with disabilities, Welsh speakers and partnerships.

Equalities in Employment - Our latest [Annual Equalities in Employment Report](#) provides information collected and published as part of our legal requirements under equality legislation. This annual snapshot, disaggregated by protected characteristics and by specified categories, provides an overview of our workforce.

Gender Pay Gap - In our latest [gender pay gap report](#) the difference between the average pay of the men and women who work in the Council was 3.93% as at March 2019. Although reduced from 4.21% (March 2018) we were committed to reducing this further and so joined Chwarae Teg's Fair Play Employer Scheme in February 2019, to support us in delivering gender equality in our workplaces and achieve all the benefits of a truly

balanced workforce. With Chwarae Teg's support we have developed a Gender Equality Action Plan, which includes specific actions to reduce the Council's Gender Pay Gap.

Welsh Language - Working to meet the requirements of the Welsh language standards is key to our work and while we do not always get it right we are committed to the principle of the Welsh Language Measure 2011. Providing a Welsh language service with a limited number of Welsh speakers is challenging. However, we are continually looking at ways to overcome this in order to provide a more effective and responsive service. Our [Welsh Language Standard Annual Report 2019-2020](#) provides additional information on how we are meeting the standards while progress for the period October 2018-September 2019 on the Welsh Language Promotion Strategy can be found in the [progress report](#).

United Nations Convention on the Rights of the Child - This international agreement sets out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities. We continue to be mindful of the requirements of the Convention particularly when developing our policies and services. A child's basic right to be protected from violence and abuse, to receive an education that enables them to fulfil their potential and to express their opinions and be listened to have formed the basis of our work.

NPT Armed Forces Covenant – As part of our commitment to the [Armed Forces Covenant](#), our Armed Forces Covenant Liaison Officer (who works across Neath Port Talbot, Swansea and Bridgend) has been key to the various initiatives and projects undertaken in the county borough and regionally; these included the Neath Port Talbot Mayor's Armed Forces Festival, armed forces awareness training, armed forces village and flag raising at the Wales Air Show.

As part of our Healthy Relationships for Stronger Communities Strategy, we are working with representatives from local organisations who support victims of domestic violence and our armed forces community to better understand and support victims and perpetrators amongst families of a serving member of the armed forces or a veteran. We have recognised that women from Commonwealth countries who have married service personnel

may experience particular difficulties in their relationship and are working with BAWSO (an organisation that supports women of ethnic backgrounds who experience domestic abuse) to better understand the issues.

Improvements to our understanding of the impact and manifestation of Post Traumatic Stress Disorder has been a feature in our training programme and as a consequence appropriate reasonable adjustments at our reception areas have been identified to improve accessibility.

Neath Port Talbot Corporate Plan – our [Corporate Plan](#) sets out our vision and describes the kind of Council we want to become. To achieve our vision, we have set ourselves the following three ambitious well-being objectives:

- 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”*
- To improve the well-being of all adults who live in the county borough: *“Everyone participates fully in community life – socially and economically”*
- To develop the local economy and environment so that the well-being of people can be improved: *“The whole of Neath Port Talbot county borough will be a vibrant, healthy and safe place to live, work and enjoy recreational time”*

Monitoring and Review

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires the Council to publish an annual report of progress made in meeting its equality objectives. The first annual report on this new Strategic Equality Plan, will be for the period 2020-2021 with an anticipated publication date in Autumn 2021.

As our Corporate Plan contains actions and improvement priorities that complement those identified to meet the equality objectives, we will report on progress against these Plans simultaneously in order to provide a more holistic assessment of progress.

The annual report will be reported to Cabinet Scrutiny Committee and Cabinet and once approved will be published on our website and communicated using a range of different media in line with our Corporate Communications and Community Relations Strategy. The annual report will be made available in alternative formats on request.

The corporate Equality and Community Cohesion Group, consisting of representatives of local equality groups, the police, officers and members of the Council, will be responsible for keeping the equality objectives and actions under review as well as monitoring progress.

We will develop appropriate performance indicators to measure the outcomes for each objective and these will be published along with actions to meet the objectives later in the year. Performance indicators will be kept under review to ensure that they are remain fit for purpose.

This page is intentionally left blank

Strategic Equality Plan 2020-2024: Actions to meet the Equality Objectives

Education - to ensure children and young people are the best they can be

Priority	The actions we will take to meet the priority
<p>1.1 All Children and Young People will have improved levels of attainment</p>	<p>We will work with schools to identify those children who require specific support at foundation phase and key stages.</p>
	<p>We will provide targeted support to families in need, including Armed Forces families, to reduce the potential for children to have an adverse childhood experience</p>
	<p>We will continue to work with schools and other relevant settings to support and provide access work experience, training and professional development opportunities for those who are at risk of becoming not in education employment or training (NEETs) post 16</p>
	<p>We will work with schools to ensure all pupils, particularly those from low income families and those where Covid-19 has had particular impact, can access appropriate digital devices</p>
	<p>We will work with schools to identify those children who require enhanced non academic support as a consequence of the impact of COVID-19 to help them to fulfil their potential</p>

Priority	The actions we will take to meet the priority
----------	---

Priority	The actions we will take to meet the priority
<p>1.2 All children of school age will have improved wellbeing and a greater sense of belonging</p>	<p>We will continue to work with pupils, parents/carers and schools to reduce the number of instances of non-attendance and exclusions in all our schools</p>
	<p>We will continue to work with parents/carers of pre-school children to ensure that they are prepared for school</p>
	<p>We will collect data from schools and support schools to address bullying and harassment in all its forms and work with them to address trends/issues</p>
	<p>We will work with schools and other relevant settings to support pupils who are victims of bullying and work with perpetrators of bullying</p>
	<p>We will continue to work with schools and other relevant settings to ensure that their learning environments are safe and nurturing, where there is respect and due regard to equality, diversity and inclusion</p>
	<p>We will work with schools to explore the benefits of employing family liaison officers or similar roles, including a cluster approach, out of delegated budgets in order to support pupils and parents to overcome challenges that impact negatively on learning and wellbeing.</p>
	<p>We will work in partnership with schools and local organisations to ensure our children and young people 'are knowledgeable about their culture, community, society and the world now and in the past and respect the needs and rights of others, as a member of a diverse society'.</p>
	<p>We will work with schools and local organisations to ensure teaching of the new curriculum reflects the multiethnic nature of Wales</p>

Health and Wellbeing - to promote wellbeing and good mental health and tackle mental health stigma and discrimination

Priority	The actions we will take to meet the priority
<p>2.1 Our Staff will be supported and appropriate services promoted</p>	As an employer we will raise awareness of mental health and support services
	As an employer we will update and implement policies to address mental health in the workplace
	We will provide information to employees about mental health and signpost to support services
	We will continue to implement our Time to Change Wales Employer Pledge Action Plan
	We will provide training and resources for staff to help raise awareness of mental health issues and help reduce the stigma associated with mental health
<p>2.2 Our Children and young people can access appropriate support</p>	We will redesign our systems relating to Emotional, Mental Health Wellbeing support to provide a simpler integrated access to services

Priority	The actions we will take to meet the priority
<p>2.3 Our Communities that need support will be able to access appropriate services</p>	<p>We will honour our commitment to the Armed Forces Covenant, ensuring that no veteran, or family member of serving personnel or a veteran, is disadvantaged by their service, when accessing health and wellbeing support and services</p>
	<p>We will contribute to the Public Services Board's work to reduce suicide rates in the county borough</p>
	<p>We will provide information to the public about mental health and signpost to support services from our website</p>
	<p>We will work with Public Health Wales and Swansea Bay University Local Health Board to help address the impact of COVID-19 on health and social care staff</p>
	<p>We will work within the regional NHS Test, Trace, Protect (TTP) Service to engage all people, including those with protected characteristics in the health protection programme and we will also ensure that all people who need to access the TTP service can do so, ensuring access caters for all</p>

Personal Safety - to ensure people and communities are safe, respected and free from violence and abuse

Priority	The actions we will take to meet the priority
<p>3.1 People feel safe in their homes</p>	<p>We will increase the reports of Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes</p>
	<p>We will increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong</p>
	<p>Provide all victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across Neath Port Talbot</p>
<p>3.2 People feel safe in the community</p>	<p>We will work with members of local equality groups, partners and our communities to encourage the reporting of hate incidents/crime and ensure people get support which is fit for purpose</p>
	<p>We will support the use of the BME Community Association Access Card (to help breakdown language barriers when accessing service)</p>
	<p>We will support the BME Community Association to build on the work already undertaken in the Community Profiling exercise as well as to extend its scope</p>
	<p>We will develop an action plan in response to the feedback from the Community Cohesion Survey</p>
	<p>We will continue to work with the BME Community Association to further understand the lived experiences of members of our BAME communities, particularly in relation of their experiences of hate incidents/crimes</p>

Employment - to ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced

Priority	The actions we will take to meet the priority
<p>4.1 Our workforce reflects our diverse communities and is supported by our policies</p>	<p>We will ensure a fair and transparent recruitment and selection process that encourages a wider talent pool and facilitates a more equal gender balance</p>
	<p>We will promote, facilitate, analyse and monitor flexibility in the workplace at all levels, to enable women to progress and to ensure compatibility with a multi-generational workforce</p>
	<p>We will collect and monitor data in more depth related to flexible working</p>
	<p>We will scrutinise the Shared Parental Leave uptake to monitor gender balance and encourage uptake across genders</p>
	<p>We will, in the spirit of the Armed Forces Covenant, include a guaranteed interview scheme for recently discharged members of the Armed Forces.</p>
	<p>We will consider how our policies and practices impact on our staff who are employed on casual and temporary contracts and part time contracts.</p>
	<p>We will develop a BAME Equality and Diversity Action Plan, developing a set of evidenced based actions with the aim of improving equality and diversity amongst the Council's workforce</p>

Priority	The actions we will take to meet the priority
----------	---

	We will work to improve our Corporate Culture, to ensure each member of staff is valued and respected
	We will work with staff to determine the appetite to form a BAME Employee Forum to help ensure voices are heard
	We will offer opportunities to young people not in employment, education or training (NEETs) to help them gain experience and skills in order to enter the world of employment
	We will revisit staff training on equalities, particular re-visiting people's understanding of disability, including non-visible disabilities
4.2 Our Gender Pay Gaps are reduced	We will implement the Fair Play Employer Scheme Gender Diversity Action Plan
	We will address the gender pay gap within the Council by implementing the Fair Play Employers Action Plan

Participation to ensure services are accessible for all and people and communities are able to better influence decisions that affect them

Priority	The actions we will take to meet the priority
<p>5.1 Our services, digital and traditional, are accessible to all</p>	We will continuously review and update our website to improve its accessibility
	We will work to address the barriers people and organisations face to participate on-line
	We will work to identify the opportunities across the County Borough for citizens to improve their digital skills and understanding
	We will work through the Community Safety Partnership and the Safeguarding Board to prevent Cybercrime and protect people against exploitation
	We will improve physical access to the committee facilities in both Neath and Port Talbot Civic Centres
	We will ensure that the many services available to the Armed Forces Community are accessible on line, but also by telephone through the Veteran Gateway.
	We will work with local businesses and organisations to explore alternative arrangements in accessing retail services for those experiencing difficulties due to limited digital access etc.

Priority	The actions we will take to meet the priority
	We will continue to support the key principles as contained in the Local Government and Elections (Wales) Bill: including programmes to support disabled candidates standing at elections, and the production of a public participation strategy

Priority	The actions we will take to meet the priority
<p>5.2 Our communities will enjoy increased social and community cohesion</p>	<p>We will support local groups, including the BME Community Association, to develop community activities and events</p>
	<p>We will further develop our links with our faith communities</p>
	<p>We will provide information and a signposting service for those who wish to learn English and/or Welsh</p>
	<p>We will develop/strengthen policies to respond to an aging population and support the formation of a new group to address this</p>
	<p>We will work with members of the Trans community to help raise awareness</p>
	<p>We will develop a rights based approach to our work, with a focus on children's rights working with Youth Mayor, Youth Council amongst others</p>
	<p>We will establish engagement mechanisms, for example a new Citizens' Panel, and use responses to ensure that the Council's policy making and service development is informed by what matters to people</p>

Priority	The actions we will take to meet the priority
	<p>We will work with organisations that support the Armed Forces Community to help reduce isolation and loneliness, which is felt by many when they leave the services or by a member of the family when the serving family member is deployed on active service or training</p>

Priority	The actions we will take to meet the priority
	We will implement the action plan in support of the Digital Charter Award for which we have recently been recognised
	We will work in partnership with relevant groups to address our shared history and explore ways to better express this within our communities
	We will support local small businesses in implementing the ever changing requirements of the Welsh Government's guidelines in response to the COVID-19 outbreak

Living standards - to work to reduce poverty and support independent living

Priority	The actions we will take to meet the priority
----------	---

6.1 People and communities will benefit from interventions to alleviate poverty	We will develop an action plan to address the issues for those with low net disposable income.
	We will embrace the new socio economic duty
	We will ensure those families entitled to free school meals continue to receive support throughout the school holidays in line with Welsh Government guidelines.
	We will work with local organisations and local businesses to explore how to maintain access to appropriate cultural foods during periods of restricted movement/lockdown going forward.
6.2 People will benefit from programmes and support to live as independently as possible	We will support the Regional Partnership Board to develop and continue to provide a sustainable range of services that meet demand, enabling individuals to remain at home maintaining their independence for as long as possible receiving appropriate support at times of need
	We will continue to help people to learn and interact with others so they can be part of their communities
	We will help support people to live as independent a life as possible

Priority	The actions we will take to meet the priority
	We will consider the continuation of the Safe and Well scheme to help support vulnerable members of our communities

	We will improve communications with our vulnerable groups through a wide range of formats to better inform and support them to live as full a life as possible during the current coronavirus outbreak
6.3 Transport links are maintained or enhanced	We will support community transport initiatives
	We will lead the regional transport work with the Swansea Bay City Deal

Measures

The measures will be reassessed as actions are reviewed and further developed and will be amended or replaced as appropriate.

Education

- Number of school leavers that go into further education, employment, training (disaggregated)
- Key stage attainment (disaggregated)
- Reduction in the number of exclusions/forced home schooled/ transfers to other schools (disaggregated)
- Number of incidents of bullying in schools — primary and secondary (disaggregated)
- Number of schools which regularly involve faith/ethnic/disabled groups in lessons/assemblies
- Number/percentage of children who consider their understanding of different faiths/ethnicity and disability has improved following such involvement

Health and Well-being

- Number of children and young people are accessing emotional support/counselling services
- Number of children/adults/older people report they are happy
- Number of reports of suicide
- Number of days lost due to stress related sickness
- Number of referrals through the 'front door' of social services

Personal Safety

- Number of people accessing IDVA/support services
- Increase or decrease in reporting incidents of domestic abuse

- Increase or decrease in the reporting of hate crime
- Number of people who report they feel safe
- **Cyber crime** – appropriate measure to be considered
- **Hate crime and resolution** - appropriate measure to be considered
- People feeling part of their community (national survey for Wales)

Employment

- Equality data – information from the Annual Equality in Employment Report
- Number of people who have taken up opportunities with the Council on employment schemes such as Kickstart
- Gender pay gap - information from the Annual Equality in Employment Report
- Number of staff joining staff fora

Participation

- Number of Council services accessed online
- Number of people accessing Council online services

- Number of people participating in Council customer surveys and questionnaires
- Number of people accessing 'free' services/Community groups; New groups/initiatives created; Local Area Coordinator activity

Living Standards

- Number of people who require residential care
- Number of carers known to Social Services
- Number/percentage of children accessing free school meals
- Number/percentage of Department of Work and Pensions appeals tribunals supported by the Welfare Rights Unit and won
- Number of people supported through the Welfare Rights Unit
- Number of people helped with training and more opportunities for employment
- Child poverty data levels
- Number of people accessing food banks

Extract

Cabinet

17 September 2020

Report Title: Strategic Equality Plan 2020-2024

Integrated Impact Assessment

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

An overview of the Integrated Impact Assessment has been included below in summary form only and it is essential that Members read the Integrated Impact Assessment, which is attached to the report at Appendix 3, for the purposes of the meeting.

As a result of widespread changes in circumstances since March 2020 due to the global pandemic, the killing of George Floyd and the intensification of the Black Lives Matter movement it has been apparent that a refocus of our work was necessary. This being the case the equality objectives and actions were reviewed taking into account evidence of the impact the pandemic has had/continues to have on Black, Asian and minority ethnic communities and others who share protected characteristics. Although the equality objectives were deemed relevant the proposed actions did not adequately address the current situation.

Consequently the latter stages of the impact assessment has concentrated on the equality objectives including the subsequent conclusion.

The whole ethos of the Strategic Equality Plan and the equality objectives is to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups. The equality objectives were developed with this in mind and as such will help address inequalities experienced by members of our various communities.

As a result of our continued work on improving the availability and quality of our services through Welsh there is potentially a positive impact in relation to opportunities to use the Welsh language.

There will be no adverse effect on biodiversity or Eco-system resilience

There will be a positive impact in relation to the Wellbeing of Future Generations as the equality objectives have been developed in line with the five ways of working.

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Rhian Headon	Corporate Policy Office - Equality and Welsh Language	17.12.19
Version 2	Rhian Headon	Corporate Policy Office - Equality and Welsh Language	03.03.20
Version 3	Rhian Headon	Corporate Policy Office - Equality and Welsh Language	25.08.20

1. Details of the initiative

	Title of the Initiative: Strategic Equality Plan – Equality Objectives
1a	Service Area: Corporate Policy Unit
1b	Directorate: Chief Executive’s Office
1c	<p>Summary of the initiative:</p> <p>The Strategic Equality Plan contains the Council’s Equality Objectives along with information on how the Council will address equality issues, promote equality amongst staff and the public as well as meeting the legal requirements of the Equality Act 2010 and the Public Sector Duties 2011.</p> <p>The first stage in the production of the Strategic Equality Plan is the development of the objectives along with the identification of associated potential actions. With the implementation of the objectives our aim is to reduce and tackle the causes of inequality.</p>

1d	<p>Who will be directly affected by this initiative?</p> <p>Those who share protected characteristics of age, race, disability, sex, sexual orientation, gender reassignment and religion/belief.</p> <p>It is likely that carers and possibly women who are pregnant/on maternity may be affected indirectly.</p>
1e	<p>When and how were people consulted?</p> <p>Initial Development – an event was held with the Community of Practice for Engagement and Involvement to obtain an insight into what was important to the groups they regularly engage with. The feedback from this event, along with the themes from the ‘Is Wales Fairer?’ was to be considered by the various groups as part of a pilot with the Community of Practice, however no feedback was received.</p> <p>Based on both quantitative and qualitative evidence draft objectives were developed by the Equality and Community Cohesion Group.</p> <p>Public Consultation</p> <p>Public consultation on the Council’s draft equality objectives and potential actions was undertaken from 16 January to 20 February 2020.</p> <p>View could be submitted via a self-completion questionnaire published on the Council’s web site and via a consultation packs, including a hard copy of the questionnaire, in libraries and civic centres</p> <ul style="list-style-type: none"> • promotion via a press release • promotion via the Council’s corporate social media accounts messages • promotion and engagement via the Equality and Community Cohesion Group • promotion and engagement via Community of Practice on Innovation and Engagement
1f	<p>What were the outcomes of the consultation?</p> <p>Initial Development – the pilot engagement work with the Community of Practice unfortunately did not provide feedback to help shape the objectives. However, using evidence already available and pertinent to the local need, including data held but the Council, local and national initiatives, recent local research findings, national research as well as people’s lived experiences, it has been possible to draft equality objectives. However, these will be tested during the public consultation.</p> <p>Post Consultation</p>

A total of 46 responses were received all via the online survey, with:

- 44 in English and 2 in Welsh
- The majority of responses (where indicated) came from Port Talbot and the surrounding area.
- A high majority of respondents agreed/strongly agreed with each of the equality objectives.

Given the level of support for the equality objectives from respondents it was not considered necessary to make amendments.

Had circumstances remained unchanged some amendments to the proposed actions would have taken place. However, as circumstances have now overtaken the process the proposed actions are no longer considered relevant and will not be included in the Strategic Equality at this time.

25.08.20

In response to the disproportionate impact of the pandemic on Black, Asian and minority ethnic communities along with the stark realities of injustices brought to the world's attention over recent months a review of the equality objectives and proposed actions have been undertaken.

Taking into account evidence and reports widely reported as well as the views of the local BME Community Association it is considered that the equality objectives remain relevant but actions to meet them in the current circumstances required further development.

2. Evidence

What evidence was used in assessing the initiative?

Data available from the Census 2011 - attached

Various local regional and national research documents; for example Community Profile - NPT BME Community Association; Community Cohesion Survey; Smart and Connected - A Revised Digital Strategy; 'Making Money Work (people's lived experience in Neath Port Talbot)' – research undertaken by Toynbee Hall and Tai Tarian; 'Is Wales Fairer?' – Equality and Human Rights Commission.

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	✓			<p>It is anticipated that the impact will be positive on children and young adults, as well as older people.</p> <p>Children and Young People – working to improve educational attainment, non-attendance and exclusions as well as to address bullying in schools will ensure pupils will achieve their full potential. The challenges faced by many prior to school is a key factor to achievement. By working to meet the objectives we and, where appropriate, our partners will endeavour to reduce obstacles to learning as well as ensuring children and young people and their families are supported throughout their school life to have the best outcomes possible.</p> <p>Older people – our aging population is increasing and our work as an individual organisation and in partnership to support people remain independent for as long as possible is anticipated to have a positive impact. As a result of the implementation of actions under the various objectives positive impacts for older people are likely.</p> <p>Post consultation</p>

			<p>The positive impacts in relation to children and young people were echoed by respondents; predominantly in relation to education.</p> <p>The matter of age discrimination was identified and although not explained it is assumed this is in relation to employment (as it was linked to equal pay).</p> <p>The aim of the equality objectives is to improve children and young people's opportunities and outcomes. It is anticipated that the employment objective will address real and/or perceived discrimination through adherence to and development of relevant policies and practices.</p>
Disability	✓		<p>Working with partners to tackle hate incidents/crimes will help provide safer and more inclusive communities which will impact positively on those who have been subject to such victimisation due to their disability.</p> <p>By focusing on mental health within the workplace we will provide support for those who experience mental health and help remove the stigma associated with it.</p> <p>Access remains an issue for many but by working with groups to identify where improvements can be made, for example to our website and our committee rooms as well as in the digital arena we will be able to tackle and help reduce inaccessible services and communication.</p> <p>Post consultation</p> <p>Respondents highlighted positive impacts on their or their families' lives. The objectives would provide opportunities for many. Actions to meet the objectives will be key to ensure that positive impacts are realised.</p>
Gender reassignment	✓		<p>It is anticipated that the objectives will impact positively on the trans community – by helping dispel negative attitudes through awareness raising, opportunities for greater participation and community cohesion.</p> <p>Post consultation</p> <p>While some respondents identified there being positive impacts for this characteristic no details as to why were provided. The majority of respondents considered there would be no impact for them or their families.</p>
Marriage & civil partnership		✓	<p>Impacts on this group is unknown at this time but will be tested during consultation.</p> <p>Post consultation</p>

			<p>While some respondents identified there being positive impacts for this characteristic no details as to why were provided. The majority of respondents considered there would be no impact for them or their families.</p>
Pregnancy and maternity		✓	<p>Impact on this group is unknown at this time it but will be tested during consultation. However, it is possible that there will be positive indirect impacts as a result of our work to promote wellbeing and good mental health, to ensure our employment policies are fair and equitable and to reduce poverty.</p> <p>Post consultation</p> <p>While some respondents identified there being positive impacts for this characteristic no details as to why were provided. The majority of respondents considered there would be no impact for them or their families.</p>
Race		✓	<p>It has been apparent from the various pieces of national and local research that members of the BME Community have encountered negative experiences from being victims of hate crime/incidents, to language barriers when accessing services. By addressing the personal safety and living standards objectives it is likely that the community will be impacted positively.</p> <p>In addition it is likely that the education and health and wellbeing objectives will have positive impacts for children and young people and their families while the employment objective will ensure we have policies and practices in place to encourage a workforce that better reflects our communities.</p> <p>Post consultation</p> <p>Respondents highlighted positive impacts on their or their families' lives. While objectives would provide opportunities for many actions to meet the objectives will be key to ensure that positive impacts are realised.</p> <p>However, one respondent commented that 'As a non-Welsh person living and working in Wales, I already feel discriminated against by Welsh Government policy and practice'. It will be incumbent on the Strategic Equality Plan and the equality objectives to address such feelings to ensure opportunities are afforded to all regardless of their race or other characteristics and to ensure communities do not become divisive.</p>

Religion or belief	✓		<p>Working more closely with our faith communities we will be in a position to better understand issues faced as a result of their faith which will improve the support, advice and service we are able to provide.</p> <p>Post consultation</p> <p>While some respondents identified there being positive impacts for this characteristic no details as to why were provided. The majority of respondents considered there would be no impact for them or their families</p>
Sex	✓		<p>The objectives aim to address the inequality experienced by many due to their sex. Our work in relation to gender pay will help alleviate and in time eradicate the imbalance between the genders as well as providing a foundation for future work in relation to unequal pay gaps.</p> <p>Although it is predominantly women who experience domestic abuse in NPT the number of male victims is increasing and it is recognised that there is limited support and advice available to them. This has been identified in the Healthy Relationships for Safer Communities Strategy that is currently being revised.</p> <p>The gap in educational attainment between boys and girls, at its most basic level, is continuing. By working with schools we aim to put in place support and practices to address as well as ensuring families are also supported.</p> <p>Post consultation</p> <p>Respondents highlighted positive impacts on their or their families' lives; gender pay equality was cited by respondents (where identified) as the reason.</p> <p>While objectives would provide opportunities for many, actions to meet the objectives will be key to ensure that positive impacts are realised.</p> <p>However, the majority of respondents considered there would be no impact for them or their families.</p>
Sexual orientation	✓		<p>Our evidence indicates that the number of reports of hate crime/incidents for this particular group remains high, which appears to be supported by the responses received in the Community Cohesion Survey. It is anticipated that the implementation of the objectives will have a positive impact in helping reduce the numbers of instances.</p> <p>Post consultation</p>

				While some respondents identified there being positive impacts for this characteristic no details as to why were provided. The majority of respondents considered there would be no impact for them or their families.
--	--	--	--	--

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify actual impact, particularly in relation to the protected characteristics of Marriage & Civil Partnership and Pregnancy and Maternity, and to explore potential mitigating actions for consideration

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	✓			The whole ethos of the Strategic Equality Plan is to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups the implementation of the Plan will certainly progress this. Our commitment to engagement with different groups and communities in the development of the objectives has allowed greater understanding between groups, a shared sense of purpose, and a sense of increasing confidence to reduce inequality and tackle its causes.
To advance equality of opportunity between different groups	✓			
To foster good relations between different groups	✓			

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

4. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	✓			Working with our various communities we will help provide support and assistance to those who experience isolation and exclusion due to language barriers, encourage community activities and events and help people participate via appropriate forms of engagement to ensure their voices are heard in the development of policies.
Social Exclusion	✓			It would appear from available research, that the many facets of social exclusion are either a direct or indirect consequence of a small number of circumstances, for example access to public transport and digital services etc., low income or debt, isolation or limited opportunities. The various actions to meet the objectives go some way to help resolve these issues and provide opportunities for members of the various communities in Neath Port Talbot to take an active role (as far they may wish to) for their own benefit as well as for the community in which they live/associate with.
Poverty	✓			Addressing the causes and consequences of poverty will be a key feature of our work over the next few years especially based on the feedback from the Poverty Symposium and the various research projects undertaken locally and nationally. Over recent years we have become increasingly aware of the various aspects of poverty within our area and have identified work streams to address some of these; our work to address adverse childhood experiences is one such work stream.

				<p>The development of an Anti-Poverty Strategy will provide a structured approach for our work and identify areas where greatest impacts can be made for those most in need.</p> <p>The soon to be introduced socio economic duty will provide further impetus for this work and we will ensure we are able to meet its requirements.</p>
--	--	--	--	---

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

5. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language			✓	<p>Opportunities to use Welsh will continue for all ages and linguistic abilities. We will continue to raise awareness of the language along with cultural and historic awareness as an employer as well as to support other organisations/third sector groups to also do so.</p> <p>As a service provider we will continue to and work on improving the availability and quality of our services through Welsh.</p> <p>Opportunities for staff will continue to be promoted so that the Welsh language is treated no less favourably than the English Language.</p>
– treating the Welsh and English languages equally			✓	We will continue to treat Welsh no less favourably than English as required by the Welsh language standards.

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

6. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			✓	It is likely there will be no change as a result of this proposal
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓	It is likely there will be no change as a result of this proposal

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

7. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	<p>Initial Development - Although the timescales for the Equality Objectives are relatively short, 4 years, they have been developed in line with the following long-term Wellbeing Gola goals:</p> <ul style="list-style-type: none"> • A more equal Wales • A Wales of cohesive communities • A Wales of vibrant culture and thriving Welsh language.
ii. Prevention – preventing problems occurring or getting worse	<p>Initial Development - It is anticipated that by working towards these objectives we will reduce and tackle the causes of inequality. The various plans and strategies linked to the objectives will further enhance this work</p>
iii. Collaboration – working with other services internal or external	<p>Initial Development - The Equality and Community Cohesion Group, with a membership of council officers and representatives from a range of local equality groups has overseen and been actively involved in the development of the objectives. Various plans and strategies that are being/have been developed to meet both the Council’s individual responsibilities as well as those in partnership with others bodies informed their development.</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	<p>Initial Development - A range of varied sources have been used to inform the development of the objectives including life experiences of specific communities, the Equality and Community Cohesion Group, with a membership of council officers and representatives from a range of local equality groups. While greater involvement of people who share protected characteristics was planned these opportunities were not taken up in the initial stages. However, involvement/engagement will continue and any feedback will be taken into account prior to the objectives being finalised.</p>
v. Integration – making connections to maximise contribution to:	<p>Initial Development - The equality objectives as developed will help meet the Council’s Wellbeing objectives and complement the priorities in the Council’s Corporate Plan</p>
Council’s well-being objectives	<p>Initial Development Well-being Objective 1 - To improve the well-being of children and young people Well-being Objective 2 - To improve the well-being of all adults who live in the county borough</p>

	Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved
Other public bodies objectives	<p>Initial Development</p> <p>Objective 1: Support children in their early years, especially children at risk of adverse childhood experiences</p> <p>Objective 2: Create safe, confident and resilient communities, focusing on vulnerable people</p> <p>Objective 3: Put more life into our later years - Ageing Well</p> <p>Objective 4: Promote well-being through work and in the workplace</p> <p>Objective 6: Tackle digital exclusion</p>

8. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

25.08.20

The corporate Equality and Community Cohesion Group will be responsible for keeping the equality objectives under review as well as monitoring progress.

In light of changes in circumstances actions and measure will be developed and kept under review to ensure that they are fit for purpose.

As required by legislation progress on the equality objectives will be reported in an annual report.

9. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	There is a positive impact with the equality objectives contributing to our work to address inequality and tackle the causes of inequality experienced by particular groups within our society. Engagement with different groups and communities in the development of the objectives has allowed greater understanding between groups and fostered a shared sense of purpose.
Community Cohesion/ Social Exclusion/Poverty	The equality objectives will have a positive effect on the many facets that contribute to people's experiences of poverty and social exclusion and will potentially result in stronger communities, greater community involvement and participation thereby ensuring their voices are heard.
Welsh	As a result of our continued work on improving the availability and quality of our services through Welsh there is potentially a positive impact in relation to opportunities to use the Welsh language.
Biodiversity	There will be no adverse effect on biodiversity or Eco-system resilience
Well-being of Future Generations	There will be a positive impact as the equality objectives have been developed in line with the five ways of working

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

As a result of widespread changes in circumstances since March 2020 due to the global pandemic, the killing of George Floyd and the intensification of the Black Lives Matter movement it has been apparent that a refocus of our work was necessary. This being the case the equality objectives and actions were reviewed taking into account new evidence of the impact the pandemic has had/continues to have on Black, Asian and minority ethnic communities and others who share protected characteristics. Although the equality objectives were deemed relevant the proposed actions did not adequately address the current situation.

Consequently the latter stages of the impact assessment has concentrated on the equality objectives including the subsequent conclusion.

The whole ethos of the Strategic Equality Plan and the equality objectives is to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups. The equality objectives were developed with this in mind and as such will help address inequalities experienced by members of our various communities.

As a result of our continued work on improving the availability and quality of our services through Welsh there is potentially a positive impact in relation to opportunities to use the Welsh language.

There will be no adverse effect on biodiversity or Eco-system resilience

There will be a positive impact in relation to the Wellbeing of Future Generations as the equality objectives have been developed in line with the five ways of working.

10. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertaken a public Consultation exercise to test the impact of the objectives on those who share protected characteristics.	Rhian Headon	February 2020	Feedback received
Consider responses and amend objectives where appropriate	Rhian Headon/Equality and Community Cohesion Group	March 2020	Consultation Report and any proposed amendments reported to and agreed for presenting to Cabinet Scrutiny /Cabinet by the Equality and Community Cohesion Group
Draft Strategic Equality Plan	Rhian Headon	February/March/ April 2020	Draft Plan including any revisions agreed for presenting to Cabinet Scrutiny /Cabinet by the Equality and Community Cohesion Group
Revision of equality objectives and actions in light of the impact of the global pandemic and Black Lives Matter movement	Rhian Headon/Equality and Community Cohesion Group	August 2020	Further revised equality objectives /actions included in the Strategic Equality Plan for presenting to Cabinet Scrutiny /Cabinet by the Equality and Community Cohesion Group.

Page 98

11. Sign off

	Name	Position	Date
Completed by	Rhian Headon	Corporate Policy Office - Equality and Welsh Language	25.08.20
Signed off by	Karen Jones	Head of Service/Director	25.8.20

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

27th January 2021

Report of the Chief Executive/Returning Officer – Mrs Karen Jones

Matter for Decision

Wards Affected:

All wards

Appointment of Standing Deputy Returning Officer

Purpose of the Report:

To appoint Rhys George (Electoral Services Manager) as the Standing Deputy Returning Officer.

Background:

The Returning Officer for elections is a statutory role that is fulfilled by the Chief Executive of the Council.

The Returning Officer is personally responsible for all aspects of electoral administration including nominations, the distribution of poll cards and postal ballots, the conduct of the poll and the counting of the votes. These responsibilities being prescribed in statute and Electoral Commission Guidance.

The Wales Electoral Co-ordination Board (WECB), co-ordinated by the Electoral Commission, has recommended that Returning Officers appoint a standing deputy – not least because there has been a significant turnover recently of Chief Executives/Returning Officers and other senior staff dealing with elections across Wales but also to ensure to good practice and safe contingency planning so that powers can be exercised in the absence of a Returning Officer.

The Constitution of Neath Port Talbot Council does not delegate the function of appointing a Standing Deputy Returning Officer to the Returning Officer and therefore a decision of Council is required.

Financial Impacts:

There are no financial impacts associated with this report

Integrated Impact Assessment:

There is no requirement for an Integrated Impact Assessment as this is a report in respect of governance arrangements only

Valleys Communities Impacts:

There are no valley community impacts

Workforce Impacts:

There are no workforce impacts associated with this report

Legal Impacts:

Under Section 35(1A) of the Representation of the People Act 1983, the Chief Executive is designated as the Returning Officer for the County Borough Council and Community Council purposes.

Different legislation designates [for example the Returning Officer (Parliamentary Constituencies) (Wales) Order 2007 and the National Assembly for Wales (Representation of the People) Order 2007] this role for Parliamentary Elections, Referendums, and Welsh Government Elections.

Risk Management Impacts:

Appointment of a Standing Deputy Returning Officer ensures that the Council adopts good practice and safe contingency planning so that powers can be exercised in the absence of a Returning Officer.

Consultation:

There will be no requirement for any consultation.

Recommendations:

It is recommended that Rhys George (Electoral Services Manager) be appointed the Council's Standing Deputy Returning Officer

Reasons for Proposed Decision:

To identify and agree a Standing Deputy Returning Officer

Implementation of Decision:

The decision is proposed for implementation immediately

Appendices:

None

List of Background Papers:

None

Officer Contact:

Mrs Karen Jones
Chief Executive
Tel: 01639 763284
Email: chief.executive@npt.gov.uk

This page is intentionally left blank

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

27th January 2020

Report of the Head of Legal and Democratic Services – Mr Craig Griffiths

Matter for Decision

Wards Affected:

All wards

Mayoral Arrangements

Purpose of the Report:

To nominate a Mayor and Deputy Mayor for the civic year 2021/2022

Background:

The Council elects a mayor and deputy mayor to preside over Council proceedings and discharge the duties of the First Citizen each year.

At the Council meetings of the 28th September 2017 and 4th September 2019, Council formerly resolved to identify Councillors John Warman and Del Morgan as the Mayor and Deputy Mayor respectively for the civic year 2020/2021.

The Annual General Meeting held for the 2020/2021 civic year saw Council support the continuation of the current Mayor Cllr Scott Jones as mayor for the civic year 2020-21 and of the current Deputy Mayor Cllr John Warman pursuant to Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 due to the impact of the Covid-19 pandemic.

Accordingly, it was determined that the candidates identified for the Mayor and Deputy Mayor for the 2020/21 civic year now assume the responsibilities for the 2021/22 civic year.

Approval therefore is sought from Council to confirm these appointments.

Financial Impacts:

There are no financial impacts associated with this report

Integrated Impact Assessment:

There is no requirement for an Integrated Impact Assessment as this is a report in respect of governance arrangements only

Valleys Communities Impacts:

There are no valley community impacts

Workforce Impacts:

There are no workforce impacts associated with this report

Legal Impacts:

The report discharges duties placed on the Council pursuant to the Local Government Act 1972

Risk Management Impacts:

Failure to ensure that the appropriate appointments are made could render the Council in breach of its statutory duties.

Consultation:

There will be no requirement for any consultation.

Recommendations:

It is recommended that:

- (a) Councillor John Warman be nominated Mayor for the civic year 2021/22 pursuant to Section 23(1) of the Local Government Act 1972

(b) Councillor Del Morgan be nominated Deputy Mayor for the civic year 2021/22 pursuant to Section 23(1) of the Local Government Act 1972.

Reasons for Proposed Decision:

To identify and agree the mayoral and deputy mayoral appointments for the civic year 2021/22

Implementation of Decision:

The decision is proposed for implementation immediately

Appendices:

None

List of Background Papers:

Constitution of Neath Port Talbot County Borough Council

Officer Contact:

Craig Griffiths
Head of Legal and Democratic Services
Tel: 01639 763767 or E-mail: c.griffiths2@npt.gov.uk

This page is intentionally left blank

EXECUTIVE DECISION RECORD**CABINET****20 NOVEMBER 2019****Cabinet Members:**

Councillors: R.G.Jones (Chairperson), A.J.Taylor, C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards and A.Wingrave

Officers in Attendance:

S.Phillips, H.Jenkins, A.Evans, K.Jones, A.Thomas, C.Griffiths, H.Jones, P.Walker, C.Davies and T.Davies

Invitee: Councillor S.Rahaman (Scrutiny Chair)

1. APPOINTMENT OF CHAIRPERSON

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. FORWARD WORK PROGRAMME 2019/20

Noted by the committee.

3. CALCULATION OF COUNCIL TAX BASE FOR THE 2020/21 FINANCIAL YEAR**Decisions:**

1. That the gross amount for the whole of the County Borough be agreed as £48,585.61 before applying the collection rate (£48,098.04 after applying the 97% collection rate),

2. That the Council Tax Base, in respect of areas which are served by Town and Community Councils, be calculated as below (after applying a collection rate of 97%):

Town and Community Council	Council Tax Base
Blaengwrach	371.78
Blaenhonddan	4,591.25
Briton Ferry	1,877.11
Clyne and Melincourt	261.36
Coedffranc	3,620.28
Crynant	676.79
Dyffryn Clydach	1,101.14
Glynneath	1,381.55
Neath	6,515.01
Onllwyn	374.93
Pelenna	403.79
Resolven	734.88
Seven Sisters	634.91
Tonna	955.85
Cilybebyll	1,953.37
Cwmllynfell	387.41
Gwauncaegurwen	1,339.52
Pontardawe	2,532.78
Ystalyfera	1,599.88

Reason for Decisions:

To determine the Council Tax Base for 2020/21.

Implementation of Decisions:

The decisions are urgent ones for immediate implementation, following the consent of the relevant Scrutiny Chair, and is therefore not subject to the call-in procedure.

4. **TREASURY MANAGEMENT MID YEAR REVIEW REPORT 2019/2020**

Decision:

That the report be noted.

5. **ALTERNATIVE MODEL - OLDER PERSON'S COUNCIL**

Decision:

That the Older Person's Council be changed from its current model to an alliance/federation of organisations, that represent the views of older people, as detailed in the circulated.

Reason for Decision:

To ensure the views of older people from across the county borough are represented.

Implementation of Decision:

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

6. **WALES AUDIT OFFICE CERTIFICATE OF COMPLIANCE - AUDIT OF NEATH PORT TALBOT COUNTY BOROUGH COUNCIL'S ASSESSMENT OF 2018 - 19 PERFORMANCE**

Members noted that representatives of the Wales Audit Office would be attending the next meeting of Council to present the Neath Port Talbot Council Annual Improvement Report (AIR) 2018-2019.

Decision:

That the report be noted.

7. **MEMBER'S COMMUNITY FUND - CWMLLYNFELL**

Decision:

That an energy efficient LED floodlighting system be installed at Cwmllynfell Rugby Football Club (Pen-Y-Bryn, Cwmllynfell, Swansea), and that £2,472.80 of Councillor Huw Jones' allocation under the Members Community Fund, be awarded.

Reason for Decision:

To approve the Application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

8. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Regulation 4(3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following item of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

9. **PONTARDAWE ARTS CENTRE**

Decision:

That the recommendations contained within the private, circulated report, be approved.

Reason for Decision:

To improve the financial performance of Pontardawe Arts Centre and to ensure that this community asset is preserved, and expanded for the local community.

Implementation of Decision:

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

10. **MARGAM PARK**

Decision:

That the recommendations contained within the private, circulated report, be approved.

Reason for Decision:

To improve the financial performance of Margam Park, thus creating sustainable jobs and continuing to contribute to the council's well-being aims in the single integrated plan.

Implementation of Decision:

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

CHAIRPERSON

This page is intentionally left blank

EXECUTIVE DECISION RECORD

CABINET

9 DECEMBER 2019

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees Chairperson for minute No. 12 only), P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Jarrett, H.Jenkins, D.Giles, J.Hodges, C.Furlow-Harris, C.Davies and T.Davies

Invitee: Councillor S.Rahaman (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting, with the exception of minute No. 12, when Councillor P.A.Rees substituted.

2. **DECLARATIONS OF INTEREST**

The following Members made declarations of interest at the commencement of the meeting:-

Councillor D.Jones

Re: Third Sector Grant Funding – Award of Grants for Financial Year 2020/21, as she is a Trustee of CVS and Age Connects Neath Port Talbot and a member of Neath Port Talbot Black and Minority Ethnic Community Association. As her interest was prejudicial

she withdrew from the room during discussion and voting thereon.

- Councillor L.C.Jones Re: Member's Community Fund, Tonna - as it refers to her Community Fund. As her interest was prejudicial she withdrew from the room during discussion and voting thereon.
- Councillor R.G.Jones Re: Member's Community Fund, Margam - as it refers to his Community Fund. As his interest was prejudicial he withdrew from the room during discussion and voting thereon.
- Councillor E.V.Latham Re: Member's Community Fund, Sandfields East - as it refers to a Community Fund within his ward.
- Councillor P.D.Richards Re: Third Sector Grant Funding – Award of Grants for Financial Year 2020/21, as he is a Board Member of Care and Repair Western Bay.

3. **MINUTES OF PREVIOUS MEETING**

Decision:

That the minutes of the previous meetings held on 30 October 2019, be approved.

4. **FORWARD WORK PROGRAMME 2019/20**

Noted by the committee.

5. **HEALTH AND SAFETY AT WORK ACT**

Decisions:

1. That the Director of Environment and Regeneration; Head of Planning and Public Protection and any officers so nominated by them, be designated as Inspectors in accordance with Section 19 of the Health and Safety at Work etc Act 1974.

2. That delegated authority be granted to the Director of Environment and Regeneration; Head of Planning and Public Protection and any officers so designated by them as Inspectors, to institute any legal proceedings under Section 38 of the Health and Safety at Work etc Act 1974.
3. That delegated authority be granted to the Director of Environment and Regeneration; Head of Planning and Public Protection and any officers so designated by them as Inspectors, to exercise any functions that are so designated to Inspectors under the Health and Safety at Work etc Act 1974.
4. That delegated authority be granted to the Head of Legal Services to amend the Constitution to implement these requirements.

Reason for Decisions:

To ensure that the appropriate authorities are in place for enforcement of statutory obligations under the Health and Safety at Work etc. Act 1974.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

6. **OFFICER INDEMNITY**

Decision:

That an indemnity be granted to Nicola Pearce (in her capacity as Director of Environment and Regeneration) in the form annexed to the circulated report at Appendix 1, in respect of the environmental permit obligations and statutory responsibility for the Material Recovery and Energy Centre (MREC), that the officer is required to hold, such indemnity to commence on 3 January 2020.

Reason for Decision:

To enable the Council to hold the Environmental Permit in respect of the MREC and to ensure appropriate indemnities are in place for officers who accept personal responsibility for such matters.

Implementation of Decision:

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

7. **THIRD SECTOR GRANT FUNDING – AWARD OF GRANTS FOR FINANCIAL YEAR 2020/21**

(At this point in the meeting, Councillor D.Jones reaffirmed her interests and withdrew from the meeting during the discussion and voting thereon.)

Decisions:

1. That the 2020/21 Budget for Third Sector Grants, as detailed in the circulated report, be confirmed.
2. That the award of Grants to Third Sector organisations, as set out in Appendix 1 to the circulated report, be approved.
3. That grants not be awarded for the applications set out in Appendix 2 to the circulated report.
4. That the amount of grant payable to each Strategic Partner, as set out in Appendix 3 to the circulated report, be confirmed.

Reason for Decisions:

To approve grants to third sector organisations in line with the Council's Scheme.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

8. **QUARTER 2 KEY PERFORMANCE INDICATORS**

Decision:

That the monitoring report be noted.

9. **MEMBER'S COMMUNITY FUND - ABERAVON**

Decision:

That the purchase of essential items of training equipment for Fairfield Karate Club, at the Community Resource Centre, Michna Street, Aberavon, be approved, and that Councillor Nigel Hunt's allocation of £1,152.90, and Councillor Scott Bamsey's allocation of £1,152.90, be awarded under the Members Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

10. **MEMBER'S COMMUNITY FUND - ALLTWEN**

Decision:

That a new Play End Wall be provided at Lon Tanyrallt play area, Alltwen, and Councillor Christopher John Jones' allocation of £10,000, under the Members Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

11. **MEMBER'S COMMUNITY FUND - COEDFFRANC NORTH**

Decision:

That stretches of pavement on the footway at Park Drive, Coedffranc North, be resurfaced, and Councillor Mike Harvey's allocation of £10,000 under the Members Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

12. **MEMBER'S COMMUNITY FUND - MARGAM**

(At this point in the meeting, Councillor R.G.Jones reaffirmed his interest and withdrew from the meeting during the discussion and voting thereon. Councillor P.A.Rees took the Chair for this item.)

Decision:

That a new visitor experience and exhibition space be developed within the restored Turbine House at Margam Park, Margam, and Councillor Rob Jones' allocation of £3,679.06 under the Members Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

(Councillor R.G.Jones re-joined the meeting and resumed his role as Chair.)

13. **MEMBER'S COMMUNITY FUND - SANDFIELDS EAST**

Decision:

That essential items of training equipment and coaching awards be purchased for the Afan Lido Ladies and Girls Football Club, Princess Margaret Way, Aberavon, and £800 of Councillor Matthew Crowley's allocation under the Members Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

14. **MEMBER'S COMMUNITY FUND - TAIBACH (COMMUNITY CENTRE)**

Decision:

That 11 semi mature tree specimens be planted within the grounds of the Taibach Community Centre, Duke Street, Taibach and that Councillor Rachel L Taylor contributes £1,031.54 and Councillor Anthony J Taylor contributes £1,893.59 under the Members Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

15. **MEMBER'S COMMUNITY FUND - TAIBACH (COMMERCIAL ROAD)**

Decision:

That a 200 square metre section of footway be resurfaced at Commercial Road, Taibach, and Councillor Anthony J Taylor contributes £8,106.41 under the Members Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

16. **MEMBER'S COMMUNITY FUND - TONNA**

(At this point in the meeting, Councillor L.C.Jones reaffirmed her interest and withdrew from the meeting during the discussion and voting thereon.)

Decision:

That new training equipment be purchased for the Mini and Junior Section of Tonna Rugby Football Club, The Pavilion, Mount Pleasant, Tonna, Neath, and Councillor Leanne Jones' allocation of £1,637.99, under the Members Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Members Community Fund.

Implementation of Decision:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

10 JANUARY 2020

Cabinet Members:

Councillors: C.Clement-Williams (Chairperson), D.Jones, E.V.Latham, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Jarrett, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, H.Jones, A.Thomas, C.Furlow-Harris, S.Curran and T.Davies

Invitee: Councillor S.Rahaman (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor C.Clement-Williams be appointed Chairperson for the meeting.

2. **DECLARATION OF INTEREST**

The following Member made a declaration of interest at the commencement of the meeting:-

Councillor D.Jones	Re: Draft Strategic Equality Plan 2020-2024 – Draft Equalities Objectives, as she is a member of Neath Port Talbot Black and Minority Ethnic Community Association.
--------------------	---

3. **FORWARD WORK PROGRAMME 2019/20**

Noted by the committee.

4. **DRAFT BUDGET FOR CONSULTATION 2020/21**

The Chief Executive explained that due to the late announcement of the draft budget settlement from Welsh Government, the consultation period was only able to be three and a half weeks long.

Members sought clarity of the wording for SSHH 1002, which officers subsequently altered as below:

From (text in ***bold italics*** changed):

Page 122

Ref No.	Description	Main Impacts	Net Budget 2019/20	% saving	2020/21 £000	2021/22 £000	2022/23 £000
SSHH 1002	<i>Review of Joint NPT & CHC packages of care</i>	NPT to contribute 50% of cost less service user contribution. Increased cost will fall on Swansea Bay UHB. Net saving following additional investment of £80k to take legal advice and recover debt.	28,630	0%	28	0	0

To (text in ***bold italics*** changed):

Ref No.	Description	Main Impacts	Net Budget 2019/20	% saving	2020/21 £000	2021/22 £000	2022/23 £000
SSHH 1002	<i>Contributions from Health Board towards the cost of continuing health care packages</i>	NPT to contribute 50% of cost less service user contribution. Increased cost will fall on Swansea Bay UHB. Net saving following additional investment of £80k to take legal advice and recover debt. <i>This has no impact on individual service users.</i>	28,630	0%	28	0	0

Page 123

Decision:

That the Chief Executive be given authority to amend the wording of the consultation document, (as above), and consult the public on the draft budget savings, service changes and additional income proposals, set out at Appendix 1 to the circulated report.

Reason for Decision:

To commence consultation on the 2020/21 draft budget.

Implementation of Decision:

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

Consultation:

This item will be subject to external consultation.

5. **DRAFT STRATEGIC EQUALITY PLAN 2020-2024 - DRAFT EQUALITIES OBJECTIVES**

Decision:

1. That the word 'continue/continuing' be inserted where necessary within the Strategic Equalities Plan 2020-2024 – Draft Equality Objectives and Actions, in order to acknowledge that certain Objectives were already taken into account within the previous Plan.
2. That the Assistant Chief Executive and Chief Digital Officer be granted authority to initiate formal public consultation (from 16 January to 20 February 2020) on the draft equality objectives and potential actions, as contained at Appendix 1 to the circulated report.

Reason for Decision:

To meet the statutory requirements set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Implementation of Decision:

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

6. **LAUNCH OF THE CITIZEN'S PANEL**

Decision:

That the report be noted.

CHAIRPERSON

This page is intentionally left blank

EXECUTIVE DECISION RECORD

CABINET

5 FEBRUARY 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), D.Jones, E.V.Latham,
A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and
L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, C.Griffiths, K.Jones, D.Griffiths,
S.Curran and T.Davies

Scrutiny Invitee: Councillor S.Rahaman (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following Members made declarations of interest at the commencement of the meeting:

Councillor L.C.Jones Re: Member's Community Fund, Tonna - as it refers to her Community Fund. As her interest was prejudicial she withdrew from the room during discussion and voting thereon.

Councillor E.V.Latham Re: Member's Community Fund items, Sandfields East - as they refer to his ward and Community Fund. As his interest was

prejudicial he withdrew from the room during discussion and voting thereon.

Councillor A.Lockyer

Re: Member's Community Fund items, Neath North - as they refer to his Community Fund. As his interest was prejudicial he withdrew from the room during discussion and voting thereon.

Councillor A.Wingrave

Re minute No. 26: Member's Community Fund, Coedffranc Central - as it refers to a Community Fund in a neighbouring ward, which she has had involvement with. As her interest was prejudicial she withdrew from the room during discussion and voting thereon.

The Chief Executive of Neath Port Talbot County Borough Council made a declaration of interest at the commencement of the meeting:

Steven Phillips

Re Future Arrangements in Respect of Neath Port Talbot Council Shareholding in Baglan Bay Company Limited and Coed Darcy Limited, as he is a Director of the companies concerned. As his interest was prejudicial he withdrew from the room during discussion and voting thereon.

3. **FORWARD WORK PROGRAMME 2019/2020**

Noted by the committee.

4. **WELSH LANGUAGE PROMOTION STRATEGY - PROGRESS REPORT FOR THE PERIOD OCTOBER 2018 - SEPTEMBER 2019**

Decision:

That the monitoring report be noted.

5. **VALLEYS ACTION PLAN - PROGRESS REPORT**

Decision:

That the report be noted.

6. **RISK REGISTER MONITORING 2019-2020**

Decision:

That the monitoring report be noted.

7. **TREASURY MANAGEMENT MONITORING 2019/2020**

Decision:

That the monitoring report be noted.

8. **CAPITAL BUDGET MONITORING 2019/2020**

Decisions:

1. That the approval of the proposed 2019/20 budget totalling £39.078m, be commended to Council.
2. That the position in relation to expenditure as at 31 December 2019 be noted.

Reason for Decisions:

To update the Capital Programme for 2019/20 and inform Members of the current year spend to date.

Implementation of Decisions:

The decisions will be implemented after consideration and approval by Council.

9. **REVENUE BUDGET MONITORING 2019/2020**

Decisions:

1. That management arrangements be put in place to minimise overspends and any adverse impact on reserves.
2. That the additional grants received be noted.
3. That the proposed reserve movements and budget virements be approved.

Reason for Decisions:

To update the Council's budget for additional grants received, budget virements and reserve movements, in accordance with the Council's constitution.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

10. **UK STEEL CHARTER**

Decision:

That the Neath Port Talbot County Borough Council UK Steel Charter Policy, as detailed at Appendix 1 to the circulated report, be implemented.

Reason for Decision:

To confirm the Council's commitments to the Charter and to the UK steel industry and to acknowledge and implement the Welsh Government's recommendations in its Procurement Advice Note.

Implementation of Decision:

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

11. **FUTURE ARRANGEMENTS IN RESPECT OF NEATH PORT TALBOT COUNCIL SHAREHOLDING IN BAGLAN BAY COMPANY LIMITED AND COED DARCY LIMITED**

(At this point in the meeting, the Chief Executive, Steven Phillips, reaffirmed his interest and withdrew from the meeting during the discussion and voting thereon.)

Decisions:

1. That the provisions set out in the Shareholders Agreement for Baglan Bay Company Limited be implemented, and St Modwen be offered back its shares in Baglan Bay Company Limited, with the Chief Executive resigning from the Company once the legal documentation was in place.
2. That the Council decline the offer of shares from the Prince's Foundation in respect of Coed Darcy Limited, and that the Council implement the provisions set out in the Shareholding Agreement for Coed Darcy Limited, which requires St Modwen to acquire the Council's share for £1. In addition, the Chief Executive to resign from the Company once the legal documentation was in place.
3. That the Head of Legal Services, in consultation with the Leader or appropriate Cabinet Member finalise the legal documentation in respect of the above transactions.

Reason for Decisions:

To implement the requirements of the Shareholder Agreement for Baglan Bay Company Limited and Coed Darcy Limited and to remove the Council as shareholders of these organisations.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

(The Chief Executive re-joined the meeting.)

12. **MEMBER'S COMMUNITY FUND - GWYNFI**

Decision:

That flood prevention, redecoration and repair of the gym and sports hall situated in the lower ground floor of the Gwynfi Miners Welfare Hall, Jersey Road, Blaengwynfi be invested in, to safeguard the continued use of the lower ground floor of the Hall, and that Councillor Jane Jones contributes £5,322 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

13. **MEMBER'S COMMUNITY FUND - GWYNFI**

Decision:

That the Margaret Terrace Play Area, Blaengwynfi, be re-equipped and refurbished, and that Councillor Jane Jones contributes £4,654.48 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

14. **MEMBER'S COMMUNITY FUND - NEATH NORTH**

(At this point in the meeting, Councillor Alan Lockyer reaffirmed his interest and withdrew from the meeting during the discussion and voting thereon.)

Decision:

That a new Bistro/sitting out area be created at the Gnoll Country Park, Neath, and that Councillor Alan Lockyer and Councillor Mark Protheroe contribute £9,310 each under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

15. **MEMBER'S COMMUNITY FUND - NEATH NORTH**

Decision:

That Neath Community Tennis Club, Dyfed Road, Neath, be equipped with essential training equipment, nets, posts and ancillary items, and that Councillor John Warman contributes £2,412.84 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

16. **MEMBER'S COMMUNITY FUND - NEATH NORTH**

Decision:

That the supply and installation of 3 Automated External Defibrillators (AED's), to be located within Windsor Road, The Parade and Lennard Street Post Office, Neath, be approved, and that Councillor Mark Protheroe's allocation of £2,025.00, and Councillor Alan Lockyer's

allocation of £2,025.00, be awarded under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

(Councillor Alan Lockyer re-joined the meeting.)

17. **MEMBER'S COMMUNITY FUND - ABERAVON**

Decision:

That essential items of training equipment be purchased for Aberavon Quins Rugby Football Club Mini and Junior sections, and that Councillor Steffan apDafydd's allocation of £833.94, under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

18. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That the converted bowls pavilion in Port Talbot Memorial Park be equipped with ancillary furniture, heating and fittings, as a means of completing its conversion to a Tea Room or Community Hub, and that Councillor Sharon Freeguard contributes £4,106.75 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

19. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That ancillary equipment be provided to the 'Thrive Women's Aid' refuge in Port Talbot, and that Councillor Saifur Rahaman contributes £1,597.14 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

20. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That ancillary equipment be provided to the 'Age Cymru' Centre in Port Talbot, and that Councillor Dennis Keogh contributes £4,517.93 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

21. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That the outdoor environment at the Girl Guiding Headquarters, Bridge Street, Port Talbot be enhanced, and that Councillors Sharon Freeguard, Dennis Keogh and Saifur Rahaman contribute £2,400 each under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

22. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That the internet and Wi-Fi connectivity at the YMCA, Talbot Road, Port Talbot be strengthened and supported, and that Councillor Saifur Rahaman contributes £1,906.22 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

23. **MEMBER'S COMMUNITY FUND - SANDFIELDS EAST**

(At this point in the meeting, Councillor Edward Latham reaffirmed his interest and withdrew from the meeting during the discussion and voting thereon.)

Decision:

That the changing facilities at Aberavon Green Stars Rugby Football Club, Darwin Road, Port Talbot, be refurbished, and that Councillor Matthew Crowley's allocation of £800 under the Member's Community Fund be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

24. **MEMBER'S COMMUNITY FUND - SANDFIELDS EAST**

Decision:

That an Automated External Defibrillator, be supplied and installed at Vivian Park, Port Talbot, and that Councillor Edward Latham's allocation of £1,300, be awarded under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

(Councillor Edward Latham re-joined the meeting.)

25. **MEMBER'S COMMUNITY FUND - COEDFFRANC CENTRAL**

Decision:

That semi mature trees be supplied and planted to enhance the grass verges at Parc Wern, Caewathan, Neath, and that Councillor Angharad Aubrey's allocation of £925.73 under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

26. **MEMBER'S COMMUNITY FUND - COEDFFRANC CENTRAL**

(At this point in the meeting, Councillor Annette Wingrave reaffirmed her interest and withdrew from the meeting during the discussion and voting thereon.)

Decision:

That a weatherproof shelter be installed at Skewen Park, and that Councillor Arthur Davies contributes £7,500 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

(Councillor Annette Wingrave re-joined the meeting.)

27. **MEMBER'S COMMUNITY FUND - GLYNCORRWG**

Decision:

That additional play equipment be provided at Ynyscorrwg Park Play Area, Glyncorrwg, Port Talbot, and that Councillor Nicola-Jayne Elsie Davies' allocation of £6,772.02 under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

28. **MEMBER'S COMMUNITY FUND - TONNA**

(At this point in the meeting, Councillor Leanne Jones reaffirmed her interest and withdrew from the meeting during the discussion and voting thereon.)

Decision:

That Tonna AFC, Mount Pleasant, Tonna, Neath, be provided with essential items of training equipment, and that Councillor Leanne Jones' allocation of £951.25 under the Member's Community Fund be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

(Councillor Leanne Jones re-joined the meeting.)

29. **MEMBER'S COMMUNITY FUND - PONTARDAWE**

Decision:

That two Automated External Defibrillators be relocated and housed at Pontardawe Arts Centre and Herbert Street, Pontardawe, and that Councillor Anthony Richard's allocation of £942 be awarded under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

12 FEBRUARY 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Jarrett, H.Jenkins, N.Pearce, C.Griffiths, H.Jones, S.Rees, A.Thomas, S.Morris, E.Wellington, C.Davies and T.Davies

Scrutiny Invitee: Councillor A.N.Woolcock (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **FORWARD WORK PROGRAMME 2019/20**

Noted by the committee.

3. **COURT DEPUTY - INVESTMENTS STRATEGY FOR CLIENT FUNDS**

Decisions:

1. That the Court Deputy Investment Strategy for Client Funds detailed at Appendix 1 of the circulated report, be approved.

2. That a procurement exercise be undertaken to appoint financial advisors to provide investment advice for clients with capital of more than £50,000, in accordance with the Strategy.

Reason for Decisions:

To provide a framework for the investment of Court Deputy client funds, to ensure compliance with relevant standards and statutes.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **COURT DEPUTY – POLICY FOR THE DISPOSAL OF ASSETS OF DECEASED CLIENTS**

Decision:

That the Disposal of Assets of Deceased Clients Policy, as detailed at Appendix 1 to the circulated report, be approved.

Reason for Decision:

To formalise an operational framework for the disposal of assets, of deceased Court Deputy clients.

Implementation of Decision:

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

5. **NON-DOMESTIC RATES - HIGH STREET AND RETAIL RATES RELIEF WALES 2020/21**

Decision:

That the grant funding be accepted, and the High Street and Retail Rates Relief Scheme for 2020/21, as detailed in the circulated report, be adopted.

Reason for Decision:

To enable the Business Rates Team to administer the High Street and Retail Rates Relief Scheme 2020/21.

Implementation of Decision:

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

6. **JOINT RESPONSE TO THE VIOLENCE AGAINST WOMEN,
DOMESTIC ABUSE AND SEXUAL VIOLENCE (WALES) ACT 2015**

Decision:

That the Assistant Chief Executive and Chief Digital Officer be authorised to commence a four week public consultation exercise on the draft Healthy Relationships for Stronger Communities Strategy, as detailed at Appendix 1 to the circulated report, and the outcome of that consultation be reported back to Cabinet in March 2020.

Reason for Decision:

To provide the formal authority to the relevant officer to take the actions necessary to secure compliance by the Council with the duties under Section 5 (1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Implementation of Decision:

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

7. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Regulation 4(3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

8. **LEGAL CASE MANAGEMENT SYSTEM**

Decision:

That delegated authority be granted to the Head of Legal Services to enter into a contract, as detailed within the private circulated report, for Legal Case Management Software commencing on a date to be determined by the Head of Legal Services.

Reason for Decision:

To enable the purchase of case management system for legal services to enable the suitable conduct of legal proceedings and legal matters.

Implementation of Decision:

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

9. **REPLACEMENT HR AND PAYROLL SYSTEM**

Decision:

That the Director of Finance and Corporate Services be authorised to enter into a contract for a new HR/Payroll system, as detailed in the private circulated report.

Reason for Decision:

To allow Officers to develop and implement a fit for purpose and cost effective HR/Payroll solution.

Implementation of Decision:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

19 FEBRUARY 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

A.Evans, K.Jones, C.Griffiths, A.Thomas, C.Furlow-Harris, C.Davies and T.Davies

Invitee: Councillor A.N.Woolcock (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following Member made a declaration of interest at the commencement of the meeting:

Councillor E.V.Latham Re: Member's Community Fund, Sandfields East - as it refers to his ward.

3. **MINUTES OF PREVIOUS MEETINGS**

Decision:

That the Minutes of the previous meetings held on 30 October, 20 November, 9 December 2019 and 10 January 2020, be approved.

4. **FORWARD WORK PROGRAMME 2019/20**

Noted by the committee.

5. **ESTABLISHING MAYOR'S CADETS**

Decision:

That the establishment of three Mayor's Cadets for each civic year from May 2020 onwards, be approved.

Reason for Decision:

To raise the profile of our uniformed youth services and to provide opportunities for our young cadets to be involved in some high profile events.

Implementation of Decision:

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

6. **ADVERTISING AND SPONSORSHIP POLICY**

Due to the recent cabinet member portfolio changes, members noted that the references to Deputy Leader contained within the Policy, as detailed at page 53 of the circulated report, would be changed from 'Deputy Leader' to 'Cabinet Member for Finance'.

Decision:

That the Advertising and Sponsorship Policy, as detailed at Appendix 1 of the circulated report, be approved, subject to the change of responsibility being amended from 'Deputy Leader' to 'Cabinet Member for Finance'.

Reason for Decision:

To allow the council to take a corporate and consistent approach to undertaking these income generation activities and to provide a clear framework and control measures to ensure compliance with legislation, industry codes and council policies, and secures best value for money.

Implementation of Decision:

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

7. **MEMBER'S COMMUNITY FUND - BRYN AND CWMAVON**

Decision:

That a Computer Numerically Controlled (CNC) Laser Cutter be purchased for 'Bspoked Enterprises', Neath Abbey Business Park, Neath, and that £3,921.45 of Councillor Charlotte Galsworthy's allocation under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

8. **MEMBER'S COMMUNITY FUND - BRYNCOCH NORTH AND BRYNCOCH SOUTH**

Decision:

That Bryncoch North and South be equipped with two new benches, refurbish a third, plant trees and a volunteer litter picking group be set up, and that Councillors Wyndham Fryer Griffiths, Jo Hale and Chris Williams contribute £868.10 each from their Member's Funds.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

9. **MEMBER'S COMMUNITY FUND - COEDFFRANC WEST**

Decision:

That training equipment be purchased, and willing volunteers be trained as Level 1 and Level 2 Coaches, for the Mini and Junior Section of Skewen Rugby Football Club, The Clubhouse, Tennant Park, Skewen, Neath, and that Councillor Helen Ceri Clarke's allocation of £2,026.63, under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

10. **MEMBER'S COMMUNITY FUND - CRYNANT**

Decision:

That an underutilised room at Creunant Primary School, School Road, Crynant, Neath, be converted and adapted into a multi-functional venue for wider community use, and that Councillor Sian Harris' allocation of £7,281.09 under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

11. **MEMBER'S COMMUNITY FUND - CRYNANT**

Decision:

That two grit bins be purchased and installed at Mary Street and The Crescent, Crynant, and that Councillor Sian Harris' contribution of £654 be awarded, under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

12. **MEMBER'S COMMUNITY FUND - PELENNA**

Decision:

That essential items of training equipment be purchased for the Mini and Junior Sections of Pontrhydyfen Rugby Football Club, Cwmafan, Port Talbot, and that Councillor Jeremy Hurley's allocation of £791.66, under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

13. **MEMBER'S COMMUNITY FUND - PORT TALBOT**

Decision:

That the street scene in Trefelin Crescent, Velindre, Port Talbot be enhanced with an additional 6 metre street lighting column, complete

with a 27 Watt LED lamp, and that Councillor Saifur Rahaman contributes £1,584 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

14. **MEMBER'S COMMUNITY FUND - RESOLVEN**

Decision:

That a public notice board and improved lighting be provided to Clyne and Melincourt Community Centre at Ynys-yr-Afon, Clyne, and that Councillor Dean Lewis contributes his remaining Member's Fund of £1,005.00.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

15. **MEMBER'S COMMUNITY FUND - SANDFIELDS EAST**

Decision:

That a publicly accessible Automated External Defibrillator (AED) be purchased and installed at the RNLi Port Talbot Lifeboat Station, Aberavon Beach Front, Aberavon, and that Councillor Mathew Crowley's allocation of £1,300.00 under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

16. **MEMBER'S COMMUNITY FUND - TREBANOS**

Decision:

That a publicly accessible Automated External Defibrillator (AED), as well as directional signage to its location at the Western Garage, Trebanos, be purchased and installed, and that Councillor Rebeca Phillips' allocation of £2,246.60 under the Member's Community Fund, be awarded.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

17. **MEMBER'S COMMUNITY FUND - TREBANOS**

Decision:

That the environmentalist group 'My Green Valley' be equipped with litter picking equipment and zero waste boxes, to create litter free zones in Trebanos and outlying areas, and that Councillor Rebeca Phillips contributes £2,637.51 under the Member's Community Fund.

Reason for Decision:

To approve the application for funding that has been received under the Member's Community Fund.

Implementation of Decision:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

5 MARCH 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

S.Phillips, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, H.Jones, A.Thomas, D.Giles, C.Cole, C.Davies and T.Davies

Invitees: Councillors M.Harvey and S.Rahaman (Scrutiny Chair and Vice Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **FORWARD WORK PROGRAMME 2019/20**

Noted by the committee.

3. **CAPITAL STRATEGY AND CAPITAL PROGRAMME 2020/21 TO 2022/23**

Decisions:

1. That the Capital Programme be kept under review and updated over the coming year.

2. That the Capital Strategy be commended to Council for approval.
3. The Capital Programme for 2020/21 to 2022/23 as detailed in Appendix 1 to the circulated report, be commended to Council for approval.

Reasons for Decisions:

To approve the Authority's Capital Programme in line with the Constitution.

Implementation of Decisions:

The decisions will be implemented after consideration and approval by Council.

4. **REVENUE BUDGET 2020/21**

Decisions:

1. That the following matters be delegated to the appropriate Corporate Director following consultation with the Council Leader, relevant Cabinet Member and Chair of the relevant Overview and Scrutiny committee:
 - Fees and charges for executive functions, applicable for the financial year 2020/21
 - Fees and charges which are applicable in any subsequent financial year and which, in the opinion of the relevant Corporate Director, need to be set in advance of the financial year for operational reasons.
2. That the following be commended to Council:
 - i) Latest budget position 2019/20 – to approve the revised budget position and arrangements for 2019/20
 - ii) The Council's Revenue Budget 2020/21
 - Take account of the Equality Impact Assessment and Crime and Disorder impacts in setting the budget for 2020/21
 - Approve the Net Revenue Budget requirement for 2020/21, and the service plans for the delivery of the budgets

- Approve the budget/forward financial plan savings (outlined in Appendix 4)
- Instruct Corporate Directors to progress the savings and improvement programme for the Authority

iii) Fees and charges for non-executive functions – that the determination of the following matters be delegated to the appropriate Corporate Director following consultation with the Council Leader, Deputy Leader and Chair of the relevant Non Executive committee

- Fees and charges for non-executive functions applicable in 2020/21
- Fees and charges applicable in any subsequent financial year and which, in the opinion of the Corporate Director, need to be set in advance of that financial year for operational reasons

iv) Council Tax 2020/21 – the 2020/21 Band D equivalent for Neath Port Talbot County Borough Council will be £1,615.59.

Reason for Decisions:

To fulfil the statutory requirement to determine the budget for 2020/21, to seek support for the Council's Forward Financial Plan, and to agree arrangements for setting Fees and Charges.

Implementation of Decisions:

The decisions will be implemented after consideration and approval by Council.

5. **TREASURY MANAGEMENT STRATEGY, ANNUAL INVESTMENT STRATEGY, AND MINIMUM REVENUE PROVISION POLICY 2020/21**

Decision:

That the following strategies and policies, as set out in the circulated report, be commended to Council for approval:

- Treasury Management Strategy
- Annual Investment Strategy
- Minimum Revenue Provision Policy
- Prudential Indicators

Reason for Decision:

To approve the Authority's Treasury Management Strategy; Annual Investment Strategy; Capital Strategy and Minimum Revenue Provision Policy as required by the Local Government Act 2003 and the CIPFA Prudential Code for Capital Finance in Local Authorities (2017).

Implementation of Decision:

The decision will be implemented after consideration and approval by Council.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

21 MAY 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), D.Jones, E.V.Latham,
A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and
L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, C.Griffiths, C.Morris,
C.Furlow-Harris, J.Burge, M.Shaw, S.Blewett, S.Curran, A.Manchipp,
C.Davies and T.Davies

Invitees: Councillors S.ap Dafydd, S.Freeguard, M.Harvey, S.K.Hunt,
S.A.Knoyle, S.Miller, R.Mizen, J.D.Morgan, S.Paddison,
S.Penry, S.Purse, L.M.Purcell, S.Reynolds,

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following Members made a declarations of interest at the commencement of the meeting:

Councillor D.Jones Re: Item 5, Appointment of Local Authority
Governors, as she is a governor of Cilfrew
Primary and Llangatwg Community School.

Councillor A.Lockyer Re: Item 5, Appointment of Local Authority
Governors, as he is a Governor at Ysgol

Gyfun Castell Nedd and his son is a teacher at Dwr Y Felin Comprehensive.

Councillor P.A.Rees

Re: Item 5, Appointment of Local Authority Governors, as he is a governor at Cefn Saeson Comprehensive School.

Councillor P.D.Richards

Re: Item 5, Appointment of Local Authority Governors, as he is vice chair of governors at Blaenbaglan and Baglan Primary School.

3. WELSH GOVERNMENT FUNDING AND POLICY ANNOUNCEMENTS

Members received a verbal update on the current position regarding Welsh Government funding and policy announcements, including grants to small businesses, Economic Resilience Fund and NNDR business rates relief, from the Director of Finance and Corporate Services.

It was noted that Welsh Government were looking at making further grant awards to different bodies and organisations in the coming weeks, in addition to the £24.4 million already paid out to 2221 organisations.

An update was given on the funding to the Council and the services it provides (local government finance funding):

- £30 million was made available initially (£7 million for free school meals, £10 million for homeless and £13 million for general services),
- £40 million further was made available for the social care hardship fund to end of May,
- £33 million further for free school meals until end of August,
- £3 million for IT for vulnerable children who have no access to technology.

Further Welsh Government funding announcements were expected shortly.

Members noted that £500 would be paid to care workers by the Welsh Government – it was anticipated this money would go directly to the residential care providers for distribution, as the service was no longer provided in house within the Council. Eligibility for the payment was as yet unclear, but further updates would be provided to Members when available.

£63,000 had been reimbursed to the Council from the Welsh Government for the month of March for increased expenditure due to the Covid 19 pandemic, and a claim for £814,000 had been submitted for April.

Information had been submitted via the Welsh Local Government Association to the Welsh Government regarding loss of income and the impact on Council Tax support and collection – the Director was awaiting clarification re any possible funding to come out of this.

A budget monitoring review would take place before the end of May to identify the consequences of these issues on Council budgets. The Director advised Members that an early budget monitoring report would be presented at the next meeting of Cabinet for discussion.

Decision:

That the verbal update be noted.

4. **ANNUAL GOVERNANCE STATEMENT 2019-2020**

Decisions:

Following the recommendations made by the earlier Scrutiny Committee, Cabinet agreed to include the additional wording at decision 3, ***as written in italics and bold.***

1. That the progress made on the Corporate Governance improvement work undertaken during 2019-2020 be noted,
2. That the Annual Governance Statement 2019-2020 attached at Appendix 1 to the circulated report, be approved,
3. That the proposed Corporate Governance improvement work be undertaken during 2020-2021, as detailed in the circulated report, be approved, ***subject to early and urgent review of the objectives, due to the impact of the coronavirus pandemic.***

Reason for Decisions:

To ensure the Annual Governance Statement meets the requirements of Regulation 5(2) of the Accounts and Audit (Wales) Regulations 2014 in relation to an annual review of the effectiveness of the Council's systems of internal control and the preparation and approval of an Annual Governance Statement.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

5. **APPOINTMENT OF LOCAL AUTHORITY GOVERNORS**

Members discussed the appointment of Alyson Jones to Crymlyn Primary School (detailed below) at the meeting. This appointment was not contained within the circulated report, as she was the second applicant to apply for the position at Awel Y Mor Primary.

Decisions:

That, in line with approved policy, the following Local Authority governor representatives be appointed to the following existing and forthcoming vacancies:

Awel Y Mor Primary School

Appoint Phillip O'Leary

Baglan Primary School

Reappoint Cllrs Carol Clement-Williams and Peter Richards

Blaenbaglan Primary School

Reappoint Cllr Peter Richards

Catwg Primary School

Reappoint Reanne Lee

Cefn Saeson Comprehensive School

Reappoint Cllrs John Warman, Peter Rees and Sheila Penry

Cilfrew Primary School

Reappoint Arlene Harvey and Cllr Doreen Jones

Crymlyn Primary School

Appoint Alyson Jones

Cwmnedd Primary School

Reappoint Eddie Exley Jones

Cwmtawe Comprehensive School

Reappoint Cllr Linet Purcell and Julie Mallinson

Dwr Y Felin Comprehensive School

Reappoint Campbell T Coram, D. Keith Davies and Paul Winstone

Gnoll Primary School

Reappoint Cllr Alan Lockyer

Godre'rgraig Primary School

Reappoint Cllr Rosalyn Davies

Llangatwg Community School

Reappoint Cllr Doreen Jones and Aylwin Jones

Appoint Christopher Coles

Rhyd Y Fro

Reappoint John Williams

Tonnau Primary School

Appoint Jeanette Francis

Wauanceirch Primary School

Reappoint Bethan Healey

Ynysfach Primary School

Reappoint Aylwin Jones

YGG Blaendulais

Reappoint Cllr Stephen Karl Hunt and Emyr Lewis

YGG Castell Nedd

Reappoint Cllr John Miller

YGG Cwmnedd

Reappoint Cllr Del Morgan

YGG Pontardawe

Reappoint David Howell Lloyd Williams

YGG Trebannws

Reappoint Cllr Rebeca Phillips

Reason for Decisions:

To enable the Authority to contribute to effective school governance through representation on school governing bodies.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

6. **CAPITAL OUTTURN 2019-20**

Decision:

That the 2019/20 Capital Programme outturn position be approved.

Reason for Decision:

To agree the capital outturn position for 2019/20.

Implementation of Decision:

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

7. **REVENUE OUTTURN 2019-20**

Decisions:

1. That the 2019/20 financial outturn position as detailed in the circulated report, be noted,
2. That the additional reserve transfers of £1.161m as summarised in paragraph 3.2 of the circulated report and detailed at Appendix 4, be approved.

Reason for Decisions:

To finalise the Council's General Fund Revenue Outturn and Reserves position for the 2019/20 financial year.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

8. **DECARBONISATION AND RENEWABLE ENERGY STRATEGY**

Decision:

That the responses to the representations received, as detailed at Appendix 1 to the circulated report be agreed, and the revised Decarbonisation and Renewable Energy Strategy, as detailed at Appendix 2 to the circulated report, be published.

Reason for Decision:

To ensure that a clear Strategy/Action Plan is issued by the Council in respect of the Climate Change/Decarbonisation agenda.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

9. **TRAFFIC REGULATION ORDERS - LEIROS PARK AND RAVENSWOOD CLOSE, BRYNCOCH**

Decision:

That the Prohibition of Waiting at Anytime Order 2020 at Leiros Parc Drive and Ravenswood Close, Bryncoch, Neath, (as detailed at Appendix A to the circulated report) be implemented as advertised, and the objector informed accordingly.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

10. **TRAFFIC REGULATION ORDERS - SWANSEA ROAD, TREBANNOS**

Decision:

That the (Revocation) (Prohibition of Waiting, Loading or Unloading at Any Time) and (Speed Cushions) Order 2020 at Swansea Road, Trebannos (as detailed in Appendix A to the circulated report) be implemented as advertised, and the objector informed accordingly.

Reason for Decision:

To reduce traffic speed adjacent to the school, and to allow the safe passage for emergency service vehicles and public transport to align themselves in order to straddle the cushions in the interest of road safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

25 JUNE 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, D.Griffiths, H.Jones, C.Morris, M.Roberts, C.Jones, C.Furlow-Harris, S.Blewett, A.Manchipp, C.Davies and T.Davies

Invitee: Councillor M.Harvey (Scrutiny Committee Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **MATERIALS RECOVERY AND ENERGY CENTRE, CRYMLYN BURROWS**

With the agreement of the Chair, this item was moved from private to public session (apart from appendices B and C which remained exempt under Paragraphs 13, 14 and 15).

Decisions:

1. That further to the completed consultations, the previous in principle decision to convert the Materials Recovery and Energy

Centre (MREC) to a transfer station with enhanced recycling capability, be confirmed;

2. That a revised structure in respect of staff to implement a transfer station, with enhanced recycling capability, be presented to Personnel Committee for decision, and that appropriate notices of change and/or redundancy be provided as deemed appropriate by the Personnel Committee (with any new roles being subject to Local Government Terms and Conditions);
3. That the capital requirements and approval of the allocation of £5.55M including contingency in the council's capital programme, be noted;
4. That delegated authority be granted to the Head of Streetcare to vary the environmental permit in line with the service change;
5. That delegated authority be granted to the Head of Streetcare and the Head of Legal Services to undertake a procurement exercise for an up to five year residual waste treatment contract, and to enter into any arrangements as may be appropriate to facilitate this procurement exercise and award a contract to the highest scoring tenderer;
6. That the Head of Streetcare investigate the feasibility and benefit of relocating the Council's refuse and recycling collection fleets to the Transfer Station, and reports the findings to Members accordingly for further decision.

Reason for Decisions:

To determine the future of the MREC further to changes previously agreed in principle and subject to consultation. The direction of travel for residual waste will continue on a downward trend whilst reuse and recycling etc. will continue to increase. Existing service arrangements will therefore become increasingly misaligned with the developing waste management context should changes not be made.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has been subject to consultation with staff.

3. **BUDGET UPDATE AND MONITORING 2020-21**

It was hoped that further funding would be made available from Welsh Government throughout the year, as a result of the increased costs sustained during the Covid 19 pandemic. Members noted that further additional costs would continue to be incurred as the country moves out of lockdown.

Decisions:

1. That the proposed reserve movements and budget virements, as detailed within the circulated report, be approved.
2. That the operational and financial issues, set out in the circulated report, be noted.
3. That the Council continue to work with Welsh Government and in line with legislation, regulations and directions, to deliver services during these challenging times.
4. That the additional grants received be noted.
5. That the Council continue to seek additional funding from Welsh Government to cover COVID19 consequences of increased expenditure, loss of income, increased cost of Council Tax Support and council tax collection shortfalls that adversely impact on Council funding and activity.

Reason for Decisions:

To update the Council's Budget for 2020/21 and inform Members of the financial risks arising from Covid19.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **HEALTHY RELATIONSHIPS FOR STRONGER COMMUNITIES STRATEGY**

Following additional comments from the Health Board, an extra recommendation was added by officers during the meeting, and agreed by Members (decision 2 below):

Decisions:

1. That the 'Healthy Relationships for Stronger Communities Strategy' - the council and health board joint response to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, be approved.
2. That delegated authority be granted to the Cabinet Member for Community Safety and Public Protection to agree any final minor changes to the Strategy before its publication.

Reason for Decisions:

To provide the formal approval to the strategy and ensure compliance by the Council with the duties under section 5 (1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has been subject to external consultation.

5. **PUBLIC SPACE PROTECTION ORDER - ABERAVON BEACH**

Decisions:

1. That the Council undertakes a public consultation exercise on a proposal to extend the existing Public Space Protection Orders at Aberavon Beach.
2. That on completion of the consultation, a further report detailing a summary of responses and recommendations, be presented for decision.

Reason for Decisions:

To ensure that the Public Space Protection Orders currently operating seasonally at Aberavon Beach are subject to timely review so they can be extended if required.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item will be subject to external consultation.

6. **MEMBER'S COMMUNITY FUND - EVALUATION AND PROTOCOL FOR RE LAUNCH**

Decision:

That the refreshed criteria of the Member's Community Fund, as detailed within the circulated report, be agreed.

Reason for Decision:

To facilitate the governance and delivery of the Member's Fund in its second term.

Implementation of Decision:

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

7. **NEATH PORT TALBOT LOCAL DEVELOPMENT PLAN (LDP) 2011-2026**

Decisions:

That the following recommendations be commended to Council for approval:

1. That the responses and recommendations to the representations received as set out in Appendix 1 to the circulated report be agreed.
2. That the final Review Report as set out within Appendix 2 to the circulated report be agreed.

Reason for Decisions:

To ensure compliance with Section 69 of the Planning and Compulsory Purchase Act 2004; The Town and Country Planning (Local Development Plan) (Wales) (Amendment) Regulations 2015; and the Development Plans Manual (Edition 3) 2020, and to ensure that the adoption and publication procedures as set out in the report are implemented.

Implementation of Decisions:

The decisions will be implemented following approval at Council.

Consultation:

This item has been subject to external consultation.

8. **TRAFFIC ORDERS - BRITON FERRY**

Decision:

That the objections to the Ormond street, Ynysymaerdy Road and Old Road, Briton Ferry, Neath (Prohibition of waiting, loading or unloading at any time) (Limited waiting) and (Resident permit holders) Order 2020 (as detailed in Appendix A to the circulated report) be over ruled, and the traffic regulation order be implemented as advertised.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety and to provide a residents only parking scheme as per the Council's current residents' parking policy.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

9. **TRAFFIC ORDERS - PORT TALBOT**

Decision:

That approval be granted to advertise Evelyn Terrace and Manor Street, Port Talbot, Prohibition of Waiting 8am to 6pm, Order 2020 (as detailed in Appendix A to the circulated report) and if no objections are received, the proposals be implemented on site as advertised.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item will be subject to external consultation.

10. **TRAFFIC ORDERS - CYNCOED ROAD AND BERTHA ROAD, MARGAM**

Decision:

That approval be granted to advertise the Cyncoed Road and Bertha Road, Margam, Prohibition of Waiting, Monday to Friday, 8.00am to 5.00pm, Order 2020 (as detailed in Appendix A to the circulated report) and should no objections be received, the proposals be implemented on site as advertised.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item will be subject to external consultation.

11. **TRAFFIC ORDERS - ROAD ADJACENT TO BEECHWOOD ROAD, MARGAM**

Decision:

That the objection to the road adjacent to 63 and 65 Beechwood Road, Margam, Port Talbot (Experimental Prohibition of Driving) Order 2019 be overruled and the Experimental Order be made permanent as advertised, and the objector be informed accordingly.

Reason for Decision:

To prohibit access to vehicular traffic in order to protect school children in the interest of road safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

12. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Regulation 4(3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraphs 13, 14 and 15 of Part 4 of Schedule 12A of the Local Government Act 1972.

13. **MATERIALS RECOVERY AND ENERGY CENTRE, CRYMLYN BURROWS (EXEMPT UNDER PARAGRAPHS 13, 14 AND 15)**

With the agreement of the Chair, this item was moved from private to public session (apart from Appendices B and C which remained exempt under Paragraphs 13, 14 and 15). See Minute No. 2 above.

14. **PERFORMANCE MANAGEMENT AND RISK MANAGEMENT SOFTWARE SYSTEM (EXEMPT UNDER PARAGRAPH 14)**

Decision:

That Rule 2 of the Contract Procedure Rules be excluded, and that delegated authority be granted for the Assistant Chief Executive and Chief Digital Officer to enter into a two year contract with the supplier detailed in the private, circulated report and on the terms also set out in the private report.

Reason for Decision:

To ensure business continuity, to uphold the momentum of good progress already made and to further develop the Council's performance and risk management arrangements.

Implementation of Decision:

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

CHAIRPERSON

This page is intentionally left blank

EXECUTIVE DECISION RECORD

CABINET

30 JULY 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, A.Wingrave and L.Jones

Officers in Attendance:

A.Evans, A.Jarrett, H.Jenkins, K.Jones, C.Griffiths, D.Griffiths, C.Furlow-Harris, J.Griffiths, A.James, R.Headon, S.Blewett, C.Davies, C.Plowman and T.Davies

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **OVERVIEW OF THE REGIONAL RESPONSE TO COVID FOCUSSED ON CARE HOMES**

Cabinet Members praised the work of all Council staff in relation to the Covid 19 crisis.

Decision:

That the report be noted.

3. **ANNUAL GOVERNANCE STATEMENT 2019-2020**

Decisions:

1. That the work undertaken by the Corporate Governance Group to develop the draft Addendum, be noted.
2. That the draft Addendum attached at Appendix 1 to the circulated report, containing the revised improvement work table for 2020/2021, be agreed.
3. That the replacement of the improvement work table for 2020/2021 contained in the Annual Governance Statement 2019/2020 (approved by Cabinet on 21 May 2020) with the improvement actions set out in the Addendum herewith, be approved.

Reasons for Decisions:

1. To ensure the Annual Governance Statement meets the requirements of Regulation 5(2) of the Accounts and Audit (Wales) Regulations 2014 in relation to an annual review of the effectiveness of the Council's systems of internal control and the preparation and approval of an Annual Governance Statement.
2. To meet the request made by Cabinet on 21 May 2020 to review the improvement work outlined for action during 2020/2021.
3. To ensure consideration of the matters set out in the CIPFA Better Governance Forum briefing paper.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **WELSH LANGUAGE STANDARDS ANNUAL REPORT 2019/2020**

Decision:

That the report be noted.

5. **NPT SAFE AND WELL – HUMANITARIAN ASSISTANCE PROVIDED BY THE COUNCIL IN RESPONSE TO THE COVID-19 PANDEMIC**

Decisions:

1. That the way in which the Council provided humanitarian assistance during the response phase of the Covid-19 crisis, in line with UK and Welsh governments' guidance, be noted.
2. That the steps being taken to transition people still receiving a service to more suitable and sustainable arrangements in respect of food and medication collection by the end of July and in anticipation that the shielding scheme will be paused on 16 August 2020, be noted.
3. That the lessons learned from the work to the Member Panel established by Council to inform recovery planning, seeking views as to the way these lessons learned can be used to inform stabilisation and recovery planning, be noted.

Reasons for Decisions:

1. To formally note and endorse the transition planning being undertaken to exit residents requiring humanitarian assistance from the Council in line with the timetables announced by the Welsh Government – ie that the national food delivery service will be paused on 16 August 2020, community pharmacy deliveries services are to be reviewed at the end of September 2020.
2. To ensure there is formal reflection on the lessons learned from the emergency response mobilised and that the lessons learned are used to inform stabilisation, longer term recovery planning and the wider work of the Council.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

6. **RECOVERY STRATEGY**

Decision:

That the draft Covid-19: Moving Forward Stabilisation – The Period between Response and Recovery Strategy, as detailed in the circulated report, be approved.

Reason for Decision:

To enable the Council to undertake a consistent and co-ordinated approach as we move towards recovery.

Implementation of Decision:

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

7. **TREASURY MANAGEMENT OUTTURN REPORT 2019-20**

Decision:

That the report be noted.

8. **TREASURY MANAGEMENT MONITORING Q1 2020-21**

Decision:

That the report be noted.

9. **SECTION 38 POLICY ADOPTION OF NEW HIGHWAYS**

Decision:

That the Policy for Section 38 Highway Adoption Agreements as set out in Appendix 1 to the circulated report, be adopted for implementation.

Reason for Decision:

To ensure that the Highway Authority has in place a clear policy and criteria in assessing and evaluating any formal requests to adopt any

highways in the locality of Neath Port Talbot and to safeguard the Council from unwarranted financial strain.

Implementation of Decision:

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

CHAIRPERSON

This page is intentionally left blank

EXECUTIVE DECISION RECORD

CABINET

2 SEPTEMBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, S.Brennan, S.Blewett, S.Curran, A.Manchipp, C.Davies, N.Headon, J.Woodman-Ralph and T.Davies

Invitee: Councillor M.Harvey (Scrutiny Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **BUDGET UPDATE AND MONITORING**

Decisions:

1. That the proposed reserve movements and budget virements, as contained within the circulated report, be approved.
2. That the operational and financial issues as set out in the circulated report, be noted.

3. That the Council continue to work with Welsh Government, in line with legislation, regulations and directions, to deliver services during these challenging times.
4. That the additional grants received, as contained within the circulated report, be noted.
5. That the Council continue to seek additional funding from Welsh Government to cover the COVID 19 consequences of increased expenditure, loss of income, increased cost of Council Tax Support and council tax collection shortfalls that adversely impact on Council funding and activity.

Reason for Decisions:

To update the Council's Budget for 2020/21 and inform Members of the financial risks arising from COVID 19.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

3. **LIST OF APPROVED CONTRACTORS**

That the Approved List be amended as follows:

Firms to be **added** to List of Approved Contractors

<u>Firm</u>	<u>Category</u>
Omega Environmental Services Ltd.	31
Xeiad Ltd.	71, 72, 73, 74, 76, 88, 90, 111 Structure Insp for Assessments & Structure Assessment 111 Confined Space Inspection 111 Unmanned Aerial Vehicle Survey /Inspections

Firm to be added to additional category on List of Approved Contractors

<u>Firm</u>	<u>Category</u>
C G L Services Ltd.	13, 15

Reason for Decisions:

To keep the List of Approved Contractors up to date and as far as possible, ensure a competitive procurement process, and for the purpose of supplying a List of Approved Contractors for invitation to tender within the relevant category.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **URGENT ITEM**

Because of the need to deal now with the matter contained in Minute No. 5 below, the Chairperson agreed this could be raised at today's meeting as an urgent item pursuant to Section 100B (4)(b) of the Local Government Act 1972.

Reason:

Due to the time element.

5. **EXTENSION OF PUBLIC SPACE PROTECTION ORDERS AT ABERAVON BEACH**

Decision:

That the Public Space Protection Orders set out in Appendices 2 and 3 to the circulated report, be implemented from 19 October 2020.

Reason for Decision:

To ensure that the 2017 Orders, currently operating seasonally at Aberavon Beach and Promenade, can be extended within the specified time and that enforcement action can continue.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

6. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Regulation 4(3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

7. **FORMER AFAN LIDO SITE**

Decision:

That delegated authority be granted to the Head of Property and Regeneration, in consultation with the Leader and relevant Cabinet member, to dispose of the former Afan Lido and Overflow Car Park for a minimum sale price as detailed within the private, circulated report, or any other figure that is higher, subject to the Head of Property and Regeneration determining that such a sum was of best value to the Council.

Reason for Decision:

To enable the disposal of the former Afan Lido and Overflow Car Park site.

Implementation of Decision:

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

Consultation:

This item has been subject to consultation with the local ward members.

8. **LAND AT BURROWS YARD**

Decisions:

1. That the recommended offer to as set out in paragraph 7 of the private, circulated report, be approved.
2. That the Head of Property and Regeneration be given delegated authority as set out in paragraph 20 of the private, circulated report.

Reason for Decisions:

To enable the sale of a surplus property and attain a capital receipt.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has been subject to consultation with the local ward members.

9. **BLAENBAGLAN SITE**

Decision:

That the private report be noted.

CHAIRPERSON

This page is intentionally left blank

EXECUTIVE DECISION RECORD

CABINET

17 SEPTEMBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, C.Furlow-Harris, R.Headon, S.Blewett, C.Davies, J.Woodman-Ralph and T.Davies

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following members made declarations of interest at the commencement of the meeting:

Councillor D.Jones

Re Council Representation on Outside Bodies, as she is a Council representative on NPT Black and Minority Ethnic Community Association and a Trustee for NPTCVS. She considered her interest as prejudicial and left the meeting at the start of the item.

- | | |
|-------------------------|---|
| Councillor L.Jones | Re Council Representation on Outside Bodies, as she is a Council representative on NPT Black and Minority Ethnic Community Association. She considered her interest as prejudicial and left the meeting at the start of the item. |
| Councillor P.D.Richards | Re Council Representation on Outside Bodies, as he is the Councils representative on the Board of Care and Repair Western Bay. He considered his interest as prejudicial and left the meeting at the start of the item. |

3. **STRATEGIC EQUALITY PLAN 2020-2024**

Members noted that the first part of the Strategic Equalities Plan 2020-2024 needed to be published before October 2020.

Decisions:

1. That the Strategic Equality Plan 2020-2024, as attached at Appendix 1 to the circulated report, be commended to Council for approval.
2. That the Cabinet Member for Corporate Services and Equalities be given delegated authority to make such changes as may be needed to the Strategic Equality Plan prior to its publication, provided that such changes do not materially alter the content of the document considered by Council.

Reason for Decisions:

To meet the statutory requirements set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has been subject to external consultation.

4. **COUNCIL REPRESENTATION ON OUTSIDE BODIES**

(At this point in the meeting, Councillors D.Jones, L.Jones and P.D.Richards reaffirmed their interests in this item, and left the meeting for the discussion and voting thereon.)

Decisions:

1. That Neath Port Talbot County Borough Council no longer nominate representatives to the boards of organisations funded by the Council, and where participation in the boards of those organisations was voluntary.
2. That Neath Port Talbot Council for Voluntary Services, Neath Port Talbot Care and Repair, Neath Business Improvement District, Port Talbot Business Improvement District and The Neath Port Talbot Black and Ethnic Minority Community Association be notified that the current Council appointees wish to resign from these Organisations and from the date of such resignation, Neath Port Talbot County Borough Council no longer propose to appoint elected member representatives to these Organisations.

Reason for Decisions:

To ensure that suitable governance arrangements are in place in respect of the Council's relationship with its funded Organisations and to prevent members appointed being placed in a position of conflict between their duties as members of these Organisations and elected members of the Council.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

5. **TAI TARIAN REPRESENTATION CHANGES**

Members agreed to change the word "two' member appointments' to "allocated' member appointments', as shown in bold below.

Decision:

That Neath Port Talbot County Borough Council notify Tai Tarian Limited that its **allocated** member appointments wish to resign from the voluntary board, and from the date of such resignation, Neath Port Talbot County Borough Council no longer propose to appoint elected member representatives to the voluntary board of Tai Tarian Limited.

Reason for Decision:

To ensure that suitable governance arrangements are in place in respect of the Council's relationship with Tai Tarian Limited and to prevent members appointed being placed in a position of conflict between their duties as members of the voluntary board and elected members of the Council.

Implementation of Decision:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

30 SEPTEMBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, N.Pearce, K.Jones, C.Griffiths, M.Roberts, H.Jones, C.Furlow-Harris, C.Davies and T.Davies

Invitee: Councillor M.Harvey (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **MINUTES OF PREVIOUS MEETING**

Decision:

That the minutes of the following meetings of Cabinet, be approved:

- 5 February 2020
- 12 February 2020
- 19 February 2020
- 5 March 2020
- 21 May 2020
- 25 June 2020
- 30 July 2020
- 2 September 2020

3. **CORPORATE PLAN 2019/2020 - ANNUAL REPORT**

Decisions:

1. That the following documents be commended to Council for approval:
 - Draft Corporate Plan 2019-22 Annual Report (full progress report)
 - Draft Corporate Plan 2019-22 Annual Report (summary report)
 - Corporate Plan Key Performance Indicators 2019-20
2. That it be recommended to Council that no changes be made to the Council's well-being objectives at this time.
3. That the Leader of Council be given delegated authority to make such changes as may be needed to the Annual Report prior to publication, provided that such changes do not materially alter the content of the document considered by Council.

Reason for Decisions:

To meet the statutory requirements set out in the Local Government (Wales) Measure 2009 and the Well-being of Future Generations (Wales) Act 2015.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **CORPORATE COMMENTS, COMPLIMENTS AND COMPLAINTS POLICY**

Decision:

That the amended Corporate Comments, Compliments and Complaints Policy as attached at Appendix 1 to the circulated report, be approved.

Reason for Decision:

To ensure the Council has a consistent approach for the handling of comments, compliments and complaints across the Council.

Implementation of Decision:

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

5. **CHANGES TO MEMBER REPRESENTATION**

Decision:

That Councillor S.Purseley be appointed to fill the vacancy on the Voluntary Sector Liaison Forum.

Reason for Decision:

To update the Council's membership arrangements.

Implementation of Decision:

The decision is for immediate implementation. The Chairperson of the scrutiny committee had agreed to this course of action. There would therefore be no call in of this decision.

6. **OMBUDSMAN'S ANNUAL REPORT 2020**

Members queried the number of complaints relating to 'complaints handling', and Officers explained this was five.

Decision:

That the report be noted.

7. **KERBSIDE TEXTILE COLLECTIONS**

It was emphasised by Members that fly tipping was always unacceptable and was never inadvertently carried out.

Members accepted the recommendation from the earlier Scrutiny Committee, to extend the notice period to local residents from one month to two months, as detailed in **bold** at decision 1 below.

Decisions:

1. That the Council ceases to collect textiles at the kerbside and alters it's marketing accordingly, **providing two months' notice to the general public.**
2. That officers work with any local outlets who are prepared to receive and/or pay for textiles, to help promote the growing number of community events and the use of 'bring' facilities such as those provided at council Household Waste Recycling Centres.

Reason for Decisions:

To determine the way forward with respect to the kerbside collection of textiles.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

21 OCTOBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

N.Pearce, C.Griffiths, H.Jenkins, A.Evans, A.Jarrett, A.Thomas, R.Crowhurst, N.Pearce, C.Morris, L.Beynon, S.Brennan, J.Merrifield, P.Curnow, R.Bowen, S.Curran, C.L.Davies, J.Woodman-Ralph and G. Jones (Swansea Bay City Region, Digital Project Manager for Minute Number 5)

Invitees:

Councillors M.Harvey (Cabinet Scrutiny Committee Chairperson)
S.Reynolds (Education, Skills and Culture Scrutiny Committee Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G. Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following members made declarations of interest at the commencement of the meeting.

Councillor R.G.Jones Re: Swansea Bay City Deal Infrastructure Project, as he is a member of the Swansea Bay City Region Joint Committee but has dispensation to speak and vote.

Councillor M.Harvey Re: Swansea Bay City Deal
Infrastructure Project, as he is a
member of the Swansea Bay City
Region Joint Scrutiny Committee but
has dispensation to speak.

3. **MINUTES OF PREVIOUS MEETING**

That the minutes of the 17th and 30th September 2020 Cabinet meetings, be approved.

4. **STRATEGIC SCHOOL IMPROVEMENT PROGRAMME - PROPOSAL TO ESTABLISH AN ENGLISH MEDIUM 3 - 11 SCHOOL TO REPLACE, ALLTWEN, GODRE'RGRAIG AND LLANGIWG PRIMARY SCHOOLS.**

Cabinet were supportive of the proposal to extend the consultation period by a further 2 weeks, as discussed in the Joint Education, Skills and Culture and Cabinet Scrutiny Committee held prior to this meeting.

Decisions:

1. That having given due regard to the impact assessments in relation to equality, risk, community usage and Welsh language, and to the Wellbeing of Future Generations Act (Wales 2015), together with the legal implications. Approval be granted, in line with Section 48 of the School Standards and Organisation (Wales) Act 2013 to consult on the proposal to establish an English-medium 3 – 11 school with a specialist learning support centre, in new build premises to accommodate pupils from the current catchment areas of Alltwen Primary, Godre'rgraig Primary and Llangiwg Primary Schools all of which would close on the 31 August 2024. With the proposed implementation date being the 1 September 2024.
2. That the Consultation starts on the 3 November 2020 and ends on the 19 January 2021, this includes the additional 2 weeks.
3. That the Consultation report be published on the 26 February 2021.

Reason for Decisions:

To enable the Local Authority to comply with the formal consultation requirements imposed on the Local Authority by the School Organisation Code.

In addition, subject to the outcome of the consultation, implementation of the proposal would enable the Local Authority to promote high educational standards and the fulfilment of every child’s potential. It would also enable the Local Authority to meet its duty to secure efficient education in its area.

Implementation of Decisions:

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

Consultation:

1. This school organisation proposal is being brought forward under the Council’s Strategic School Improvement Programme. Formal consultation is required in line with the Welsh Government’s School Organisation Code, November 2018, which specifies the procedures to be followed, including the content of the consultation document and those to be consulted.
2. Subject to approval, it is intended to consult on this proposal between 3 November 2020 and 19 January 2021 - see timeframe below. This allows an extra 5 weeks in addition to the statutory 6 weeks for consultees to consider the proposal and submit a response. Responses to the consultation will be reported to Cabinet for consideration by Members in April 2021.
3. If, following consideration of the responses, Members decide to progress the proposal then a 28 day period will follow for the submission of objections.

Publication of consultation document	3 November 2020	4.
Period for submitting responses	3 November 2020 – 19 January 2021	5. 6.
Consultation report published	26 February 2021	7.
Proposed implementation date	1 September 2024	8. 9.

10. When establishing a new school it is necessary to ensure that enough time is set apart to enable decisions to be made in a considered and timely manner, and additionally when building a new school there is a great deal of time needed for planning to ensure the final build meets the needs and desires of the pupils, staff and community who will be using it. As such it is necessary to start statutory processes at the current time to ensure that there is sufficient time available to complete all necessary processes.
11. Information on the proposal and the consultation document will be available on line on the Council's website and also on the websites of the affected schools. Hard copies will also be available on request.
12. All consultees, as directed by the Code will be sent the Consultation document via email. The Council's social media channels will also contain information on how to access the consultation document.
13. Consultation responses can also be submitted using the Consultation Portal on the Council's web page, or by email to SSIP@npt.gov.uk, or in writing.
14. Due to the ongoing public health situation there will be no face-to-face consultation events arranged for this consultation. Questions concerning the proposal can be submitted to SSIP@npt.gov.uk.

It is the intention of officers to meet with pupils during the course of the school day, either remotely or in person depending on the views of the schools and parents, and on the Public Health Wales guidelines in place.

5. **SWANSEA BAY CITY DEAL INFRASTRUCTURE PROJECT**

Decisions:

1. That, the Swansea Bay City Deal Digital Infrastructure Business Case and subsequent investment in Digital Infrastructure across the Swansea Bay City Region be approved.
2. That, delegated authority be given to the Head of Property and Regeneration in consultation with the Cabinet Member for Regeneration and Sustainable Development to amend the

business case that may be required to obtain approval at local, regional and national governance.

Reasons for Proposed Decisions:

To enable Carmarthenshire to formally submit the Digital Infrastructure Project business case to the Portfolio Management Office in accordance with the City Deal project approval process.

Implementation of Decisions:

That the decisions will be implemented after the three day call in period.

Consultation:

There is no requirement for external consultation on this item.

6. **ENVIRONMENT (WALES) ACT 2016 CONSIDERATION OF THE NEATH PORT TALBOT BIODIVERSITY DUTY PLAN (BDP) 2017 IMPLEMENTATION REPORT**

Decisions:

1. That Biodiversity Duty Plan (BDP) 2017 Implementation Report as set on in Appendix 1 to the circulated report be commended to Council for approval.
2. That the publication procedures as set out in the report be commended to Council for approval.

Reason for Decisions:

To ensure that the Local Authority complies with the requirements of the Environment (Wales) Act 2016.

Implementation of Decisions:

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

Consultation:

There is no requirement for external consultation on this item.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

4 NOVEMBER 2020

Cabinet Members:

Councillors: R.G.Jones, (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards and L.Jones

Officers in Attendance:

S.Phillips, H.Jenkins, A.Evans, A.Jarrett, N. Pearce, S.Brennan, D. Griffiths, P.Jackson, M.Roberts, C.Griffiths, C.Plowman and J.Woodman-Ralph.

Invitee:

Cllr. M.Harvey (Scrutiny Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

No declarations of interest were received.

3. **MINUTES OF PREVIOUS MEETING**

That the minutes of the 21 October Cabinet meetings, be approved.

4. **CHRISTMAS CAR PARKING**

Decision:

That approval be granted for Free Christmas parking in Neath, Port Talbot and Pontardawe Pay and Display car parks from Saturday, 12th December 2020 to Friday, 1st January 2021 inclusive (excluding The Gnoll, Afan Forest Country Park and Aberavon Seafront car parks.)

Reason for Decision:

To support our town centre economy it is acknowledged that providing free Christmas car parking would further support their recovery.

Implementation of Decision:

That the decision be implemented after the three day call in period.

5. **DEPARTMENT FOR WORK AND PENSIONS (DWP) KICKSTART - GATEWAY REPRESENTATIVE**

Decision:

That the Kickstart application be submitted to the Department of Work and Pensions (DWP). This would enable Neath Port Talbot County Borough Council to act as Gateway Representative, to support local businesses and young unemployed people.

Reason for Decision:

To enable the Kickstart scheme to have a positive impact on the number of 16 – 24 year olds claiming Universal Credit in the County Borough and provide local businesses with the opportunity to create new posts to support their business through this period of uncertainty.

Implementation of Decision:

That the decision will be implemented after the three day call in period.

6. **URGENT ITEMS**

Because of the need to deal now with the matter contained in Minute No. 7 below, the Chairperson agreed this could be raised at today's meeting as an urgent item pursuant to Section 100B (4)(b) of the Local Government Act 1972.

Reason:

Due to time element.

7. **TRAFFIC ORDERS - HERBERT STREET, PONTARDAWE.**

Decision:

That approval be granted to advertise the revocation of existing Traffic Orders, (the proposed implementation of Disabled Badge Holders only Monday to Saturday 10am to 6pm, Limited Waiting Monday to Saturday 8am to 6pm One hour No Return within 2 hours permit holders exempt and Limited Waiting Monday to Saturday 8am to 6pm One hour No Return within 2 hours traffic regulation orders) at Herbert Street, Pontardawe (as detailed at Appendix A to the circulated report) and should no objections be received, the proposals be implemented on site as advertised.

Reason for Decision:

The proposed traffic regulations orders will maintain parking provision for Disabled Badge Holders and provide some parking assistance for the residents of Herbert Street, Pontardawe.

Implementation of Decision:

The decision is for immediate implementation.

Consultation:

A consultation exercise will be undertaken when the scheme is advertised.

8. **CONTINUATION OF COVID 19 - BUS INDUSTRY SUPPORT**

Members were supportive of the amendment to the recommendations given by Officers as detailed below.

Decisions:

1. That delegated authority be granted to the Director of Environment and Regeneration and the Head of Engineering and Transport and those officers so designated by them to implement the Welsh Government guidance on the administration of the Bus Emergency Scheme (BES) while this mechanism continues to support the bus industry.
2. That delegated authority be granted to the Director of Environment and Regeneration and Head of Engineering and Transport to enter into Covid-19 Indemnity Agreements with Passenger Transport Operators in accordance with the guidance provided by Welsh Ministers, the Welsh Government Covid19-Bus Industry Support April 2020 and any subsequent guidance that may be issued by the Welsh Government.

Reason for Decisions:

The proposal will help maintain transport services in the short term and ensure that there are services at the end of the Covid 19 public health crisis.

Implementation of Decisions:

The decision will be for immediate implementation.

9. **ACCESS TO MEETINGS**

RESOLVED: That pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

10. **CRYMLYN BURROWS TRANSFER STATION REMODELLING - APPOINTMENT OF CONSULTANT (EXEMPT PARAGRAPH 14)**

Decision:

That approval be granted for the direct award of the contract for Consultant Advisors for the Crymlyn Burrows Transfer Station Remodelling to SLR Consulting Ltd for the 2 year duration of the project for services as set out in the circulated private report, and that Officers complete the necessary agreement and associated documents for the public sector ESPO Framework to facilitate same.

Reason for Decision:

To facilitate the progression of the remodelling works previously agreed by Members and minimising project risk.

Implementation of Decision:

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

11. **COMPULSORY PURCHASE ORDER**

Decision:

Approval be granted for the Head of Property and Regeneration to be given delegated authority to commence the work necessary to prepare for Compulsory Purchase Order powers to be utilised by the Council in respect of the proposed Neath Transport Hub for the properties shown edged red on Plan 2. A report be brought back to Members for approval to see the Compulsory Purchase Order at the appropriate time.

Reason for Decision:

To enable the Council to recommence negotiations and acquisitions.

Implementation of Decision:

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

Consultation:

Consultation has taken place with the Welsh Government.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

11 NOVEMBER 2020

Cabinet Members:

Councillors: R.G.Jones (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, K.Jones, C.Griffiths, S.Brennan, H.Jones, C.Davies, C.Davies and T.Davies

Invitee: Councillor M.Harvey (Scrutiny Committee Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **TREASURY MANAGEMENT MID YEAR REVIEW REPORT 2020/21**

Decision:

That the Treasury Management activities to date this financial year, and how they relate to the proposed activities within the original 2020/21 Treasury Management Strategy and Annual Investment Strategy Statements, be noted.

Reason for Decision:

To comply with requirements of the Code of Practice on Treasury Management.

Implementation of Decision:

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

3. **REVENUE BUDGET UPDATE AND MONITORING REPORT
QUARTER 2 - 2020-21**

Officers explained that the £6.5 million overspend would be continuously monitored throughout the year, and were hopeful that the Council would have further recompense following submissions to Welsh Government.

Decisions:

1. That the proposed reserve movements and budget virements, as detailed within the circulated report, be approved.
2. That the operational and financial issues set out in the circulated report, be noted.
3. That the Council continue to work with Welsh Government and in line with legislation, regulations and directions to deliver services during these challenging times.
4. That the additional grants received, as detailed in the circulated report, be noted.
5. That the Council continue to seek additional funding from Welsh Government to cover COVID 19 consequences of increased expenditure, loss of income, increased cost of Council Tax Support and council tax collection shortfalls that adversely impact on Council funding and activity.

Reason for Decisions:

To monitor and update the Council's Budget projections for 2020/21 and inform Members of the financial risks arising from COVID 19.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

4. **CAPITAL PROGRAMME MONITORING REPORT QUARTER 2
- 2020 /21**

Members noted that there had been good progress with major capital investments in the County Borough over the last year.

Decisions:

1. That the proposed 2020/21 budget, totalling £77.684m, as detailed within the circulated report, be commended to Council for approval.
2. That the position in relation to expenditure as at 30 September 2020, be noted.

Reason for Decisions:

To update the Council's Capital Programme for 2020/21.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

5. **TREASURY MANAGEMENT MONITORING 2020/21**

Decision:

That the monitoring report be noted.

6. **AFAN FOREST PARK VISITOR CENTRE - VALLEYS
REGENERATION PARK GATEWAY PROJECT**

Decisions:

1. That the purpose of the project be noted and all elements for delivery, as detailed within the circulated report, be approved.

2. That authority be delegated to the Head of Property and Regeneration to sign the Welsh Government grant offer once received (subject to its terms).
3. That the procurement methods to deliver the scheme to time and budget, as detailed in the circulated report, in particular in relation to the proposed methodology to appoint a suitable playground manufacturer, be approved.

Reason for Decisions:

To allow the enhancement of facilities within Afan Forest Park Visitor Centre to attract a more diverse range of visitors. The procurement methodology proposed will facilitate the delivery of the project to time and budget.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

7. URGENT ITEM

Because of the need to deal now with the matter contained in Minute No. 8 below, the Chairperson agreed this could be raised at today's meeting as an urgent item pursuant to Section 100B (4)(b) of the Local Government Act 1972.

Reason:

Due to the time element.

8. CALCULATION OF COUNCIL TAX BASE FOR 2021-22

Decisions:

That the 2021/22 Council Tax Base be approved as follows:

- of 49,653.05 Band D properties (gross of collection rate)
- of 48,163.46 Band D properties (net at 97% collection rate) for the whole of the County Borough; and

- for each Town and Community Council area the amount shown in paragraph 6 of the circulated report.

Reason for Decisions:

To determine the Council Tax Base for 2021/22.

Implementation of Decisions:

The decision is for immediate implementation. The Chairperson of the scrutiny committee had agreed to this course of action. There would therefore be no call in of this decision.

9. **ACCESS TO MEETINGS**

RESOLVED: that pursuant to Regulation 4(3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

10. **DEMOLITION OF PROPERTIES**

Decisions:

1. That the Council proceed with the demolition process of the properties as detailed within the private, circulated report.
2. That delegated authority be granted to the Head of Engineering and Transport, to enter into a contract for the demolition of the properties so identified in the private, circulated report, and to undertake ongoing maintenance works as and when required.
3. That delegated authority be granted to the Head of Property and Regeneration to enter into an easement in perpetuity with the owners of the properties as detailed in the private, circulated report, as determined by the Head of Property and Regeneration, to facilitate access to undertake demolition works and to allow access for ongoing maintenance of the supporting highways wall structure, on terms and conditions to be agreed by the Head of Property and Regeneration.

4. That delegated authority be granted to the Head of Planning and Public Protection to negotiate and enter into an agreement, in consultation with the Head of Legal Services, with landowners and insurers in respect of the Council undertaking the works required to comply with the Demolition Notices and recovering its costs from the insurance companies.

Reason for Decisions:

To progress with the demolition of the properties detailed within the private, circulated report, and to authorise the entering into of documentation to facilitate both access to undertake such work and recovery of the financial costs associated, and for ongoing maintenance of the supporting highways wall structure.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

The Local Ward Member is supportive of the proposals.

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

25 NOVEMBER 2020

Cabinet Members:

Councillors: R.G.Jones, (Chairperson), C.Clement-Williams, D.Jones, E.V.Latham, A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

S.Phillips, K.Jones, H.Jenkins, A.Evans, A.Jarrett, N.Pearce, C.Griffiths, S.Brennan, D.Griffiths, M.Roberts, A.Thomas, P.Walker, J.Smith, J.Hillier, C.Plowman and J.Woodman-Ralph

Invitee:

Councillor: M.Harvey (Scrutiny Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor R.G.Jones be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following Members made a declaration of interest at the start of the meeting.

Councillor D. Jones	Re: Penscynor, Cilfrew (Revocation) 20MPH Speed Limits Order 2020 and Traffic Calming Measures at Penscynor, Cilfrew as she has expressed concerns regarding the speed traffic measures. She considered her interest as prejudicial and left the meeting at the start of the item.
---------------------	--

Councillor A. Wingrave Re: Penscynor, Cilfrew (Revocation) 20MPH Speed Limits Order 2020 and Traffic Calming Measures at Penscynor, Cilfrew as the proposal is within her ward. She did not consider her interest as prejudicial.

Re: Miscellaneous Grant Fund Applications as she is a Member of Coedffranc Town Council. She did not consider her interest as prejudicial.

Councillor M. Harvey Re: Miscellaneous Grant Fund Applications as he is Mayor of Coedffranc Town Council. He did not consider his interest as prejudicial.

3. **GNOLL ESTATE COUNTRY PARK MASTERPLAN**

Decisions

1. That prioritised visitor experience action plan projects be agreed with delivery by the 31 March 2021 as detailed in the circulated report (paragraphs 19.1 to 19.2).
2. That an officer working group be formed to liaise with key partners on the delivery of the remaining actions within the visitor experience action plan over a 3 – 5 year period.
3. That officers undertake further research into available funding streams for the proposed development of on-site visitor accommodation in addition to undertaking an expression of interest exercise with the private sector.
4. That the findings of these exercises be brought back to Members to enable a delivery model to be agreed.

Reason for Decisions:

To enable the Council to facilitate the enhancement of facilities and access within Gnoll Estate Country Park, enabling the park to continue to attract a local audience whilst also increasing its contribution to the

visitor economy through the development of onsite visitor accommodation.

Implementation of Decision:

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

Consultation:

A survey was undertaken as part of the master planning process with the local community, existing visitors. 818 responses were received, the feedback was reflected in the visitor experience action plan as detailed in Appendix 1 to the circulated report.

Workshops were also held with local members, park staff, Friends of Gnoll Country Park and The Woodland Trust to seek their views on how the park should develop.

4. **NEATH BUSINESS IMPROVEMENT DISTRICT BALLOT**

Decisions:

1. That the re ballot for Neath BID be supported by the Council to aid the recovery of town centres.
2. That the Council act as ballot holder for the purpose of the re ballot.

Reason for the Decisions:

Neath BID has been supported over the past 5 year term and has improved the town centre, as a result a BID in Port Talbot was supported by NPTCBC in 2019. Neath BID is approaching the end of its term (March 21) and is keen to continue.

Implementation of Decisions:

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

Consultation:

Businesses had been consulted over the previous two months by Neath Inspired to inform them of the current situation and to determine what

improvements for the next term would be beneficial. A business perception questionnaire was undertaken to determine what businesses would like to be addressed and what improvements they would wish to see. The information will be utilised to form their next five year proposal that will be made available to all businesses within the BID area prior to the ballot.

The consultation was carried out with over 50% of levy payers, from which 87 of the 125 consulted returned the questionnaire. Those results showed that 72% were in favour of the BID continuing, 10% were not in favour and 13% were undecided. 5% failed to comment on that particular question.

5. **TRAFFIC ORDER 2020 AND TRAFFIC CALMING MEASURES AT PENSCYNOR, CILFREW (REVOCATION) (20 MPH SPEED LIMITS)**

(At this point in the meeting, Councillor D.Jones reaffirmed her interest in this item, and left the meeting for the discussion and voting thereon.)

Decisions:

1. That the objections be upheld with alternative permanent speed reduction measures sought in conjunction with Welsh Government and Go Safe.
2. That the Welsh Government be advised accordingly.
3. That the objectors be informed of the decision.

Reason for Decisions:

To permanently reduce traffic speed in the interest of road safety.

Implementation of Decisions:

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

Consultation:

A consultation exercise was undertaken in September 2020 with approximately 30 properties receiving hand delivered letters with a plan as detailed in the circulated report.

6. **MISCELLANEOUS GRANT FUND APPLICATIONS**

Decisions:

1. That a grant of £800 p.a. be provided, subject to review in line with rent reviews from April 2021 to The Trustees of Baglan Boys and Girls Club, Baglan Dragons AFC and Baglan Cricket Club as detailed in Appendix 1 to the circulated report.
2. That a grant of £125 p.a. be provided, subject to review in line with rent reviews from April 2021 to Rhianna's Swing as detailed in Appendix 1 to the circulated report.
3. That a grant of £1,800 p.a. be provided, subject to review in line with rent reviews from April 2021 to Coedffranc Town Council as detailed in Appendix 1 to the circulated report.

Reason for Decisions:

To enable financial support to be agreed in respect of the grant applications.

Implementation of Decisions:

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

7. **INFORMATION TECHNOLOGY EQUIPMENT FOR SCHOOLS**

Decisions:

1. That the ICT Service Manager places orders via the WG platform to purchase devices for schools as detailed in the circulated report.
2. That additional funding of £303,500 be made available from the Authority's Capital Programme to fund the required additional devices.

Reason for Decisions:

To enable the Council to provide I.T. support for learners as detailed in the circulated report.

Implementation of Decisions:

The decision is for immediate implementation.

8. **ADMISSION TO COMMUNITY SCHOOLS:2022/2023**

Decision:

That approval be granted to consult on the proposed 2022/2023 community schools admission policy as detailed in the circulated report.

Reason for Decision:

To enable the Council to meet statutory duties and good practice guidelines in respect of the admission of pupils to community schools.

Implementation of Decision:

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

Consultation:

The Council, as local authority is required to consult each year on the admission arrangements for those schools which it is the admission authority.

Neath Port Talbot County Borough Council is the admission authority for community schools. Admission to voluntary aided (i.e.Faith) schools is the responsibility of the respective governing bodies.

The requirements of consultation are set out in the Welsh Government's School Admissions Code.

In the case of this Council, consultation is required with:

- the governing bodies of community schools
- the governing bodies of voluntary aided (i.e. Faith) schools
- all neighbouring local authorities

In addition, the Council should also consult the Admission Forum for the relevant area. The consultation process will cease on 29th January 2021.

9. **URGENT ITEMS**

Because of the need to deal now with the matter contained in Minute No 10 below, the Chairperson agreed this could be raised at today's meeting as an urgent item pursuant to Section 100B (4) (b) of the Local Government Act 1972.

Reason:

Due to time element

10. **CHRISTMAS AND NEW YEAR OPENING TIMES 2020. LIBRARIES, THEATRES, COMMUNITY CENTRES, MARGAM COUNTRY PARK, LEISURE CENTRES AND SWIMMING POOLS**

Decision:

That the Christmas and New Year opening and closure times be approved as detailed in Appendix 1 and 2 to the circulated report.

Reason for Decision

To ensure that the Council's facilities are available to the public when there is a demand for them to be open and to enable managers to make appropriate arrangements with front line staff over their annual leave.

Implementation of Decision:

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

11. **ACCESS TO MEETINGS**

RESOLVED: That pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

12. **LEISURE SERVICES FINANCIAL ARRANGEMENTS (EXEMPT UNDER PARAGRAPH 14)**

Decisions:

1. That the terms of the Indemnity Agreement entered into between Neath Port Talbot County Borough Council and Celtic Leisure be noted.
2. That approval be granted to increase the Management Fee payable to Celtic Leisure up to but not exceeding £1.8m plus VAT with payments released monthly following a review meeting between the Council and Celtic Leisure.

Reason for Decisions:

To ensure suitable arrangements are in place to maintain the provision of leisure services in the Neath Port Talbot locality.

Implementation of Decisions:

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

CHAIRPERSON

EXECUTIVE DECISION RECORD

CABINET

10 DECEMBER 2020

Cabinet Members:

Councillors: E.V.Latham (Chairperson), C.Clement-Williams, D.Jones, P.A.Rees, P.D.Richards, A.Wingrave and L.Jones

Officers in Attendance:

H.Jenkins, N.Pearce, C.Griffiths, D.Griffiths, C.Morris, S.Brennan, C.Furlow-Harris, P.Jackson, C.Jones, R.Headon, C.Davies, C.Plowman and T.Davies

Invitee: Councillor M.Harvey (Scrutiny Chair)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor E.V.Latham be appointed Chairperson for the meeting.

2. **DECLARATIONS OF INTEREST**

The following members made declarations of interest at the commencement of the meeting.

Councillor D.Jones - Re: Third Sector Grant Funding – Award of Grants 2020-21, as she is a trustee on the boards of Age Connects NPT, BAME and NPTCVS. She considered the declaration as prejudicial and left the meeting for the item.

Councillor M.Harvey - Re: Decisions Taken by Urgency Action During the Covid 19 Emergency, as he is the Mayor of Coedffranc Town Council, mentioned on page 234 of the report pack.

Councillor M.Harvey - Re: Traffic Order – Park Drive/Park Crescent, Skewen, as he requested the implementation of this Traffic Order. He considered the declaration as prejudicial and left the meeting for the item.

3. **STRATEGIC EQUALITY PLAN**

Members noted that the actions contained within the Strategic Equality Plan 2020-2024 would be reviewed, when the Council moves into a recovery phase from the Covid 19 pandemic.

Decisions:

1. That the document be commended to Council for approval, prior to publication as an addendum to the Strategic Equality Plan 2020, published in September 2020.
2. That the Cabinet Member for Corporate Services and Equalities be given delegated authority to make such changes as may be needed to the actions, prior to publication, provided that such changes do not materially alter the content of the document to be considered by Council.

Reason for Decisions:

To meet the statutory requirements set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has not been subject to external consultation, although a period of public consultation was undertaken as part of the development of the Strategic Equality Plan between the 16 January and 20 February 2020. In addition, local equality groups, as represented on the Council's Equality and Community Cohesion Group have been involved in the development of these actions.

4. **COMMENTS, COMPLIMENTS AND COMPLAINTS ANNUAL REPORT 2019 2020**

That the monitoring report be noted.

5. **THIRD SECTOR GRANT FUNDING REPORT - AWARD OF GRANTS 2021/22**

(At this point in the meeting, Councillor D.Jones reaffirmed her interest in this item and left for the discussion and voting thereon.)

Decisions:

1. That the 2021/22 Budget of £540,500 for Third Sector Grants, as detailed in the circulated report, be confirmed.
2. That the award of Grants to the Third Sector organisations, as set out in Appendix 1 to the circulated report, be approved.
3. That grants not be awarded for the applications set out in Appendix 2 of the circulated report.
4. That the amount of grant payable to each Strategic Partner, as set out in Appendix 3 to the circulated report, be confirmed.

Reasons for Decisions:

To approve grants to third sector organisations in line with the Council's Scheme.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

6. **DECISIONS TAKEN BY URGENCY ACTION DURING THE COVID-19 EMERGENCY**

(Councillor D.Jones re-joins the meeting.)

Decision:

That the report be noted.

7. **SUBSTANCE MISUSE COUNSELLING SERVICE - WESTERN BAY AREA PLANNING BOARD**

Decisions:

1. That the exclusion of the requirement for competition under the Contract Procurement Rules relating to the invitation of tenders (Rule 11 of the Contract Procedure Rules) in respect of an extension to the provision of specialist, trauma informed, counselling service, by Platform, to individuals with substance misuse issues, be agreed.
2. That authority be granted to the Assistant Chief Executive & Chief Digital Officer to enter into an agreement with Platform for the continued provision of this Specialist Counselling Service.

Reason For Decisions:

To ensure the necessary arrangements can continue to be put in place for the provision of specialist, trauma informed, Counselling, for Individuals with substance misuse issues, in the Swansea Bay region.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

8. **SYRIAN RESETTLEMENT PROGRAMME SUPPORT SERVICE**

Decisions:

1. That the Contracts Procedure Rules relating to the invitation of tenders (Rule 11 of the Contract Procedure Rules) in respect of a further extension to the provision of support by the British Red Cross to families settled in Neath Port Talbot under the Syrian Resettlement Programme, be agreed.
2. That the Assistant Chief Executive and Chief Digital Officer be authorised to enter into an agreement with British Red Cross for the continued provision of this casework support service.

Reason for Decisions:

To ensure the necessary arrangements can continue to be put in place for households relocated to the Neath Port Talbot area under the Syrian Resettlement Programme.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

9. **NPT AIR QUALITY PROGRESS REPORT 2020**

Decisions:

1. That the findings of the 2020 Air Quality Progress Report, as presented in Appendix 1 to the circulated report, be noted.
2. That approval be given to publish the report on the Council website and to send a copy to Welsh Government for information.

Reason for Decisions:

To fulfil the requirements of the Local Air Quality Management (LAQM) process as set out in Part IV of the Environment Act (1995), the Air Quality Strategy for England, Scotland, Wales and Northern Ireland 2007 and relevant Policy and Technical Guidance documents.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

10. **PLANNING POLICY WALES EDITION 10 – CONSIDERATION OF THE REGIONAL TECHNICAL STATEMENT, 2ND REVIEW 2020**

Decisions:

1. That the Regional Technical Statement 2nd Review be endorsed as providing an appropriate strategic framework to ensure an adequate supply of aggregates is achieved.
2. That the Statement of Sub-Regional Collaboration presented in Appendix 2 to the circulated report, be agreed as an appropriate

means of managing the supply of aggregates in the Swansea City Sub-Region.

Reason for Decisions:

To ensure compliance with Planning Policy Wales and Minerals Technical Advice Note 1: Aggregates and that an appropriate strategic framework is in place to enable a continued and adequate supply of aggregates.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

Consultation:

This item has been subject to external consultation.

11. **LIST OF APPROVED CONTRACTORS**

That the Approved list is amended as follows:

Firms to be **added** to List of Approved Contractors:-

<u>Firm</u>	<u>Category</u>
ASW	15 16 17 18 19 20 22 27 28 29 30 35 37 38 41 42 45 84
Conemaster	1 9 47
Scourfield Gas Services	37 38 39 40 45 46
QTech facilities Management Ltd	45 46

Firm to be **added to additional category** on List of Approved Contractors:-

<u>Firm</u>	<u>Category</u>
Thortech	80 81 92

Reason for Decisions:

To keep the List of Approved Contractors up to date and as far as possible, ensure a competitive procurement process, and for the purpose of supplying a List of Approved Contractors for invitation to tender within the relevant category.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

12. **TRAFFIC ORDER - PARK DRIVE, PARK CRESCENT, SKEWEN. NEATH**

(At this point in the meeting, Councillor M.Harvey reaffirms his interest in this item and leaves for the discussion and voting thereon.)

Decision:

That the objections be overruled to the Park Drive and Park Crescent, Skewen, Neath, Prohibition of Motor Vehicles except for Access Order 2020 (as detailed at Appendix A to the circulated report), the scheme be implemented on site as advertised, and the objectors to be informed of the decision accordingly.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

13. **TRAFFIC ORDER - LLETTY DAFYDD - CLOS YR YSGOL, CLYNE**

(Councillor M.Harvey re-joins the meeting.)

Decision:

That approval be granted to advertise the B4434 Lletty Dafydd – Clos Yr Ysgol, Clyne - Proposed Prohibition of Waiting, Loading or Unloading at any time Traffic Regulation Order (as detailed at Appendix A to the circulated report) and should no objections be received, the proposals be implemented on site as advertised.

Reason for Decision:

To prevent indiscriminate parking in the interest of road safety.

Implementation of Decision:

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

Consultation:

A consultation exercise will be undertaken when the scheme is advertised.

14. **TRAFFIC ORDER - PARC NEWYDD, CWRT Y CAWR, BRITON FERRY**

Decision:

That approval be granted to advertise the proposed Parc Newydd – Cwrt Y Cawr, Briton Ferry - Proposed Prohibition of Waiting, Loading or Unloading at any time Traffic Regulation Order (as detailed at Appendix A to the circulated report) and should no objections be received, the proposals be implemented on site as advertised.

Reason for Decision:

To prevent indiscriminate parking in the interest of road safety.

Implementation of Decision:

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

Consultation:

A consultation exercise will be undertaken when the scheme is advertised.

15. **TRAFFIC ORDER - SEVEN SISTERS**

Decision:

That approval be granted to advertise the Individual Disabled Parking Place Traffic Regulation Order at No. 6 Bryndulais Row, Seven Sisters. SA10 9EB order (as detailed at Appendix A to the circulated report) and should no objections be received, the proposals be implemented on site as advertised.

Reason for Decision:

To allow the successful applicant to maintain their independence and quality of life.

Implementation of Decision:

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

Consultation:

A consultation exercise will be undertaken when the scheme is advertised.

16. **TRAFFIC ORDER - BRYNCOCH, NEATH**

Decision:

That the objection be overruled to the Llewellyn Avenue, Bryncoch, Neath, Prohibition of Waiting at any Time Order 2020 (as detailed at Appendix A to the circulated report), the scheme be implemented on site as advertised, and the objector to be informed of the decision accordingly.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

17. **TRAFFIC ORDER - CYNCOED ROAD - BERTHA ROAD, MARGAM**

Decision:

That the objection be overruled to the Cyncoed Road and Bertha Road, Margam, Prohibition of Waiting, Monday to Friday, 8.00am to 5.00pm, Order 2020 (as detailed at Appendix A to the circulated report), the scheme be implemented on site as advertised, and the objector be informed of the decision accordingly.

Reason for Decision:

To prevent indiscriminate parking in the interest of highway safety.

Implementation of Decision:

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

Consultation:

This item has been subject to external consultation.

18. **URGENT ITEMS**

Because of the need to deal now with the matters contained in Minute Nos 19, 24 and 25 below, the Chairperson agreed these could be raised at today's meeting as urgent items pursuant to Section 100B (4) (b) of the Local Government Act 1972.

Reason:

Due to the time element.

19. **GRANT SUPPORT TO BUSINESSES AFFECTED BY ADDITIONAL TRADING RESTRICTIONS FROM 4TH DECEMBER 2020.**

Decision:

That the grant funding detailed within the urgent, circulated report be accepted, and the payments of grants to eligible businesses for 2020/21, as set out in the urgent, circulated report, and in line with the final guidance received from the Welsh Government, be approved.

Reason for Decision:

To enable the Council to make payments to eligible businesses in line with the Welsh Government Scheme.

Implementation of Decision:

The decision is for immediate implementation. The Chairperson of the scrutiny committee had agreed to this course of action. There would therefore be no call in of this decision.

20. **ACCESS TO MEETINGS**

RESOLVED: That pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No 2290, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

21. **PASSENGER TRANSPORT SUBSIDISED NETWORK**

Officers agreed that Carmarthenshire Council be included in the consultation.

Decision:

That the private report be noted.

22. **WORKS AT CROWN WORKS, NEATH**

Decision:

That Rule 11 of the Council's Contract Procedure Rules be excluded and that the Head of Property and Regeneration be given approval appoint the company detailed within the private, circulated report, to undertake works to the Crown Buildings and an agreement be entered into with the same company to facilitate this.

Reason for Decision:

To enable the essential roofing repairs to be undertaken at Crown Buildings.

Implementation of Decision:

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

23. **BURROWS YARD**

Decisions:

1. That delegated authority be granted to the Head of Property and Regeneration to agree new terms with the company detailed in the private, circulated report, for the disposal of land at Burrows Yard as shown hatched and cross-hatched black on the plan, as detailed at Appendix 1 of the private circulated report;
2. That delegated authority be granted to the Head of Property and Regeneration to instruct the company detailed in the private, circulated report, to remediate and construct a new commercial unit on the Council's retained land as shown edged black on the plan, as detailed at Appendix 1 of the private circulated report;
3. That delegated authority be granted to the Head of Property and Regeneration, in consultation with the Head of Legal Services to negotiate, finalise and enter into the transaction documentation

necessary to implement the disposal of land and the construction of a new commercial, as detailed in the private circulated report;

4. That Rule 2 of the Contract Procedure Rules be excluded for the construction of a new commercial unit on the land edge black on the plan as detailed at Appendix 1 of the private, circulated report, and that delegated authority be granted to the Head of Property and Regeneration to enter into an agreement, as detailed therein.

Reason for Decisions:

To enable the transfer of development land to a third party and the construction of commercial unit on the Council's land at the Burrows Yard site.

Implementation of Decisions:

The decisions will be implemented after the three day call in period.

24. **STREET LIGHTING ENERGY SAVING PROJECT (PHASE 2)**

Members noted that scheme of works would be circulated when available.

Decision:

That Rule 11 of the Contract Procedure Rules be excluded, and approval be granted to accept the sum of funding, from the provider detailed within the private, circulated report, which is on offer for a second phase of the previously approved project, and that the work is awarded as a variation order to the company detailed within the private, circulated report, to facilitate same.

Reason for Decision:

To take advantage of available funding to reduce energy usage and maintenance costs.

Implementation of Decision:

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

25. **REPAYMENT OF DISABLED FACILITY GRANT MONIES**

The Chair highlighted that the Ward Affected section of the report should read 'Margam' and not 'Neath Abbey, Neath'.

Decision:

That the full amount of grant monies be waived, as detailed in the private, circulated report, for the reasons given within the same.

Reason for Decision:

To ensure the Authority exercises its discretion under the Housing Grants Construction and Regeneration Act 1996: Disabled Facilities Grant (Conditions relating to approval or payment of Grant) General Consent 2008.

Implementation of Decision:

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

CHAIRPERSON