



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

26 May 2021

in the

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 3 - 18)

9th March and the 24th March 2021

PART B

4. Audit Wales - Annual Summary 2020 (Pages 19 - 32)

5. Corporate Plan 2021/2023 (Pages 33 - 124)
6. Members Induction and Diversity in Democracy (Pages 125 - 130)
7. Appointment of Director of Finance and Strategic Programmes (Pages 131 - 142)
8. New Scrutiny Chair and Membership Changes (Pages 143 - 146)

Appendix A , B and C to follow.

PART C

9. Notice of Motion under Section 10 of Part 4 (Rules of Procedure) the Council's Constitution
10. Questions from Members, with Notice, under Rule 9.2 of the Council's Procedure Rules
11. 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.



Chief Executive

**Civic Centre
Port Talbot**

Thursday, 20 May 2021

COUNCIL

(Via Microsoft Teams)

Members Present:

9 March 2021

The Mayor: Councillor S.Jones

The Deputy Mayor: Councillor J.Warman

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, J.Evans, S.E.Freeguard, C.Galsworthy, W.F.Griffiths, J.Hale, S.Harris, M.Harvey, N.T.Hunt, S.K.Hunt, J.Hurley, C.James, H.N.James, C.J.Jones, D.Jones, H.Jones, J.Jones, L.Jones, D.Keogh, E.V.Latham, A.Llewelyn, A.R.Lockyer, A.McGrath, J.Miller, S.Miller, R.Mizen, J.D.Morgan, *S.Paddison*, *S.M.Penry*, *D.M.Peters*, *R.Phillips*, *M.Protheroe*, L.M.Purcell, S.Pursey, S.Rahaman, P.A.Rees, S.Renkes, S.H.Reynolds, A.J.Richards, P.D.Richards, M.Spooner, A.J.Taylor, R.L.Taylor, D.Whitelock, C.Williams, A.Wingrave, R.W.Wood and A.N.Woolcock

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

1. **Mayor's Announcements**

The Mayor was pleased to announce the following nominations for the St David Awards from Neath Port Talbot:

Ethan Hutchings, from Port Talbot who rescued a drowning man from a river in Cwmavan, Port Talbot, who had been nominated for a Young Person Award.

Angharad Paget-Jones, a disability rights campaigner from Port Talbot was nominated for a Humanitarian Award.

Also, John Puzey from Pontardawe was nominated for a Humanitarian Award for his work as a prominent housing campaigner and as director of Shelter Cymru Wales for more than 30 years until his retirement in October 2020.

Council also congratulated the five members of Neath Port Talbot's Youth Council who took part in a mock election, hosted by the Senedd as part of the Vote 16 week. They won 41% of the total vote for their party "Equal Wales". The five young people involved were Stella Orrin (St Joseph's Catholic School and Sixth Form Centre), Isabel Williams (Cwmtawe Community School), Lola Thair (Cwmtawe Community School), Bonnie Connor (Cwm Brombil) and Bethan Nicholas-Thomas (Cwmtawe Community School).

2. **Declarations of Interest**

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

Councillor M.Harvey: Re: Capital Strategy and Capital Programme 2021/2022 to 2023/2024 and the Revenue Budget 2021/2022 as he works for South Wales Police.

3. **Minutes of the Previous Meeting/s of Council (Civic Year 2020/2021)**

RESOLVED: That the minutes of Council held on the 27 January 2021 be confirmed as accurate record of the meeting.

4. **Capital Programme Monitoring Report 2020/2021**

Cllr. C.Clement-Williams, Cabinet Member for Finance introduced the report which had been commended to Council from Cabinet on the 8th March 2021.

Members queried why the monies for the Cefn Coed Valley Landscape Park had been reduced as stated in the circulated report.

It was explained that the £1.8 million (European Funding) could not be claimed due to technical difficulties and the work had not been completed by the end of March 2021. As a result the £1.8 million was utilized by Welsh Government for other projects. The monies set aside by the Council as part of the match funding requirement was incorporated into the Capital Programme monies. It was also advised that a meeting with local members has been arranged for April to look at future funding options and proposals and in the event that any match funding was required it would be looked at within the Capital Programme.

- RESOLVED:**
1. That the 2020/2021 budget totalling £65.387m be approved.
 2. That the £39.1m of expenditure as at 31st January 2021 be noted.

5. **Budget Update and Monitoring Report 2020/2021**

Councillor C. Clement-Williams, Cabinet Member for Finance introduced the report which had been commended to Council from Cabinet held on the 8th March 2021.

- RESOLVED:**
1. That the reserve movements as detailed in the circulated report be approved.
 2. That the budget virements exceeding £500k as detailed in the circulated report be approved.
 3. That the operational and financial issues as detailed in the circulated report be noted.
 4. That work continues with Welsh Government and in line with legislation, regulations and directions to deliver services during these challenging times.
 5. That the additional grants received be noted.

6. That work continues to seek additional funding from Welsh Government to cover COVID 19 consequences.

6. **Capital Strategy and Capital Programme 2021/2022 to 2023/2024**

Councillor C. Clement-Williams, Cabinet Member for Finance introduced the report which had been commended to Council by Cabinet held on the 8th March 2021.

RESOLVED:

1. That the Capital Strategy be approved.
2. That the Capital Programme for 2021/2022 to 2023/2024 as detailed in the circulated report be approved.
3. That the Programme be kept under review and updated over the coming year.

7. **Revenue Budget 2021/2022**

Councillor C. Clement-Williams, Cabinet Member for Finance introduced the report which had been commended to Council from Cabinet on the 8th March 2021. It was highlighted that 1,069 responses, 2 letters and a petition had been received to the public consultation on the budget and asked Council to support the recommendations contained within the report.

Members thanked officers and the Cabinet for the work that had been undertaken in achieving the budget position here before Council today especially that there were no new cuts to services being proposed for 2021/2022.

Concern was expressed by some Members at the impact that the 2.75% increase in Council Tax would have on residents/taxpayers. It was acknowledged that in the public consultation the proposed Council Tax rise was 3.75% but having listened to the responses the final proposal was reduced to 2.75%. It was highlighted that Neath Port Talbot Council was still one of the highest council tax in Wales.

Officers explained that the reduction from the original increase in Council Tax of 3.75% to 2.75% was as a result of additional monies received from Welsh Government in the final settlement figure together with the reimbursement of Covid 19 costs and loss of income in 2020/2021 and Welsh Government Funds provided for 2021/2022.

Discussion took place on the proposal put forward that reserves be used to enable the council tax to have no increase in Council Tax for this year 2021/2022 in order to mitigate the impact on families and communities within Neath Port Talbot.

Officers explained that the impact of taking the additional monies to allow for a nil increase in Council Tax would impact on the budget for 2022/2023 as the Council has to have a sustainable budget going forward for the next five years.

Further discussion took place on how Neath Port Talbot compares with other councils and the different types of reserves that they retain and what services are received.

The Cabinet Member for Finance responded and stated that every year consideration is given to try to reduce the level of Council Tax and that over the last 4 years the Council had the second lowest increase in Wales. It was highlighted that any further monies taken from reserves would have to be identified as savings from other services to replenish reserves to enable the Council to respond to unplanned emergencies and the ongoing impact of the pandemic. In addition, Council Tax was highlighted in the public consultation, as a result, it was reduced by 1% from 3.75% to 2.75% after the settlement figure from Welsh Government was received. The impact of reducing Council Tax increase to nil would result in reductions in services or staff in the 2022/2023 budget.

An amendment was put to Council and there followed a request for a recorded vote, on the following amendment, which received the requisite support in accordance with the requirements of Section 14.5 of Part 4 of the Council's Constitution – Rules of Procedure.

That the 2021/2022 Band D equivalent for Neath Port Talbot County Borough Council will be £1,615.59 resulting in no increase in Council Tax as opposed to 2.75% increase as detailed in the report with the gap of 2.75% being funded from the general reserve (representing an additional sum of £2.14m be taken for 2021/2022). Therefore, the total amount of general reserves needed to balance the budget is

£5.24m i.e. £3.1m per original report) plus £2.14m. The resulting general reserves balance would be £14.72m which is 4.69% of the revenue budget.

For the Amendment:

Councillors: S.Bamsey, H.C.Clarke, R.Davies, C.Edwards, J.Evans, W.F.Griffiths, J.Hale, N.T.Hunt, H.Jones, A.Llewelyn, D.M.Peters, R.Phillips, L.M.Purcell, A.J.Richards, M.Spooner and C.Williams

Against the Amendment:

Councillors: A.Aubrey, D.Cawsey, C.Clement-Williams, C.M.Crowley, A.P.H.Davies, N.E.Davies, O.S.Davies, S.E.Freeguard, C.Galworthy, S.Harris, M.Harvey, S.K.Hunt, J.Hurley, C.James, H.N.James, C.J.Jones, D.Jones, J.Jones, L.C.Jones, D.Keogh, E.V.Latham, A.R.Lockyer, A.McGrath, J.Miller, S.Miller, R.Mizen, S.Paddison, S.M.Penry, M.Protheroe, S.M.Purseley, S.Rahaman, P.A Rees, S.Renkes, S.H.Reynolds, P.D.Richards, A.J.Taylor, R.L.Taylor, J. Warman, D.Whitelock, A. Wingrave, R.W.Wood, A.N.Woolcock.

Abstention:

Councillor: S.Jones

As a result of the above the amendment fell and there followed a request for a recorded vote, on the substantive recommendation contained in the circulated report, which received the requisite support in accordance with the requirements of Section 14.5 of Part 4 of the Council's Constitution – Rules of Procedure.

For the Recommendation:

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

Against the Recommendation:

Councillors: S.Bamsey, H.C.Clark, R.Davies, C.Edwards, J.Evans, W.F.Griffiths, J.Hale, N.T.Hunt, H.Jones, A. Llewelyn, D.M.Peters, R.Phillips. L.M.Purcell, A.J.Richards, M.Spooner and C.Williams.

Abstention:

Councillors: N.E.Davies, J.Jones and S.Jones

RESOLVED: Having given due regard to the Integrated Impact Assessment as detailed in Appendix 7 to the circulated report:

a) The following matters be delegated to the appropriate Corporate Director following consultation with the Council Leader, relevant Cabinet Member and Chair of the relevant Scrutiny Committee:-

- Fees and Charges applicable for the financial year 2021/2022
- 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.

- b) That the revised budget position and arrangements for 2020/2021 be approved.
- c) Having taken into account the Integrated Impact Assessment and Crime and Disorder Impacts the Net Revenue Budget requirement for 2021/2022, and the service plans for the delivery of the budgets be approved.
- d) That the Budget/Forward Financial Plan savings be approved.
- e) That Corporate Directors be instructed to progress the savings and improvement programme for the Authority.
- f) Fees and charges for Non-Executive functions 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 applicable in 2021/2022.
 - 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.
- g) That the Council Tax 2021/2022 Band D equivalent for Neath Port Talbot County Borough Council will be £1,660.02.

8. **Treasury Management Strategy 2021/2022**

RESOLVED: That the following Strategies and Policies as set out in the circulated report, be adopted:

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

9. **Council Tax Report 2021/2022**

- RESOLVED:**
- a) That any expenses incurred by Neath Port Talbot County Borough Council in performing in part of its area, a function performed by a Community Council, elsewhere in its area, are treated as the Authorities general expenses.
 - b) That the levy of the Swansea Bay Port Health Authority be treated as a general expense.
 - c) That the following amounts calculated in accordance with Sections 32 to 36 of the Local Government Finance Act 1992 be approved.

	Amount
Aggregate of the items estimated under Section 32 (2) – expenditure.	£464,543,174
Aggregate of the items estimated under Section 32(3) – income.	£145,966,043
Amount calculated in accordance with Section 32(4) – budget requirement.	£318,577,131
Aggregate payable in respect of redistributed NNDR and RSG, reduced in accordance with Section 33(3B0 of the Act.	£236,293,345

Basic amount of Council Tax in accordance with Section 33(1) of the Act.	£1,708.43
Aggregate of all special items referred to in Section 34(1) of the Act.	£2,331,482
Basic Amount of Council Tax for dwellings in those parts of its area to which no special item relates in accordance with Section 34(2) of the Act.	£1,660.02
Basic amounts of Council tax for dwellings in those parts of its area to which no special items bands relates, calculated in accordance with section 34(3) of the Act.	As detailed in Appendix 1 to the circulated report.
Amounts to be taken into account in respect of categories of dwellings listed in different valuation, calculated in accordance with Section 36(1) of the Act.	As detailed in Appendix 2 to the circulated report.

d) That the Police and Crime Commissioner for South Wales has stated the following amounts in a precept issued to the Council, in accordance with Section 40 of the Act.

Band A	£191.81
Band B	£223.78
Band C	£255.75
Band D	£287.72
Band E	£351.66
Band F	£415.60
Band G	£479.53
Band H	£575.44
Band I	£671.35

The total precept payable is £13,857,591.

- e) That having calculated the aggregate in each case above, the Council, in accordance with Section 30(2) of the Act hereby sets the amounts shown in Appendix 3 to the circulated report as the Council Tax for 2021/2022 for each of the categories of dwelling shown.

CHAIRPERSON

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COUNCIL

(Civic Centre, Port Talbot)

Members Present:

24 March 2021

The Mayor: Councillor J. Warman

The Deputy Mayor: Councillor J.D.Morgan

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, C.Edwards, J.Evans, S.E.Freeguard, C.Galsworthy, W.F.Griffiths, J.Hale, M.Harvey, N.T.Hunt, S.K.Hunt, J.Hurley, C.James, H.N.James, C.J.Jones, D.Jones, J.Jones, L.Jones, D.Keogh, S.A.Knoyle, E.V.Latham, A.Llewelyn, A.R.Lockyer, J.Miller, S.Miller, S.Jones, S.Paddison, S.M.Penry, D.M.Peters, M.Protheroe, L.M.Purcell, S.Rahaman, P.A.Rees, S.H.Reynolds, A.J.Richards, P.D.Richards, M.Spooner, A.J.Taylor, R.L.Taylor, D.Whitelock, C.Williams, A.Wingrave, R.W.Wood and A.N.Woolcock

Officers in Attendance: K.Jones, A.Evans, A.Jarrett, H.Jenkins, N.Pearce, S.Rees, C.Griffiths, M.Shaw, S.Curran and J. Woodman-Ralph

1. **Mayor's Announcements**

It was with great sadness that the Mayor advised Council of the death of former Councillor Malcolm Isaac Jones, who represented Tonmawr Ward and was Mayor of the County Borough from 1998 to 1999. He was also a County Councillor for the previous West Glamorgan County Council prior to reorganisation.

The Mayor also reminded Council that yesterday was the National Day of Reflection and asked Members to remember the many lives that had been lost to the Covid 19 pandemic. Council's thoughts were with friends and families of those who had lost their lives.

It was highlighted that some other Councils offer discount schemes to employees. Does this Council have any similar schemes? Officers explained that there are a variety of schemes available to staff. The Health and Wellbeing Group was established to offer employees the opportunity to join the group to access a variety of benefits one of which was discounts at high street stores. Employee also are able to access Celtic Leisure at discounted prices. The Council also has a Cycle to Work initiative which allows staff to access cycles and equipment and pay for it via a salary sacrifice scheme. The remuneration package offered to employees was based on the recommendation based on the national pay bargaining which is set for the Council at a national level.

Members were pleased to see that the gap between the lowest and highest pay was reducing taking into account responsibilities of roles. Members asked that in future consideration could be given on a national level to award pay rises via monetary value rather than percentage which would be of advantage to the lower paid.

RESOLVED: That the Pay Policy Statement for 2021/2022 be published on the Council's website.

4. **Annual Report of the Democratic Services Committee 2019/2020**

Councillor D. Morgan, Chair of Democratic Services introduced the report and recommended it to Council for approval.

Confirmation was received that the implementation of the recommendations from the Disability Audit Group, ratified by Council, was paused due to the Covid 19 pandemic but as soon as possible it would be progressed by the Democratic Services Committee.

RESOLVED: That the Democratic Services Committee Annual Report 2019/2020 be approved.

5. **Urgent Items**

The Leader advised Members that this was the last meeting of Council that Mr. A.Evans, Director of Education, Leisure and Lifelong Learning, would attend due to his impending retirement. The Leader and Members paid tribute to the work undertaken and commitment Mr. Evans has made to the lives of the young people and children of Neath Port Talbot while he was Director and wished him a long and happy retirement. Mr Evans, responded, thanking Members, colleges and staff for all the support he had received while in Neath Port Talbot County Borough Council.

CHAIRPERSON

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

26 May 2021

Report of

Chief Executive

Mrs K Jones

Matter for Information

Wards Affected: All Wards

Audit Wales – Annual Audit Summary 2020

Purpose of Report

1. To receive a presentation from Colin Davies (Regional Manager – Audit Wales) on the Annual Audit Summary 2020.

Executive Summary

2. The Annual Audit Summary has been produced to combine the Annual Audit Letter and the Annual Improvement Report that were previously produced as separate documents by Audit Wales in order to provide a single summary of the findings of performance and financial audit work undertaken by Audit Wales as well as planned future audit work.
3. The Annual Audit Summary attached at Appendix 1 sets out the work completed by Audit Wales since the last Annual Improvement Report was issued in September 2019 (reported to Council on 27th November 2019).

Background

4. Audit Wales produce a number of different types of reports. Some of the reports are termed “Local Reports” as they relate to audit work undertaken in specific Council’s and are funded from local fees. Other reports are termed “National Reports” as they relate to a programme of national studies and local government studies which are funded from the Welsh Consolidated Fund.

5. During the course of the year, no formal recommendations were made by the Auditor General deriving from the following local work undertaken by the Audit Wales:
 - a. **Audit of Neath Port Talbot’s 2019-2020 Accounts** – Every year the Auditor General audits the Council’s financial statements to make sure that public money is being properly accounted for. On 15th September 2020, the Auditor General gave an unqualified true and fair opinion on the Council’s financial statements for 2019-2020.

 - b. **Well-being of Future Generations Examination – Regeneration (August 2020)** - The examination undertaken in 2019-20 considered the extent to which the Council has acted in accordance with the sustainable development principle when taking steps to deliver strategic regeneration programmes. The examination concluded that the Council is designing its regeneration projects to improve well-being but there are opportunities to strengthen its application of the sustainable development principle. These are set out in a full report issued separately for this work in the form of an action plan presented to the Regeneration and Sustainable Development Cabinet Board on 14th May 2021.

 - c. **Continuous Improvement** - The Auditor General certified that the Council has met its legal duties for improvement planning and reporting, and believes that it is likely to meet the requirements of the Local Government (Wales) Measure 2009 during 2020-21. The Audit of Neath Port Talbot Council’s 2020-2021 Improvement Plan was presented to Cabinet on 8th January 2021.

- d. **Financial Sustainability (March 2020)** - During 2019-20 Audit Wales examined the financial sustainability of each council in Wales. The examination concluded the Council has a strong financial position and is therefore well placed to manage its financial sustainability over the medium term but some aspects of financial management could be strengthened.
- e. **National Fraud Initiative (NFI)** - In October 2020, the Auditor General published his report on the findings of the latest National Fraud Initiative (NFI) data-matching exercise in Wales. The exercise helped public bodies in Wales, including the 22 unitary authorities, identify fraud and overpayments amounting to £8m. NFI continues to be developed and in the forthcoming NFI exercise (NFI 2020-22), local authorities will have access to matches designed to help identify potential fraudulent applications for Covid-19 business support grants.
- f. **Review of Corporate Arrangements for Safeguarding (March 2020)** – Audit Wales undertook this review to seek assurance that the Council has effective corporate arrangements in place for safeguarding. The review concluded that the Council has corporate arrangements for safeguarding in place but needs to strengthen some areas. The proposals for improvement identified by Audit Wales are set out in a full report issued separately for this work in the form of an action plan and will be reported to Social Care, Health and Wellbeing Cabinet Board on 24th June 2021.
- g. **Review of the Corporate Performance Management System (December 2020)** - The review examined whether Neath Port Talbot Council's Corporate Performance Management System (CPMS) is strengthening its arrangements for business planning, performance and risk management. The review found the CPMS is helping to develop better links between corporate objectives and service business plans and improving the efficiency of performance reporting. However, this information could be used more effectively to support strategic direction and risk management arrangements still need strengthening. Due to the pandemic, this review was scaled down from the original project brief and no separate report was issued. However, a number of opportunities for improvement were identified by Audit Wales (presented via a PowerPoint presentation) which have been included in an action plan and will be reported to Cabinet on 30th June 2021.

6. As well as the above local work undertaken, every year Audit Wales also undertakes studies across the local government sector. The reports published by Audit Wales on this work since the last Annual Improvement Report are:
 - a. The “Front Door” to Social Care (September 2020)
 - b. Review of Public Services Boards (October 2019)
 - c. Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act (November 2019)
 - d. Rough Sleeping in Wales – Everyone’s Problem; No One’s Responsibility (July 2020)
 - e. Better Law Making (September 2020)
 - f. Commercialisation in Local Government (October 2020)
7. The reports of other Inspectorates are also referenced in the Annual Audit Summary. In January 2021, Estyn wrote to the Chief Executive outlining the outcome of their review of Neath Port Talbot Council’s work in supporting their learning communities in schools and pupil referral units (PRUs) during the period from March to October 2020. Also referenced is Estyn’s national report, ‘Local authority and regional consortia support for schools and PRUs in response to COVID-19 - Update report from June to November 2020’, published in January 2021. CIW produced the ‘Local authority annual performance review letter 2019-2020: Neath Port Talbot Council’ which summarises the evaluation of performance of social services (adults and children’s services) during 2019-2020.
8. The Annual Audit Summary also sets out the following work undertaken by Audit Wales during 2020-2021
 - a. Recovery planning in response to the Covid-19 pandemic
 - b. Covid learning project – helping to identify and share learning from the way in which public bodies have responded to the pandemic
 - c. Assurance and risk assessment
 - d. A review of the Council’s financial sustainability
 - e. A review of workforce planning

Financial Appraisal

9. The programme of local audit and improvement assessment work undertaken by the Audit Wales during the period has been delivered within the budget allocated for audit and inspection work.

Integrated Impact Assessment

10. There is no requirement to undertake an Integrated Impact Assessment as this report is for information purposes.

Valleys Communities Impact

11. No implications.

Workforce Impact

12. There are no workforce impacts.

Legal Impact

13. The Local Government (Wales) Measure 2009 requires the Auditor General to undertake an annual improvement assessment and to publish an annual improvement report for each improvement authority in Wales.

Risk Management

14. The findings of Audit Wales are a key input into the Council's corporate governance arrangements and the areas identified for improvement work inform the Annual Governance Statement and the associated improvement action plan.

Consultation

15. There is no requirement for external consultation on this item.

Recommendations

16. For Council to note the work undertaken by Audit Wales as contained in the Annual Audit Summary 2020.

Appendices

17. Appendix 1 – Audit Wales – Annual Audit Summary 2020

List of Background Papers

18. None

Officer Contact

19. Mrs Karen Jones, Chief Executive Tel: 01639 763284 or e-mail: chief.executive@npt.gov.uk

Neath Port Talbot Council

Annual audit summary 2020

This is our audit summary for Neath Port Talbot Council. It shows the work completed since the last Annual Improvement Report, which was issued in September 2019. Our audit summary forms part of the Auditor General for Wales' duties.

More information about these duties can be found on our [website](#).



About the Council

Some of the Services the Council provides



Key facts

The Council is made up of 63 councillors who represent the following political parties:

- Welsh Labour 38
- Plaid Cymru 15
- Independent Democrats 9
- Welsh National Party/Plaid Genedlaethol Cymru 1

The Council spent £307m on providing services during 2019-20, the 8th highest spend of the 22 unitary councils in Wales.

As at 31 March 2020 the Council had £59.1m of usable financial reserves. This is equivalent to 19% of the Council's annual spend on services, joint 9th highest percentage of the 22 unitary councils in Wales.

Key facts

Neath Port Talbot County Borough Council has 14 (15%) of the areas deemed the most deprived 10% of areas in Wales, this is the 5th highest of the 22 unitary councils in Wales.¹

Neath Port Talbot's population is projected to increase by 5.1% between 2020 and 2040 from 146,417 to 157,328, including a 1.8% decrease in the number of children, a 0.4% increase in the number of working age population and a 24.6% increase in the number of people aged 65 and over.²

The Auditor General's duties

We complete work each year to meet the following duties

- **Audit of Accounts**

Each year the Auditor General audits the Council's financial statements to make sure that public money is being properly accounted for.

- **Value for money**

The Council has to put in place arrangements to get value for money for the resources it uses, and the Auditor General has to be satisfied that it has done this.

- **Continuous improvement**

The Council also has to put in place arrangements to make continuous improvements, including related plans and reports, and the Auditor General has to assess whether the Council is likely to (or has) met these requirements.

- **Sustainable development principle**

Public bodies need to comply with the sustainable development principle when setting and taking steps to meet their well-being objectives. The Auditor General must assess the extent to which they are doing this.

¹ An area in this context is defined as a 'Lower Super Output Area'. Source: Stats Wales

² Source: Stats Wales



Since the Spring of 2020, the ongoing pandemic has affected our audit work. We recognise the huge strain on public services and have reshaped our work programme, and found new ways of working to reduce its impact on public bodies' response to COVID-19, while still meeting our statutory duties.



To meet the Auditor General's duties we complete specific projects, but we also rely on other audit work, and the work of regulators such as Care Inspectorate Wales and Estyn (the education inspectorate). We take the findings of our audit work into account when assessing whether the council has put in place arrangements to secure value for money. Our findings and conclusions are summarised below.

What we found

Audit of Neath Port Talbot County Borough Council's 2019-20 Accounts

Each year we audit the Council's financial statements.

For 2019-20:

- The Auditor General gave an unqualified true and fair opinion on the Council's financial statements on 15 September 2020, in line with the statutory deadline;
- The Council's Annual Governance Statement and Narrative Report were prepared in line with the CIPFA Code and relevant guidance. They were also consistent with the financial statements prepared by the Council and with our knowledge of the Council;
- The quality of the draft statements presented for audit on 29 May 2020 was generally good;
- A number of changes were made to the Council's financial statements arising from our audit work, which were reported to the Audit Committee in our Audit of Financial Statements Report in September 2020; and
- In addition to the Auditor General's responsibilities for auditing the Council's financial statements, he also has responsibility for the certification of a number of grant claims and returns. Our work to date has not identified any significant issues.
- The Auditor General issued the certificate confirming that the audit of accounts for 2019-20 has been completed.
- Key facts and figures from the 2019-20 financial statements can be accessed [here](#).

Well-being of Future Generations Examination – Regeneration (August 2020)

The examination that we undertook in 2019-20 considered the extent to which the Council has acted in accordance with the sustainable development principle when taking steps to deliver strategic regeneration programmes. We concluded that the Council is designing its regeneration projects to improve well-being but there are opportunities to strengthen its application of the sustainable development principle. The report can be viewed [here](#).

Continuous Improvement

The Auditor General certified that the Council has met its legal duties for improvement planning and reporting, and believes that it is likely to meet the requirements of the Local Government (Wales) Measure 2009 during 2020-21.

Financial Sustainability (March 2020)

During 2019-20 we examined the financial sustainability of each council in Wales. In Neath Port Talbot Council, we concluded that the Council has a strong financial position and is therefore well placed to manage its financial sustainability over the medium term but some aspects of financial management could be strengthened. The report can be viewed [here](#).

National Fraud Initiative

In October 2020, the Auditor General published his report on the findings of the latest National Fraud Initiative (NFI) data-matching exercise in Wales. The exercise helped public bodies in Wales, including the 22 unitary authorities, identify fraud and overpayments amounting to £8m. The report can be accessed on our website [here](#). NFI continues to be developed and in the forthcoming NFI exercise (NFI 2020-22), local authorities will have access to matches designed to help identify potential fraudulent applications for Covid-19 business support grants.

Review of Corporate Arrangements for Safeguarding (March 2020)

We undertook this review to seek assurance that the Council has effective corporate arrangements in place for safeguarding. We concluded that the Council has corporate arrangements for safeguarding in place but needs to strengthen some areas. The report can be viewed [here](#).

Review of the Corporate Performance Management System (December 2020)

The review examined whether Neath Port Talbot Council's Corporate Performance Management System (CPMS) is strengthening its arrangements for business planning, performance and risk management. We found that: the CPMS is helping to develop better links between corporate objectives and service business plans and improving the efficiency of performance reporting. However, this information could be used more effectively to support strategic direction and risk management arrangements still need strengthening.

Other Inspectorates

We also took into account the reports of Care Inspectorate Wales (CIW) and Estyn as well as any subsequent actions taken by the Council in response. In January 2021, Estyn wrote to the Council's Chief Executive outlining the outcome of their review of Neath Port Talbot Council's work in supporting their learning communities in schools and pupil referral units (PRUs) during the period from March to October 2020. Also relevant is Estyn's national report, 'Local authority and regional consortia support for schools and PRUs in response to COVID-19 - Update report from June to November 2020', published in January 2021. The report can be viewed [here](#). CIW produced the 'Local authority annual performance review letter 2019/20: Neath Port Talbot Council'. This letter can be viewed [here](#).

Local Government Studies

As well as local work at each council, each year we also carry out studies across the local government sector to make recommendations for improving value for money. Since the last annual improvement report we have published the following reports:

The 'Front Door' to Social Care (September 2019)

We considered the effectiveness of the new 'front door' to social care, looking specifically at services for adults. We found that whilst councils are preventing social-care demand, information, advice and assistance are not consistently effective. The report can be viewed [here](#).

Review of Public Services Boards (October 2019)

We inspected how Public Service Boards are operating; looking at their membership, terms of reference, frequency and focus of meetings, alignment with other partnerships, resources and scrutiny arrangements. We concluded that Public Services Boards are unlikely to realise their potential unless they are given freedom to work more flexibly and think and act differently. The report can be viewed [here](#).

Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act (November 2019)

We examined how the new duties and responsibilities of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act are being rolled out and delivered. We found that victims and survivors of domestic abuse and sexual violence are often let down by an inconsistent, complex and fragmented system. The report can be viewed [here](#).

Rough Sleeping in Wales – Everyone's Problem; No One's Responsibility (July 2020)

We looked at how well public services are responding to the issue of rough sleeping. Overall, we found that responding to COVID-19 is an opportunity for public bodies to start addressing long standing weaknesses in partnership working which has stopped them from tackling rough sleeping in the past. The report can be viewed [here](#).

Better Law Making (September 2020)

This report draws on five reports published between 2019 and today looking at how local authorities are responding to the challenge of implementing new legislation. Implementation is a complex task which needs to be fully thought through by the Welsh Government and the Senedd whenever they bring forward and make any new legislation. The paper highlights the difficulties faced by local authorities and their public sector partners in implementing their new responsibilities. The report can be viewed [here](#).

Commercialisation in Local Government (October 2020)

Councils have conducted commercial activity for a long time, and many councils are exploring additional commercial opportunities to mitigate against the financial pressures they face. Our report is specifically targeted at helping elected members and senior officers to examine and judge the potential impact on their organisations when considering whether to undertake commercialisation. It will also help councils to demonstrate how well they are discharging their value for money responsibilities. The report can be viewed [here](#).

Planned work for 2020-21

We also looked at the key challenges and opportunities facing the Council. These risks could have an effect on the Council's ability to meet its legal obligations in relation to the sustainable development principle, the use of its resources and continuous improvement.

The most significant risk and issue facing councils and the wider public sector during 2020-21 is the COVID-19 pandemic. We have shaped our work to provide assurance and challenge in a way which helps to support the Council through this period. Our work for 2020-21 includes:

- recovery planning in response to the COVID-19 pandemic;
- Covid-learning project – helping to identify and share learning from the way in which public bodies have responded to the pandemic;
- assurance and risk assessment;
- a review of the Council's financial sustainability; and
- a review of workforce planning arrangements.

The Auditor General is independent of government, and is appointed by Her Majesty the Queen. The Auditor General undertakes his work using staff and other resources provided by the Wales Audit Office, which is a statutory board established for that purpose and to monitor and advise the Auditor General. The Wales Audit Office is held to account by the Senedd.

The Auditor General audits local government bodies in Wales, including unitary authorities, police, probation, fire and rescue authorities, national parks and community councils. He also conducts local government value for money studies and assesses compliance with the requirements of the Local Government (Wales) Measure 2009.

Beyond local government, the Auditor General is the external auditor of the Welsh Government and its sponsored and related public bodies, the Senedd Commission and National Health Service bodies in Wales.

Audit Wales is the non-statutory collective name for the Auditor General for Wales and the Wales Audit Office, which are separate legal entities with their own legal functions, as described above. Audit Wales is not a legal entity.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

This document is also available in Welsh.

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

26 May 2021

Report of the Corporate Directors Group

Matter for Decision

Wards Affected: All Wards

Corporate Plan 2021-2023

Purpose of Report

1. To present the Corporate Plan for the period 2021-2023 to Council for adoption. This Plan was approved by Cabinet on 12th May and Cabinet referred the Plan to Council for formal adoption.

Executive Summary

2. The Council's draft Corporate Plan for 2020-2023 was due to be presented to Council for approval in April 2020. However, the onset of the Covid-19 Pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan so the well-being objectives and priorities for improvement set out in the 2019-2022 Plan were rolled over into 2020-2021. A summary of the progress made on delivering those improvement priorities will be set out in the Council's Annual Report for 2020-2021 which will be published in the autumn 2021.
3. During 2020-2021, a review of the priorities for improvement contained in the draft Corporate Plan for 2020-2023 has been undertaken and those that remain relevant along with any new priorities for improvement that have been identified for delivery have been carried over into this Plan for the period 2021-2023. The three well-being objectives remain unchanged but will be reviewed as part

of the preparation of the Council's Corporate Recovery Plan. This work will include a fundamental review of the Council's vision, values and priorities, ways of working, patterns of investment, reflecting on the impact of Covid-19 on the Council's own operations but also on our communities across Neath Port Talbot.

4. The Plan outlines our initial thinking on how we will undertake the above work.
5. The Plan has been updated to ensure the Council meets the statutory requirements contained within the Well-being of Future Generations (Wales) Act 2015.

Background

6. The Well-being of Future Generations (Wales) Act 2015 requires the Council to set well-being objectives which seek to maximise the Council's contribution to the national well-being goals, whilst also embracing the sustainable development principle.
7. The Council is required to consider whether the current well-being objectives remain relevant or whether changes to those well-being objectives should be considered, when preparing its annual report (last prepared - October 2021). Given that the well-being objectives were agreed in September 2017 and the work that is planned to develop the Council's Corporate Recovery Plan it was not considered necessary to make any changes at that time.
8. The process to update the Plan has involved Senior Management Teams from across the Council, who have considered a number of factors when updating their sections of the Plan and the key performance indicators. These factors include the following:
 - the on-going pandemic and the demand on services and functions;
 - ensuring the Plan reflects the political priorities of the current Administration;
 - latest performance data of services and functions;
 - the budget recently approved by Council and the likely budget outlook; and
 - changes in the Council's external environment;

Key Performance Indicators

9. As part of the annual review of the Plan, a small number of key performance indicators have changed. Some of the targets have been revised for 2021-2022 and 2022-2023 to reflect realistic expectations following impact of Covid-19. However, some of the performance data will not be available until after the Plan has been published. Once this data becomes available the Plan will be updated accordingly.

Well-being Statement

10. There is no change to the Well-being Statement that appears in this updated Plan compared with that approved by Council in 2019.

Monitoring and Review

11. The Corporate Plan provides a corporate framework that will be implemented through the business planning and performance management system (CPMS). On an annual basis, Council will formally report on the progress made in implementing the Plan and the extent to which the objectives are being met

Financial Appraisal

12. In putting this Plan together, account has been taken of any budget savings/financial impacts, as part of the Council's budget setting and planning process for 2021-2022. These have been incorporated into revenue and capital budgets for the financial year.

Integrated Impact Assessment

13. 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 2, for the purposes of the meeting.

In terms of addressing inequality and socio-economic disadvantage the Plan will have a positive impact on the overall well-being of residents via the continued work to advance equality of opportunity whilst eliminating discrimination and harassment. The Plan will also have a positive impact on the biodiversity of the area as key improvement priorities relate to the promotion of sustainable economic growth and the conservation and enhancement of the natural environment. With regard to the Welsh language, as a result of our continued work to improve Welsh education and learning provision, there will be a positive impact on opportunities to use the Welsh language.

Valleys Communities Impact

14. The Plan contains initiatives to support valley communities across the county borough.

Workforce Impact

15. Audit Wales are supporting the Council to learn workforce planning lessons from the Covid-19 pandemic, and to strengthen workforce planning arrangements as we move into recovery and deliver the work outlined in the Plan.

Legal Impact

16. The publication of this Plan will meet the requirements of the Well-being of Future Generations (Wales) Act 2015 by setting out our well-being objectives and the steps we will take to achieve them and how we will measure progress. Our well-being objectives show how the Council contributes to the social, economic, cultural and environmental well-being of Neath Port Talbot and to the seven national well-being goals contained within the Well-being of Future Generations (Wales) Act 2015.

Risk Management

17. The Council's Corporate Risk Register will be updated with any risks associated with the delivery of the work outlined in the Plan.

Consultation

18. There is no requirement under the Well-being of Future Generations (Wales) Act 2015 to consult on this updated Plan as no changes have been made to the well-being objectives.

Recommendations

19. Having had due regard to the Integrated Impact Assessment it is recommended that:
 - i. Council formally adopt the updated Corporate Plan for the period 2021-2023.
 - ii. The Head of Human & Organisational Development be authorised to add the additional performance data to the Plan when available.

Reason for Proposed Decision

20. To ensure the revisions made to the Corporate Plan are approved, meeting legal duties set out in the Well-being of Future Generations (Wales) Act 2015 as they relate to council corporate planning activities.

21. Implementation of Decision

The decision is proposed for immediate implementation.

Appendices

22. Appendix 1 – Corporate Plan 2021-2023
23. Appendix 2 – Integrated Impact Assessment

List of Background Papers

24. Wellbeing of Future Generations (Wales) Act 2015
25. Shared Purpose: Shared Future, Statutory Guidance on the Well-being of Future Generations (Wales) Act 2015, SPSF:1, SPSF2; SPSF3
26. Corporate Plan 2019-2022

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ShapingNPT

A better life, in a better place, for a better future

Neath Port Talbot County Borough Council Corporate Plan 2021 - 2023



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Foreword – Leader

The Council is operating at a time of unprecedented uncertainty. During 2020/2021 we have faced two of the toughest challenges we could have imagined.

In March 2020, the Council moved into emergency response mode to deal with the impact of the Coronavirus pandemic. I am immensely proud of the way in which the Council's workforce and our communities adapted to the severe restrictions placed on us all. The efforts across the county borough to sustain critical services and to support those most at risk have been extraordinary.

During this challenging time, the Council kept working, not only in dealing with the pandemic and its effects, but in pressing ahead with major projects like the redevelopment of Neath Town Centre which will be crucially important to us post-Covid. You will find more information on those projects we progressed in this Plan.

In January 2021, the Council again moved into emergency response mode alongside multi agency partners to deal with the impact of the "blow out" at Goshen Park, Skewen which caused extensive flooding in the surrounding area. The partnership response ensured the safeguarding of residents affected and I again wish to thank all those that worked tirelessly to deal with this awful event.

For 2021/2022, the key priority for this Council is to lead Neath Port Talbot out of the pandemic by building Neath Port Talbot back better.

This work will be supported by the delivery of a number of other key priorities which include the opening of a new £29.3m comprehensive school in Cimla to replace Cefn Saeson Comprehensive; the self-powering Technology Centre being built at the Baglan Bay Energy Park to boost green jobs and investment; and the Global Centre of Rail Excellence (GCRE) proposed project at the Nant Helen surface mine and Onllwyn coal washery at the head of the Dulais and Tawe Valleys.

The future remains uncertain. At the time of writing, we await the next steps in lifting restrictions. However, in moving the Council forward and delivering on our current priorities, we will ensure we reflect carefully on the learning we have collectively undertaken since March 2020 and use that learning to inform the way in which we move forward, leading Neath Port Talbot out of the pandemic.

Edward Latham
Leader of Council

Foreword – Chief Executive

This Plan, outlines our initial thinking on how we will lead Neath Port Talbot out of the pandemic.

Over the next twelve months we will need to maintain our ability to respond to the circulation of Coronavirus within our communities; support services, local businesses and our communities to adapt as the Government eases restrictions on daily life; whilst also ensuring that we use the lessons we have learned over the last twelve months to shape the future of the Council.

It will be important that we engage as widely as possible as we reflect on how things have changed as a result of the pandemic so that as many people as possible have a chance to identify what matters most to them. I look forward to this as it is only by working together that we will improve life for our citizens.

Karen Jones
Chief Executive

Looking back – 2020/2021

In the middle of March 2020, the Council mobilised an emergency response to the developing Covid-19 national emergency situation. There have been two significant waves where infection rates across the county borough have reached very high levels. There has been immense effort to ensure the Council responded in step with the policy decisions taken by the Welsh Government and the UK Government. At all times our approach has been to work with and in support of government policy, striving to protect and support our communities.

Key actions taken during the response phase of the emergency included:

- A 7 day/week enhanced communications service to ensure that public health messages were continuously promoted across all channels owned/commissioned by the Council; and accurate and timely information was provided about changes to service delivery, including the establishment of new services to support vulnerable people;
- The closing down of some Council services to assist in reducing the spread of the disease as well as focusing our regulatory services on ensuring compliance with new legislation and guidance by local businesses, other organisations and local people;
- Changing some services so that critical services could operate safely over the period. For example: supporting continuity of learning using remote technologies to connect learners with their teachers; innovating across safeguarding services to fulfil our statutory safeguarding responsibilities using digital platforms and also employing creative approaches to outreach work; supporting care providers to minimise the risks involved in providing personal care across community and residential settings; re-prioritising and adapting street-scene services to keep vital refuse and recycling services operational; and re-shaping services at crematoria and cemeteries in line with governmental advice;

- We also established new service responses to discharge duties placed on us by Government. Childcare provision was delivered through a network of school-based hubs, ensuring the most vulnerable learners and the children of those working in essential roles have been well supported over the period; new on-line services were set up to support the administration of financial assistance to businesses and community groups; the Council undertook the project management of the construction of the Llandarcy Field Hospital, completing the build within four weeks; children entitled to free school meals have also been supported throughout the period, initially through the “grab bag” scheme and then more latterly by payments into the bank account of eligible parents; and
- The new Neath Port Talbot (NPT) Safe and Well Service was set up to support people told to shield themselves from the virus (and other vulnerable people) with daily living tasks. Over 2,500 residents have used the service and over 600 people have registered to volunteer. The Council encouraged and supported the fantastic community action we saw across the county borough, helping to connect local businesses with other businesses and local communities, working with local third sector organisations and housing associations, respecting what each agency and communities could contribute at this extraordinary time.
- In summer 2020, working with the Swansea Bay University Health Board and Swansea Council we established Test, Trace, Protect. This service is now an integral part of our health protection system, helping to identify how the disease is behaving within our community and to establish measures to contain and reduce infection rates.
- As vaccinations became licensed, we worked with the Swansea Bay University Health Board to facilitate the vaccination of our local residents. Margam Orangery was re-purposed for use as a Mass Vaccination Centre and we repurposed a mobile library so that it could be used as an Immbulance, taking vaccines out to very vulnerable groups and people living in more remote communities.

This would not have been achieved but for the exceptional commitment from the Council’s workforce and the strong partnership between the Council and the trade unions.

Internal support functions were adapted to enable these changes. Some examples of the work completed includes:

- The refocusing of the Council's Human Resources Service to support the workforce as many were required to work from home using new remote technologies; providing employees with advice and reassurance if their ability to work was affected by their own health conditions, caring responsibilities or because their work had significantly changed or had temporarily been suspended. All of those unable to work were invited to consider redeployment. Several hundred of the Council's workforce voluntarily agreed to temporary redeployment into other roles – this has included secondment to the communications team, refuse and recycling, customer services, NPT Safe and Well, Test Trace and Protect;
- Health and safety was a top priority over the period. Risk assessments, identifying the range of protective measures put in place to protect staff and service users, such as: PPE; workplace redesign to ensure social distancing; and use of other equipment such as in-cab screens has required an immense effort, especially in the early stages of the outbreak when global supply chains were under immense pressure and Government guidance was changing very rapidly as scientific evidence developed;
- Alongside health and safety physical control measures, there was an early focus on supporting the emotional wellbeing of employees. A wide range of new on-line wellbeing resources were established and promoted to the workforce and telephone helplines for all staff and pupils were also been put in place, connecting those needing help to the Occupational Health Service or the Education Wellbeing Service ;
- The nature of the Coronavirus meant that people should avoid face to face contact wherever possible and void touching things that other people may have touched. The work done in recent years to develop the Council's digital capability has been a key asset during the outbreak. For example, staff using remote technology increased from an average of 50 per day to over 2000 per day over the first four weeks of the outbreak as many were required to work from home using Microsoft Teams to connect with other work colleagues. New software services created through collaboration between business rates, economic development and digital services staff created on-line services to enable rapid payment of government

grants to over 2,000 businesses - the value of payments made to date exceeding £40 million. Similarly, collaboration between finance, education and digital services teams have enabled payment of funds to over 5,000 parents of pupils entitled to free school meals and the data sciences skills within digital services enabled lists of people advised to shield to be matched with other data to support the development of systems needed by the NPT Safe and Well Service. More latterly, focus has also turned to those who are digitally excluded. 1,200+ devices have been issued to pupils who have no suitable device or wifi connection at home which will ensure no learner is excluded from learning because of technology limitations in their household.

- As the pattern and nature of work has shifted over the period, learning and development activities have adapted too. **E-learning** has massively expanded with many people unable to perform their normal duties taking the opportunity to update their skills include, for example, Welsh language and safeguarding training. Where there has been a need for face to face training adaptations have been made to ensure social distancing.

Our NPT Safe & Well Service Supported 2,600+ People:

698
Volunteers registered



400+
Weekly prescriptions delivered



2000 +
Welfare calls made to those shielding



450+
Food parcels delivered weekly



470
Jobs created/safeguard as a result of financial support



£41.3M
Covid Grants paid out to local businesses



1,200+
Laptops given to digitally excluded pupils



51
Business expansion and investment enquiries supported



226
Households prevented from becoming homeless



19
Consumer fraud investigations carried out



199
New business start-up enquiries assisted



5,500+
Children supported with free school meal payments amounting to over £107,000



In addition to the above, whilst responding to the pandemic, we also delivered a number of projects to support the delivery of our vision and three well-being objectives:

- **Regeneration** – in November 2020 building work started on the Neath Town Centre Redevelopment Scheme. The project will deliver a major leisure, wellbeing, shopping and learning zone for Neath's town centre featuring a swimming pool, gym, health suite, retail floor-space and a modern library.
- **School improvements** - construction work continued on the Council's planned replacement for the ageing Cefn Saeson Comprehensive School in Cimla, Neath. The project will complete before its due date.
- **Bridge repairs** – a vital link between the villages of Blaengwrach, Cwmgwrach and Glynneath was restored when the Blaengwrach River Bridge was replaced in November 2020.
- **Coastal Defence** - the multi-million pound coastal defence work project on the Aberavon Seafront was completed ensuring the popular attraction will be in place for generations to come despite constant battering from the tides. Structural concrete repairs were carried out on the existing sea walls, toe protection (repairs to the lower part of the sea wall involving 30,000 tonnes of rock armour) and improved access including a new slipway at the promenade's western end were all part of the scheme.
- **Plaza Cinema** – work has continued to transform Port Talbot's Grade II listed building into a community hub with a café, gym, office space, a hall, multi-purpose rooms, a conference area, digital recording studio and shops.
- **School Award** – teachers and pupils at Ysgol Hendrefelin were awarded the highly regarded [British Council National eTwinning Award and Project of the Year Award 2020](#)
- **Armed Forces** – usually parades, displays and concerts are arranged nationally and locally to show support for the men and women who make up our armed forces community. However, due to Covid-19 the 2020 commemorations for the 75th Anniversary of Victory in Europe (VE) Day in May, Armed Forces Day at the end of June and the 75th Anniversary of Victory over Japan (VJ) took place virtually, across our digital platforms: <https://www.npt.gov.uk/4367>

- **Margam Country Park** was voted among the top ten most popular parks and green spaces in the UK after a month long public vote. The accolade came after a UK-wide “People’s Vote” organised by environmental charity Keep Britain Tidy to find the country’s ten best Green Flag Award-winning parks and green spaces. Margam Country Park was the only park in Wales and the only one outside of England to be voted into the prestigious top ten.
- **Housing Renewal Team** – Our Housing Renewal Team has now installed more than 60 free central heating systems thanks to the Warm Homes Fund. That’s more than £450,000 worth of installations and energy saving measures across the county borough. The Fund helps homeowners who do not already have an oil or gas central heating system, to lower the costs of their energy bills through heating their homes more efficiently.
- **Active Travel** – a new active travel route has been created between Neath and Tonna. By upgrading and creating new walking and cycling routes, the council plans to make Active Travel the “normal” way to make local journeys, improving air quality, promoting healthier lifestyles and increasing the attractiveness of local communities as places to live and work.
- **Communications Award** – the Council’s Communications & Digital Services Team scooped silver at the Public Service Communications Awards 2020. The team was nominated in the Skills category for its communications campaign around the NPT Safe and Well Scheme that was set up at the start of the coronavirus pandemic.
- **Support for Business** - We have paid out a total of £40m in grant support to help local businesses protect jobs and deal with the effects of Covid-19 since the start of the pandemic.

In January 2021, 144 homes in the community of Skewen were affected by a “blowout” from underground mine workings. The “blowout” causes significant flood damage to many properties in the area and also caused the temporary evacuation of other residents. There has been a sustained and significant effort on the part of the Council, partner agencies and the community to support all of those affected. Recovery from the incident for

some households is likely to take six to nine months. A Recovery Board, chaired by the Council's Chief Executive continues to meet to ensure everyone is helped to get back on their feet and that a suitable, permanent alternative drainage solution is installed on the junction of Goshen Park by the Coal Authority.

You can read more stand out stories from 2020/2021 at https://www.npt.gov.uk/1410?pr_id=6686

Looking forward – Leading Neath Port Talbot of the pandemic in a sustainable way in 2021/2022

Our Approach

At the time of writing this Plan, the rate of Covid-19 per 100,000 population has fallen to 12.6 cases/100,000 and positivity rates have fallen to 1.3%. The vaccination programme is making good progress with all residents in the first nine categories identified by the Joint Committee on Vaccination and Immunisation (JCVI) due to be offered a first dose vaccine by mid-April with all adults over 18 expected to have been offered a first dose vaccine by the end of July 2021.

The first quarter of 2021/2022 will therefore need to concentrate on moving from emergency response to a further period of stabilisation. This will involve standing up services that have been closed down in full or in part as required by Government in line with the national timetable. Health and safety will remain of paramount importance over this period and we will need to ensure we can mobilise a further emergency response should this be necessary.

We will also undertake a more fundamental review of the Council's priorities, ways of working, patterns of investment, reflecting on the impact of Covid-19 on our own operations but also on our communities. We want to build on the engagement we have had throughout the last 12 months with our residents, our workforce, our businesses and partners to reach a clear consensus on what we should concentrate upon to begin the process of recovery, resetting and renewing relationships, priorities and ways of working.

We will approach this exercise from a “**one council**” approach, collectively focused on the impact we need to make for those who live, work and invest here. We will build on the agility we have developed over the last 12 months, empowering our workforce to continue to find new and innovative ways of meeting the needs of our

communities, exploiting digital approaches and embedding “green” thinking across all of our work. We will support all of our councillors to strengthen their community leadership role and encourage communities to further develop the resilience and social capital that has been so evident and important over this last year.

Sustainability

To ensure the above work is undertaken in a sustainable way, during 2021/2022 the following seven core activities will be integrated into the work to inform the setting of the Council’s longer term well-being objectives from 2022 onwards. For each of the seven core activities, the five ways of working will be applied to ensure they are fit for purpose to underpin the work:

1. **Corporate Planning** – it will be important to strike the balance between dealing with the short term pressures and the setting of our longer term priorities to improve the economic, social, environmental and cultural well-being of people living in Neath Port Talbot as a result of the pandemic. Involving citizens, local businesses, employees and trade unions will be key to understanding what is important to them, what we need to improve and what we need to do differently having regard to both the Public Sector Equality Duty and the Socio Economic Duty.
2. **Financial Planning** – To set longer term priorities and to facilitate early intervention and preventative actions to improve the economic, social, environmental and cultural well-being of people living in Neath Port Talbot. Work will be undertaken to further develop the Council’s medium term financial planning framework so that patterns of investment are aligned with the recovery priorities and associated programmes.
3. **Workforce Planning** – During the pandemic the Council’s workforce responded flexibly and innovatively to the different demands placed on them to work differently. There is further change ahead and it will be important to equip our workforce to fully participate in shaping these changes.

4. **Procurement** – We will ensure that we maximise the economic, social, environmental and cultural impact of our spending decisions, setting clear steps that show how procurement is supporting the delivery of our recovery planning and the development of our longer term well-being objectives. We will also be considering our procurement processes in light of forthcoming legislation from the Welsh Government on social partnership and how procurement maybe redefined stemming from the UK's departure from the European Union.
5. **Assets** – We will need to ensure the effective use and management of our assets as we reshape our services and functions over the longer term.
6. **Risk Management** - There will be long term risks that will affect both the delivery of our services and our communities and businesses, who we will be enabling to recover from the pandemic. As we progress the recovery planning work, the Council's risk registers will be reviewed to ensure the risks we identify in the short, medium and long term, are captured and clear monitoring arrangements are established.
7. **Performance Management** – The Council has a clear structure in place for delivering the well-being objectives, priorities and steps set out in this Plan supported by a suite of key performance indicators (collected quarterly/annually) to monitor progress. However, over the last year, there has been a change in the type of data used to design service responses and assess performance. The focus has been on more timely qualitative data as well as quantitative data with a greater appetite to analyse data to inform decisions/service design and response. The data requirements to evidence recovery will need to be developed and integrated into the Council's revised performance management framework to enable progress towards the Council's longer term priorities and the alleviation of short term pressures to be measured.

During 2020/2021, Audit Wales undertook a review of the Council's Corporate Performance Management System (CPMS) to assess whether it is strengthening the Council's arrangements for business planning,

performance and risk management. The review output included a number of opportunities for improvement which will be incorporated into the above work for both performance management and risk management during 2021/2022.

Looking forward – Delivering our Vision and Achieving our Well-being Objectives in 2021/2022

The following pages set out the Council's current Purpose, Vision and Values. These will be revisited during 2021/2022 as part of the Council's work on recovery, reset and renew.

Our Purpose

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

Our Vision

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

Our Values

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

- We will **listen** to our citizens, our workforce and our many partners and seek ways to meaningfully **involve** people in our work.
- We will celebrate **diversity** in all of its forms and work tirelessly for **greater equality** in all of our communities.
- We will conduct the work of the Council in an **open and accessible** way, ensuring we are properly **accountable** for the decisions we make.
- We will make the best use of all **resources** available to us.
- We will be open to challenge and will promote a culture of **learning and innovation** throughout our organisation.
- We

bonds
others
to



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

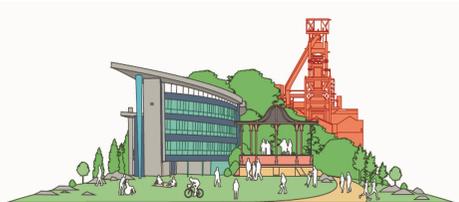
Our Well-being Objectives

This Plan is produced to meet the requirements of the [Well-being of Future Generations \(Wales\) Act 2015](#) (WBFG) by setting out our three ambitious well-being objectives (that will help us achieve our vision), and the steps we will take to achieve them and how we will measure progress.

Well-being Objective 1: To improve the well-being of children and young people: *“All of our children and young people have the best start in life, so they can be the best they can be”*



Well-being Objective 2: To improve the well-being of all adults who live in the county borough: *“Everyone participates fully in community life – socially and economically”*



Well-being Objective 3: 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”*



Our well-being objectives, improvement priorities and steps show how the Council contributes to the economic, social, environmental and cultural well-being of Neath Port Talbot and to the following seven national well-being goals contained within the Well-being of Future Generations Act:



This contribution is made through the way in which we work in accordance with the [sustainable development principle](#) contained within the Act.

There are five things we need to think about to show that we have applied the sustainable development principle, these are:

- Looking ahead to the medium term
- Preventing problems from occurring or getting worse
- Ensuring our well-being objectives do not contradict each other and complement those of other public bodies
- Working in partnership with others
- Involving local people

The priorities for improvement under each of our well-being objectives are the areas prioritised for service change by the Council to respond to the challenges and opportunities that had been identified and to deliver on manifesto promises (pre-Covid 19).

The Council's Corporate Plan for 2020/2023 was due to be presented to Council for approval in April 2020. However, the onset of the Covid-19 pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan so the well-being objectives and priorities for improvement set out in the 2019/2022 Plan were rolled over into 2020/2021. A summary of the progress made on delivering those improvement priorities will be set out in the Council's Annual Report for 2020/2021 which will be published in October 2021.

During 2020/2021, a review of the priorities for improvement contained in the draft Corporate Plan for 2020/2023 has been undertaken and those that remain relevant along with any new priorities for improvement that have been identified for delivery have been carried over into this Plan for the period 2021/2023. The three well-being objectives remain unchanged for 2021/2022 but will be reviewed as part of the Council's recovery, reset and renew work.

The contribution of each wellbeing objective to the seven national goals is set out on the following pages along with a suite of performance indicators (for each well-being objective) to measure progress made.

In addition to the review of the priorities for improvement for 2021/2022, a small number of key performance indicators also changed. Some of the targets have been revised for 2021/22 and 2022/23 to reflect realistic expectations following impact of the Covid-19 pandemic.

Well-being Objective 1 - To improve the well-being of children and young people



**“All of our children and young people have the best start in life,
so they can be the best they can be”**

How this well-being objective contributes to the seven national well-being goals:

National Goals	Well-being objective 1 - contribution to each goal
A prosperous Wales	The suite of priorities and steps aim, collectively, to ensure that every child and young person enters employment, education or training at the end of full-time education ready to contribute socially and economically.
A healthier Wales	Every school in Neath Port Talbot is a “Healthy School” and the county borough also has good participation rates in physical activity. A focus in this Plan is to place greater emphasis on emotional well-being to equip children and young people with the skills, behaviours and support they need. The Council has good data to identify where there are differences in attainment and outcomes for children and young people of different backgrounds with programmes in place to address inequality and inequity.
A Wales of cohesive communities	<p>There is a strong emphasis on ensuring equality and celebrating diversity across the range of improvement activities proposed in this Plan. There is also recognition and work to address inequalities in all of its forms, whether in relation to statutory duties concerned with people of protected characteristics, inequality caused by disparities in income, or by virtue of whether children and young people are cared for by their own families or the council.</p> <p>Programmes to educate children and young people about personal and community safety are well-established but this Plan acknowledges that there is a need to continuously review our programmes to ensure that they remain relevant. For example, equipping children and young people to stay safe on-line has become a key area of focus given child sexual exploitation, radicalisation and other on-line criminality.</p>

National Goals	Well-being objective 1 - contribution to each goal
A resilient Wales	Children and young people will be introduced to the importance of the eco systems and our environment through family focused activities in the natural environment. The benefits of taking part in these activities should increase well-being and a greater appreciation for the role the natural environment plays in their lives.
A more equal Wales	Reducing inequality and inequity is a strong theme across the priorities that have been developed to support the achievement of this objective. There is a particular focus on children most at risk of an adverse childhood experience with the intention of strengthening prevention and early intervention work. This Plan also makes a commitment to building on our children's rights work to ensure that children and young people have a say in matters that affect them.
A Wales of vibrant culture and thriving Welsh language	The county borough has good rates of participation in physical activity and there are a wide range of cultural opportunities. There are plans to strengthen Welsh and bi-lingual education in both pre-school and full time education settings. The Council is making good progress on delivering on its Welsh Language Promotional Strategy which supports the Council's objectives to increase the number of people who can speak Welsh. We will also be working in partnership with the Welsh Language Commissioner to seek support to help us deliver on our standards.
A globally responsible Wales	There are many ways in which the work set out in this Plan contributes to the wider world. For example, the technological investment through our 21 st Century Schools programme will transform the way in which children and young people access learning, bringing experiences from across the world into NPT classrooms, whilst also building skills fit for the future labour markets.

Well-being Objective One: To improve the well-being of children and young people. All of our children and young people have the best start in life, so they can be the best they can be

Improvement Priority	The steps we will take to meet the improvement priority
<p>1.1 Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning</p>	<p>1.1.1 We will implement the actions identified from our Childcare Sufficiency Assessment action plan, including implementation of Welsh Government programmes and making use of relevant funding to increase availability and quality of childcare.</p>
	<p>1.1.2 Families struggling to provide good parenting for their children will be provided with tailored support.</p>
	<p>1.1.3 We will deliver a national programme and targeted intervention through the Book Start programme to introduce literacy and numeracy for babies and young children, taking into account accessibility, cultural and language requirements.</p>
	<p>1.1.4 We will work with partners to deliver multi-agency, co-ordinated support to those children at risk of adverse childhood experiences.</p>
<p>1.2 Children of school age will be safer, healthier and engaged with their learning</p>	<p>1.2.1 We will ensure communities are empowered to strengthen their own capacity so all children and young people can fully participate in a range of activities that promote their economic, social, environmental and cultural well-being (this work links to step 2.5.6).</p>
	<p>1.2.2 We will continue with our Strategic School Improvement Programme of school reorganisation to provide 21st Century teaching and learning facilities and meet 'secure by design' standards.</p>

Improvement Priority	The steps we will take to meet the improvement priority
	1.2.3 We will further develop our Welsh in Education Strategic Plan, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for pupils to become more proficient in speaking Welsh.
	1.2.4 We will pilot a Children’s Community model in the Sandfields West ward.
	1.2.5 We will ensure that we effectively implement new statutory duties created by Welsh Government to benefit children and young people with additional learning needs.
	1.2.6 We will work with schools to ensure all learners develop the four purposes of the curriculum for Wales and that all schools move towards self-improvement.
	1.2.7 We will work with schools and partners to ensure we provide excellent support for children’s’ health and wellbeing.
	1.2.8 We will work with schools and local organisations to ensure teaching of the new curriculum reflects the multi-ethnic nature of Wales.
	1.2.9 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.
1.3 Children and young people in need of protection, care and support will be protected	1.3.1 We will develop greater integration of working arrangements between Children & Young People and Adult Services.
	1.3.2 With our partners, we will continue to develop our Family Support Strategy to ensure the right range and quality of services are in place to meet need.

Improvement Priority	The steps we will take to meet the improvement priority
and safeguarded and more of those children will be able to grow up in a stable family setting	1.3.3 We will undertake focused work with our partners to improve access to the right support for children and young people who have poor emotional/physical wellbeing/mental health.
	1.3.4 We will further develop our in-house fostering service to ensure the sufficiency and stability of placements, including the development of arrangements for Special Guardianship Carers.
1.4 Young people leaving full-time education will have the opportunity to enter employment, training or further/ higher education	1.4.1 The Council will provide work placement, apprenticeships and trainee opportunities for young people within its own workforce, in particular providing opportunities for Looked After Children.
	1.4.2 Youth workers in schools will support young people identified as being most at risk of becoming not in employment, education or training (NEET) to help them achieve a positive destination.
	1.4.3 We will build on our work as Corporate Parents to ensure that all young people have suitable accommodation and support when they leave the care of the Council.
	1.4.4 Youth workers will provide school leavers identified by their schools and partners with transition support to help them achieve a positive destination
1.5 All children and young people will be helped to have a say in matters that affect them	1.5.1 We will review its approach to Children's Rights, ensuring that a rights-based approach is embedded across all of its services and functions.
	1.5.2 All children and young people in need of protection, or who have been identified as in need of care and support, will have a say in decisions that affect them.
	1.5.3 We will work with our Think Family partners to ensure children and young people can shape and develop services.

Improvement Priority	The steps we will take to meet the improvement priority
	1.5.4 We will encourage young people to exercise their right to vote and participate in local democracy.
1.6 Children and young people are safe and feel safe	1.6.1 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.(Healthy Relationships For Stronger Communities Strategy).
	1.6.2 We will ensure all children and young people know how to stay safe when on-line.
	1.6.3 We will ensure all council services follow rigorous and consistent safeguarding practices.
	1.6.4 We will work with our partners to implement our Road Safety Strategy.
1.7 Children of all ages will benefit from participation in activities in the natural environment, providing benefits for well-being and a greater appreciation for the role the natural environment plays in their lives	1.7.1 Working with partners and specialist providers, we will make use of external funding to deliver programmes of family focused activities in the natural environment.

Well-being Objective 1 - To improve the well-being of children and young people

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
1.	Number of full day childcare places provided	2,335	2,413	N/a	2,400	2,400	1.1
2.	% of pupils' attendance in primary schools (PAM)	94.02% 18/19 Academic Year	93.33% 19/20 Academic Year (up to 13 March 2020)	94.66% 18/19 Academic Year	No target set due to Covid -19	No target set due to Covid -19	1.2
3.	% of pupils' attendance in secondary schools (PAM)	93.46% 18/19Academic Year	92.01% 19/20 Academic Year (up to 13 March 2020)	93.82% 18/19 Academic Year	No target set due to Covid -19	No target set due to Covid -19	
4.	% of pupils assessed in Welsh at the end of Foundation phase	16.63% 18/19Academic Year	Data not available due to Covid-19	Data no longer available	15.8% 20/21 Academic Year	17.1% 21/22 Academic Year	
5.	% of year 11 pupils studying Welsh first language	11.42% 18/19 Academic Year	11.33% 19/120 Academic Year	17.18% 18/19 Academic Year	11.7% 20/21 Academic Year	12.5% 21/22 Academic Year	
6.	Capped 9 score (PAM)	342.1 18/19 Academic Year	369.0 19/20 Academic Year	353.8 18/19 Academic Year	345 20/21 Academic Year	346 21/22 Academic Year	1.3

Well-being Objective 1 - To improve the well-being of children and young people

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
7.	% of children in care who had to move 3 or more times (PAM)	7.77%	Not available until Autumn 2021	9.2%	8.0%	7.5%	
8.	% of child assessments completed in time (PAM)	98.8%	97.7%	88.9%	94.0%	95.0%	
9.	Number of apprenticeships on formal recognised apprenticeship schemes per 1,000 employees (PAM)	6.7	8.1	Not available	8	8	1.4
10	% of young people who are not in employment, education or training (NEET) (PAM)	2.15%	2.12%	1.6%	3.0%	3.0%	
11.	% of 11-19 year olds in contact with the youth service	45.75%	9.47% Lower due to Covid-19	25%	28%	29%	
12.	% of children that have received the Healthy Relationship lesson to address violence against women, domestic abuse and sexual violence (VAWDAVS)	NEW	NEW	N/A	35%	50%	1.6

Well-being Objective 1 - To improve the well-being of children and young people

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
13.	Road safety - killed or seriously injured: Child casualties (0-15 years)	3 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	
14.	Road safety - killed or seriously injured: Pedal cyclists (all ages)	0 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	
15.	Road safety - killed or seriously injured: Young Drivers (16-24 year olds)	1 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	

Well-being Objective 2 - To improve the well-being of all adults who live in the county borough



“Everyone participates fully in community life – socially and economically”

How this well-being objective contributes to the seven national well-being goals:

National Goals	Well-being objective 2 - contribution to each goal
A prosperous Wales	A key priority is to create/facilitate quality employment opportunities for local people. Whether by leveraging the purchasing power and influence of the Council’s direct activities, or through its place shaping role, growing local employment opportunities and supporting people into work is a key aspiration of this Plan.
A healthier Wales	Ensuring decent, affordable housing is another key area of focus, together with work to ensure more is done to enable people affected by domestic abuse, substance misuse or at risk of on-line criminality to protect themselves. There are particular plans for supporting people with more significant health and care needs, but refocusing practice to place emphasis on promoting independence.
A Wales of cohesive communities	The importance of “community” whilst a cross-cutting feature of the Plan is particularly emphasised in relation to the way the Council plans to meet the care and support needs of more vulnerable residents.
A resilient Wales	There is a strong emphasis on sustainability across a number of the priority areas, both in the way we plan to house our population and in the way we seek to secure the long term viability of our communities through ensuring quality employment opportunities for local people.
A more equal Wales	There is a clear focus on work to address inequality across people of all different types of backgrounds in the Plan but also a firm commitment to take a rights-based approach not just in the way the Council meets its statutory education and social services responsibilities but across all of the Council’s work.

National Goals	Well-being objective 2 - contribution to each goal
A Wales of vibrant culture and thriving Welsh language	The priorities seek to strengthen and develop the social capital of communities to ensure sustainability and resilience. This work will also ensure that the unique cultures of each community are respected, including work to extend daily use of the Welsh language and the preservation of the county borough's rich heritage.
A globally responsible Wales	Procurement and regulatory activity will take proper account of the Council's duty to act in a sustainable and responsible manner. By signing up to the Ethical Supply Chains Programme, we are committed to ensuring that the Council actively examines where it sources its goods and services from to ensure those arrangements are ethical.

**Well-being Objective Two: To improve the wellbeing of all adults who live in the county borough.
Everyone participates fully in community life – socially and economically**

Improvement Priority	The steps we will take to meet the improvement priority
2.1 Local people can access sustainable, local, quality employment	2.1.1 Support existing and new businesses to help create and sustain local employment opportunities for local people.
	2.1.2 Maximise strategic funding available to deliver employability programmes such as Workways+, Communities for Work, Communities for Work Plus and 'Kickstart' to assist economically inactive and unemployed to obtain and sustain employment.
	2.1.3 The Council will seek to avoid compulsory redundancies to the maximum extent possible.
	2.1.4 Maximise employment and training opportunities for local people through community benefits and supporting new investments in the county borough.
2.2 Local people can access quality affordable housing	2.2.1 We will work with developers and partners to provide an adequate supply, mix, type and tenure of housing to meet the needs of the local population, including the Gypsy and Traveler community, in the right locations.
	2.2.2 We will take the lead in facilitating the local strategic housing partnership to prevent homelessness more often and housing the homeless more quickly.
	2.2.3 We will target available funding to provide effective housing support for people identified as in need of additional help and support.
	2.2.4 We will continue to provide Disabled Facilities Grants within the limits of the funding available to the Council.
	2.2.5 We will develop a Housing Support Programme Strategy outlining the

Improvement Priority	The steps we will take to meet the improvement priority
	Council's strategic direction for housing support services.
2.3 People are safe and feel safe	2.3.1 We will make early intervention and prevention a priority to reduce the number of repeat victims and reduce the number of high risk cases (Healthy Relationships For Stronger Communities Strategy).
	2.3.2 We will support and protect people who are vulnerable to being drawn into terrorism and extremism.
	2.3.3 We will continue to monitor antisocial behaviour across the county borough in collaboration with our community safety partners and ensure an effective response when required.
	2.3.4 We will work with the Area Planning Board (APB) and wider partners to implement an integrated public health model approach to providing services across the community improving responses for people who have substance use issues prioritising the reduction of drug related deaths and improving services for those who have a co-occurring condition.
	2.3.5 We will work with our partners to implement our Road Safety Strategy.
	2.3.6 We will work with our partners to ensure those with the most complex needs are safeguarded by strengthening our vulnerable adults safeguarding arrangements.
	2.3.7 We will regulate food premises to ensure that the food provided is fit for human consumption and the premises from which it is sold are hygienic.
	2.3.8 We will investigate breaches in the integrity of the food chain, from farm to fork (feed, animal health and food standards).

Improvement Priority	The steps we will take to meet the improvement priority
	2.3.9 Working with partners and protecting the public, we will investigate significant breaches of consumer fraud, product safety and age restricted sales detected proactively or reactively.
	2.3.10 We will work with all stakeholders to deliver a safe and sustainable built environment.
2.4 People unable to work can maximise their income	2.4.1 People will be supported to receive the UK Government benefits they are entitled to.
	2.4.2 We will implement the Welsh Government's Scheme to relieve the Council Tax burden on those with the lowest income.
	2.4.3 We will continue to work with Chwarae Teg to deliver our Gender Equality Action Plan, including specific actions to reduce the Council's gender pay gap.
2.5 People who need care and support will be helped to develop their resilience, accessing support from within their community. If their needs can only be met by social services they will receive services which are personalised	2.5.1 We will further develop the "front door" to social services, ensuring that we provide a coherent, information, advice and assistance service.
	2.5.2 We will develop the home care and residential care provision for older people to ensure that there are enough quality placements available to meet local need.
	2.5.3 We will implement the Hospital 2 Home scheme to support people over 65 to return home from hospital as soon as they are well enough, allowing them to recover and receive an assessment of their longer term support needs in more familiar surroundings.
	2.5.4 We will further develop our progression-based model of care for people with mental health needs, learning disabilities and physical disabilities
	2.5.5 We will review the services we provide for people with the most complex

Improvement Priority	The steps we will take to meet the improvement priority
	needs to ensure that they remain fit for purpose.
2.6 People will be able to have their say in matters that affect them and where people need help to voice their opinions, advocacy support will be available	2.6.1 We will implement the Regional Joint Carers' Strategy with our health partners and develop a local plan for carers.
	2.6.2 We will embed a rights-based approach for older people and disabled people across the Council and ensure that people have access to advocacy support where that is required.
2.7 Develop a range of strategies to improve health and well-being of older people across the county borough	2.7.1 We will produce a 'Market Position Statement' which identifies service supply, demand and gaps to improve commissioning of support to meet people's needs.
2.8 People will benefit from participation in activities in the natural environment, providing benefits for well-being and a greater appreciation for the role the natural environment plays in their lives	2.8.1 We will make use of external funding to deliver programmes of activities in, or relating to, the natural environment, ranging from well-being focused activities, to awareness raising of the natural environment, and progression (where relevant) to volunteering and community activity.

Well-being Objective 2 – To improve the Well-being of all adults who live in the county borough

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
16.	Number of new business start-up enquires assisted	273	199	N/A	250	280	2.1
17.	Communities for Work – priority 1 (age 25+): number of people helped to gain training, volunteering, work experience or sustainable employment	New	72	N/A	86	86	
18.	Communities for Work – Priority 3 (age 16-24): number of people helped to gain training, volunteering, work experience, full time education or sustainable employment	New	47	N/A	44	44	
19.	Communities for Work Plus – Programme for age 16+: number of people helped to gain training, volunteering, work experience, sustainable employment or those who are in “in work poverty”	New	159	N/A	300	300	
20.	Workways+: number of people helped back to work, training or volunteering	127	58	N/a	72	51	
21.	Number of compulsory redundancies made	9	2	The aim is to minimise compulsory			

Well-being Objective 2 – To improve the Well-being of all adults who live in the county borough

(PAM = National Indicators known as Public Accountability Measures)

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No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
	by the Council			redundancy to the maximum extent possible			
22.	Average calendar days taken to deliver a Disabled Facilities Grant (PAM)	196	363.2	207	270	230	2.2
23.	% empty private properties brought back into use (PAM)	Data not available due to Covid-19	0% Due to impacts of Covid-19	4.6%	4.3%	4.3%	
24.	% households successfully prevented from becoming homeless (PAM)	51.5%	66.7%	67.8%	60%	60%	
25.	% of incidents of domestic abuse where people are repeat victims (Council)	40.1%	37.3%	N/A	32%	31%	2.3
26.	Road safety - killed or seriously injured: Older Drivers (75 years and over)	0 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	

Well-being Objective 2 – To improve the Well-being of all adults who live in the county borough

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
27.	Road safety - killed or seriously injured: Motorcyclists – all ages	6 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	
28.	Road safety - killed or seriously injured: Pedal cyclists – all ages	0 (2019 calendar year)	Available Summer 2021	N/A	New Strategy/target to be set by WG	New Strategy/target to be set by WG	
29.	% food establishments that meet food hygiene standards (PAM)	95.2%	96%	95.7%	95.0%	95.0%	
30.	Benefits - Average days taken for new claims and changes of circumstances – application to assessment	2.3	3.1	N/A	6	6	2.4

Well-being Objective 3 - 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”

How this well-being objective contributes to the seven national well-being goals:

National Goals	Well-being objective 3 - contribution to each goal
A prosperous Wales	The Plan sets out a range of proposed steps to create sustainable, quality employment by working both locally and regionally. A number of the proposed City Deal projects focus on low carbon technologies and creating capability to exploit the potential of digital technologies.
A healthier Wales	The priorities demonstrate a sound understanding of the determinants of well-being and the powers available to the Council to impact upon those determinants.
A Wales of cohesive communities	The priorities set out in this section, underpin the objectives for children and young people and adults in a range of ways – through ensuring connectivity, the availability of local employment, recreation opportunities, the protection of the environment and ensuring the county borough is attractive to investors.
A resilient Wales	The priorities reference the important sections of our Local Development Plan which has been subject to full sustainability appraisals and shows how those policies will underpin the Council’s objectives to improve the economic, social, environmental and cultural well-being of its residents.
A more equal Wales	The priorities have been developed to create greater opportunity for all people to get on in life. This includes the opportunity to obtain quality employment, safe and clean places where people can live and bring up their families and a wide range of choices to take part in cultural events.
A Wales of vibrant culture and thriving Welsh language	The importance of local heritage sites and the part these have to play in sustaining culture feature amongst the priorities as does the regeneration of valley communities. Working with communities features prominently as a theme in this section as in the preceding sections.

National Goals	Well-being objective 3 - contribution to each goal
A globally responsible Wales	Priorities include reducing waste generated and increasing recycling, as well as taking a range of steps to protect and develop the county borough's natural assets. The growing importance of digital and new energy technologies (e.g. "Active Buildings" solar power concept) are also incorporated into the work proposed.

Well-being Objective Three: To develop the local economy and environment so that the well-being of people can be improved. The whole of Neath Port Talbot will be a vibrant, healthy and safe place to live, work and enjoy recreational time.

Improvement Priority	The steps we will take to meet the improvement priority
3.1 We will provide an environment where new businesses can establish themselves and existing businesses can grow	3.1.1 We will deliver strategic regeneration programmes.
	3.1.2 We will maximise strategic funding opportunities to deliver council priorities including strategic regeneration programmes.
	3.1.3 We will deliver the Neath Port Talbot Council led Swansea Bay City Deal programmes/projects.
	3.1.4 We will support existing and new businesses to grow the local economy and attract new investment.
	3.1.5 We will identify supply chain opportunities for local companies within major developments in the county borough.
3.2 We will work with communities to increase reuse, recycling and composting	3.2.1 We will review and refine our waste management strategy in the context of delivering against statutory targets.
3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside	3.3.1 We will identify tourism investment opportunities for both the private and public sector.
	3.3.2 We will work with partners to refurbish, repair and maintain locally important buildings and structures.
	3.3.3 We will develop and promote the local tourism sector.

Improvement Priority	The steps we will take to meet the improvement priority
	3.3.4 We will develop the service models that support our leisure services, theatres and parks so that new income streams support their operation and they are less dependent on subsidy from the Council.
	3.3.5 We will develop the offer of our theatres to attract a wide range of acts and performances.
3.4 To identify and develop opportunities for sustainable economic growth in our valley communities across the county borough improving the health and well-being of our communities	3.4.1 We will work with developers and partners to deliver key strategic development sites along the coastal corridor (including Coed Darcy, Port Talbot Harbourside, Baglan Energy Park and Swansea University Innovation Campus) and to deliver sustainable growth in the valley areas.
	3.4.2 We will promote and protect a diverse portfolio of employment land and employment opportunities in the right places.
	3.4.3 Develop a prioritised programme of initiatives to deliver economic growth in our valley communities.
	3.4.4 Identify and secure funding to deliver the prioritised programme of initiatives in our valley communities.
3.5 To protect, conserve and enhance our natural environment (including green and blue infrastructure, important landscapes and countryside, habitats and species and wider	3.5.1 All council services will work together to deliver the Biodiversity Duty Plan.
	3.5.2 We will use our statutory powers to challenge unacceptable levels of pollution.
	3.5.3 We will work and engage with local communities and wider partners to deliver a programme of activities that supports the involvement of local people in looking after their natural environment.

Improvement Priority	The steps we will take to meet the improvement priority
ecosystem resilience) increasing awareness of its value and encouraging wider participation	3.5.4 We will make best use of external funding opportunities to add value to existing services, increasing our capacity to deliver long-term, landscape scale projects for the benefit of the natural environment and residents.
	3.5.5 We will work to improve the natural environment, including enhancing green infrastructure for the benefits of rural and urban communities.
3.6 To deliver a positive contribution to the regional planning agenda	3.6.1 We will work collaboratively with neighbouring authorities to scope and deliver a Strategic Development Plan which aligns with the requirements of Future Wales: The National Plan 2040.
	3.6.2 We will work with our partners to develop a well-being assessment to analyse the strengths, assets, challenges and opportunities in our communities to inform the next Well-being Plan.
3.7 To promote and deliver sustainable accessibility and improve connectivity and communication links	3.7.1 We will work with developers and partners to improve accessibility to public transport and active travel; along with enhanced public transport services and connectivity of different modes across the county borough and wider City Region through the delivery of key transport infrastructure.
	3.7.2 We will endeavour to maintain and expand the current work with partner organisations to improve the transport network and explore and develop alternative transport solutions where conventional transport bus services are no longer sustainable.
3.8 We will work with partners to improve connectivity and infrastructure across the county borough	3.8.1 We will work with partners to improve digital infrastructure and connectivity throughout the county borough.
	3.8.2 We will help promote the Welsh Government's Superfast Broadband Cymru Programme.

Improvement Priority	The steps we will take to meet the improvement priority
	3.8.3 We will support the third sector to enable more people to access on-line services.
	3.8.4 We will promote the importance of having effective digital strategies, including measures to address digital exclusion, to Public Services Board (PSB) partners.
3.9 We will introduce a series of interventions and improvement measures across the county borough to maximise the economic, social and environmental benefits and opportunities provided by the decarbonisation agenda	3.9.1 We will take a coordinated approach across the Council to introduce a variety of measures to reduce the Council's own carbon footprint whilst carrying out its functions.
	3.9.2 To raise awareness and promote and facilitate a decarbonised economy, we will work with the public, our partners and local businesses to share good practice and encourage actions.
	3.9.3 We will work to facilitate and deliver natural carbon sequestration through the sustainable management of our natural resources such as peat and specific projects and initiatives.
	3.9.4 We will work to address any barriers to the development of renewable energy across the county borough and promote the sustainable and appropriate use of renewable resources.

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

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
31.	Number of jobs created/safeguarded as a result of financial support by the local authority	610	470	N/A	280	300	3.1
32.	% of waste, reused, recycled or composted (PAM)	61.74%	67.34% Provisional Data Data is subject to NRW ratification.	62.79%	64% statutory target	64% statutory target	3.2
33.	Kilograms of residual waste generated per person (PAM)	182.02	209.7 Provisional Data Data is subject to NRW ratification	180	No target set N/a	No target set N/a	
34.	% of streets that are clean (PAM)	93.86%	90.98%	94%	Maintain/improve performance		
35.	Average number of days to clear fly tipping (PAM)	2.97	2.84	2.2	Maintain/improve performance		

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

(PAM = National Indicators known as Public Accountability Measures)

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No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
36.	% of quality indicators met by the Library Service (PAM)	66.7%	Data not due until November 2021	80.31%	No target set due to Covid - 19	No target set due to Covid - 19	3.3
37.	Number of visits to our theatres	217,161 (9 months data up to 31 December 2019) Latest data	Data not available due to Covid-19 (Theatres closed)	N/A	No target set due to Covid - 19	250,000	
38.	Number of visits to leisure centres per 1,000 population (PAM)	7,758	Data not available due to Covid-19	9,116	No target set due to Covid - 19	7,500	
39.	% all planning applications determined in time (PAM)	97.44%	95.4%	88.0%	95.0%	95.0%	3.4
40.	Extent of land under Council ownership or control that is protected and/or under appropriate management for biodiversity: Part A: Area (hectares) Part B: Length (km)	Baseline as at 31 January 2020 (A) 179.39 (B) 22.79	As at 31 January 2021 (A) 179.39 (B) 22.79	N/A	Annual increase on baseline		3.5

Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved
(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)	Improvement Priority Reference
41.	Number of PM10 breaches in the Air Quality Management Area (Port Talbot/Taibach)	7	16	N/A	35	35	
42.	% of A roads in poor condition (PAM)	4.99%	3.38%	3.9%	<5%	<5%	3.7
43.	% of B roads in poor condition (PAM)	2.84%	2.4%	4.5%	<5%	<5%	
44.	% of C roads in poor condition (PAM)	5.68%	4.78%	14.0%	<10%	<10%	

Governance and Resources						
(PAM = National Indicators known as Public Accountability Measures)						
No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)
45.	Average time to answer telephone calls – English	52 seconds	43 seconds	N/A	40 seconds	40 Seconds
46.	Average time to answer telephone calls – Welsh	45 seconds	51 seconds	N/A	40 seconds	40 seconds
47.	Average customer waiting times (face to face) - Minutes	8 Minutes	Data not available due to Covid-19	N/A	10 Minutes	10 Minutes
48.	Percentage of customers leaving before being seen	0.34% (9 months data up to 31 December 2019) Latest data)	Data not available due to Covid-19	N/A	0.5%	0.5%
49.	Number of new services available on line	22	11	N/A	12	12
50.	Number of hits to the Corporate Website a) Welsh pages b) English pages	34,045 3,542,253	23,423 3,980,097	N/A	Year on Year Increase	
51.	Number of full time equivalent working days lost to sickness absence per employee (PAM)	12.13	8.13	11.2	To be below the Welsh national figure across local government and to benchmark in the top half of the all Wales benchmarking table	
52.	% Local Government Electors (via all routes) verified and registered to vote:	N/A New	96.2% baseline	N/A	96.5% May 2022	N/A

Governance and Resources

(PAM = National Indicators known as Public Accountability Measures)

No.	Key Performance Indicators (KPI)	2019/20 Actual data	2020/21 Actual data	How we compare (All Wales - latest data available)	2021/22 Target (full year)	2022/23 Target (full year)
	Route 1: DWP and local data matching Route 2: Unmatched properties Route 3: Properties of multiple occupation e.g. residential care homes and student accommodation				elections	
53.	Number of statutory recommendations made by the Council's external auditors on strategic and operational planning arrangements	0	0	N/A	0	0
54.	% of persons (aged 3 and over) who say they can speak Welsh Source: Stats Wales – estimated data	20.62%	21.7% (as at 30 th September 2020)	28.5% (as at 30 th September 2020)	By 2023 the Council will have contributed to a minimum increase of 1% in the number of Welsh speakers within the county borough (Welsh Language Promotion Strategy)	
55.	% of invoices paid within 30 days	94.25%	93.35%	N/A	95%	95%
56.	% of non-domestic rates due for the financial year which were received by the local authority	98.71%	98.06%	N/A	98%	98%
57.	% of council tax due for the financial year which was received by the authority	98.07%	97.54%	N/A	97%	97%

Well-being Statement

The well-being objectives, improvement priorities and detailed steps have been designed to deliver the manifesto commitments of the Council administration that was elected in May 2017. The objectives also respond to the challenges and opportunities identified (pre-Covid-19) as facing the Council over the term of the administration, including the various legal duties that are placed upon the Council. The well-being objectives, improvement priorities and steps will be reviewed during 2021/2022 as part of the Council's recovery, reset and renew work.

Our first objective prioritises the well-being of all children and young people who live in the county borough. It addresses well-being at all stages of childhood through to the point where young people become adults. The second focuses on the well-being of people throughout adulthood, and also takes a life course approach. Our third objective addresses the factors that impact on well-being where the Council has a direct responsibility for or can significantly influence those factors.

The steps we will take to achieve the objectives and related improvement priorities demonstrate how we intend to maximise our contribution to the seven well-being goals set by the Welsh Government. We believe the life course approach to the first two objectives, coupled with attention to all of the factors that impact upon well-being, provide a framework for the long term and for adopting preventative approaches which the Council could build upon in each review period.

The objectives are corporate well-being objectives and each of the objectives interacts with the other two, so they need to be considered as a whole. Services integrate their work across the Council where this enables us to maximise the impact we can have on the objectives, as well as integrating and collaborating with other partners where this makes sense. The well-being objectives that had been published to date by other public bodies and partners were also considered when developing our three well-being objectives. In particular, we

examined the Well-being Assessment published by the Neath Port Talbot Public Services Board (PSB) and the priorities set out in the PSB's Well-being Plan.

The Local Government & Elections (Wales) Act 2021

In January 2021, the Local Government & Elections (Wales) Act 2021 received royal assent. The Act is a substantial piece of legislation covering electoral reform, public participation, governance and performance and collaborative working.

Governance and Performance

The Council is democratically accountable for the performance of its services, including governance arrangements and the Act replaces the current duty for principal councils set out in the Local Government (Wales) Measure 2009.

The various provisions contained within the Act commence at different times and we have started to plan how we will implement the various provisions including those contained in Part 6, Chapter 1 of the Act which relate to performance and governance. These include duties to:

- Check how the Council is performing e.g. how well is the Council carrying out its role, is the Council looking after its resources and is the Council being managed and run well;
- Ask people how well they think the Council is doing every year;
- Write a self-assessment report every year which includes information on the work the Council has done and how well it has done it;
- Arrange for a panel of people (peer assessment) to check the Council's work (at least once between Council elections); and
- Respond to the report the panel writes about the Council

The intention of Part 6, Chapter 1 is for councils to be proactive in considering how internal processes and procedures should change to enable more effective planning, delivery and decision making to drive better outcomes.



Our current systems of governance comply with the Chartered Institute of Public Finance and Accounts framework. Our corporate governance arrangements are reviewed by a Corporate Governance Group who prepare an Annual Governance Statement and oversee any improvement work identified following its preparation. The work is reported to corporate directors, Cabinet and Cabinet Scrutiny Committee and the Audit Committee on a systematic basis.

The initial improvement work identified following the preparation of the 2019/2020 Annual Governance Statement was reviewed (at the request of the Council's Cabinet) in light of the outbreak of the Covid-19 pandemic and the changes that were required to be made very quickly to the leadership and democratic oversight of the Council's work.

You can find a copy of the 2019/20 Annual Governance Statement [here](#), where you will also find a copy of the Addendum that was prepared which sets out the findings of the above review and the revised improvement work action plan for 2020/2021. A six month progress report on the delivery of the improvement work was presented to Cabinet on 24 February 2021.

During 2021/2022 we will continue to work on our governance arrangements to ensure they support the duties set out in the Local Government & Elections (Wales) Act 2021 and the Well-being of Future Generations (Wales) Act 2015.

Monitoring and Review

The Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009 both require the Council to publish an annual report of progress made in achieving its well-being objectives and improvement priorities. The Council will publish its final annual report in October 2021 which meets the requirements of the Local Government (Wales) Measure 2009 (*the Local Government & Elections (Wales) Act 2021 repeals the Local Government (Wales) Measure 2009*). The report will be published on the Council's web pages and widely communicated throughout the county borough using a range of different media ([‘ShapingNPT’](#)).

In preparing the [annual report for the 2019-2020](#) financial year, the Council was required to consider whether the current well-being objectives remained relevant or whether changes to those objectives should be considered. Given that the objectives were only agreed in September 2017 and reviewed in March 2019, when the word ‘safe’ was added to the third well-being objective for the Corporate Plan 2019-2022 (approved by Council in April 2019), it was not considered necessary to make any changes at that point in time.

On a quarterly basis the Cabinet and relevant Cabinet Boards, will receive a report on progress being made in relation to the well-being objectives and improvement priorities via the basket of key performance indicators set out at the end of each well-being objective in this Plan.

Scrutiny Committees also play an important role in ensuring progress and have been encouraged to adopt a more targeted approach to performance scrutiny, as well as receiving regular assurances that performance is being sustained.

Collaborative Working

This Council has a strong tradition of working in partnership and we can point to many partnerships and collaborations at local, regional and national levels.

We believe in collaboration but it is important that citizens in Neath Port Talbot and the local economy benefit from the outcomes being delivered via these working arrangements and which contribute to the achievement of our well-being objectives. Given the importance of collaboration to this Council, in early 2020 (pre Covid-19) each Scrutiny Committee was due to review existing collaborations to make sure they were all on a strong footing and productive to enable the Council's Cabinet to be confident that those arrangements are working in the best interest of citizens and also, that there is clear and effective democratic oversight of those arrangements. The focus of this work will be reviewed in early 2021/2022 as part of the Council's recovery, reset and renew work.

The Local Government & Elections (Wales) Act 2021 establishes Corporate Joint Committees (CJC's) and during the course of 2021/2022 we will be working with regional partners who will comprise the South West Wales Corporate Joint Committees. The Act requires these authorities to form CJC's in the areas of economic well-being, strategic planning and regional transport arrangements and we will develop a model of working that integrates with our recovery planning.

Public Services Board

Since the Corporate Plan was last updated, the Neath Port Talbot Public Services Board (PSB) published its second Annual Report which details progress made on priorities set out in the Well-being Plan during 2019/2020. (A copy of the plan and annual reports can be found [here](#)).

As well as progressing the work streams identified in the Well-being Plan, the PSB has been responding to emerging local issues. To do this effectively, the PSB initially wanted to understand the extent of the impact the pandemic and restrictions are having on those who live, work and visit Neath Port Talbot. A multi-agency data and research group was established to assist the PSB by developing a local community impact assessment. Data was collated and grouped around the four pillars of well-being: economic, social, environmental and cultural. This data was supplemented by an in-depth survey which captured detailed insights from residents at a particular point in time.

The Community Impact Assessment (CIA) was first presented to the PSB in 2020 when it was agreed for the data and research group to continue to update and amend the CIA to capture the situation as it changes over time. All key issues identified in the CIA are mapped against existing partnership groups who are able to implement initiatives or support mechanisms to address the issues. Whilst matching issues with relevant partnerships it became apparent that there were some gaps in respect of the economic, community and housing concerns raised in the CIA. As a result the PSB has established new multi-agency forums to take forward these areas of work.

Evidence from the CIA will continue to inform the approach to recovery and to help identify key areas where collective action by partners could reduce the negative impacts of the pandemic. Collaborative work on the CIA has strengthened existing partnerships, developed new ones and provided a solid basis for the Well-being Assessment the PSB is required to publish by May 2022.

Equality

As a Council responsible for delivering services to the people who live, work and visit Neath Port Talbot, we are committed to make Neath Port Talbot a place where everyone has an equal chance to get on in life. As an employer we are also committed to being a Council that makes full use of the talents, skills and experiences of our staff.

However, with continuing austerity, the 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 - the gap between those worse off and better off is widening across a wide range of measures of inequality.

As part of the statutory requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 we, along with other public bodies, have a duty to develop equality objectives and produce a Strategic Equality Plan containing equality objectives and other information as required in the Regulations.

During 2019/2020 we reviewed our Strategic Equality Plan, equality objectives, and the actions to meet them, using information gathered from a range of sources: feedback from internal engagement activities; local, national and regional research publications as well as relevant strategies and plans that were either already in existence or being developed.

As part of this review, we took on board the outcomes from other related work streams such as the review of the Healthy Relationships for Stronger Communities Strategy; the exploration of the requirements and impact of socio-economic duty; and the outputs of the Poverty Symposium held in September 2019.

The Equality and Human Rights Commission's 'Is Wales Fairer?' Report was also a key source of data to inform the development of the draft equality objectives. 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.

The following equality objectives were developed by the Equality and Community Cohesion Group, the membership of which includes senior officers of the Council, the police and representatives of local equality groups, organisations and communities:

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

Following a period of public consultation, which generated 46 responses, the revised Strategic Equality Plan, including the above equality objectives and associated actions, was due to be presented to Cabinet in April but was delayed due to the immediate response required by the Council to the Covid-19 pandemic.

However, while lockdown from March 2020 delayed the publication of the Strategic Equality Plan it gave us an opportunity to reconsider the appropriateness of our equality objectives, and the proposed actions, in light of the unfolding impact of coronavirus on members of our most vulnerable communities.

It became increasingly apparent that while all communities were 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.

In addition the murder of George Floyd on 25 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.

As a consequence we reviewed our equality objectives and actions to ensure they fully address the impact of these events on our local communities. The equality objectives, taking into account evidence as reported to various government committees during the summer, were considered to be still relevant and so the new [Strategic Equality Plan](#), including the equality objectives along with other relevant information was published in October 2020 to meet statutory requirements.

Additional actions were developed, with the involvement of our workforce and our Black, Asian and minority ethnic communities, to sit alongside those originally identified. These actions are published as an [addendum](#) to the Strategic Equality Plan.

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. As a result they will be reviewed on a regular basis to ensure they remain relevant and appropriate to the needs of our communities.

Zero Racism Policy Pledge - Race Council Cymru (RCC), is an overarching body established by ethnic minority grassroots communities to bring key organisations together to combat racial prejudice, racial discrimination, harassment and victimisation. It launched its Zero Racism Wales Campaign during 2020 which was supported and promoted by Welsh Government and other organisations across Wales. As a Council we participated in this campaign with promotion via our social media platforms during the winter of 2020.

The commitments of the Zero Racism Wales Policy reflect the principles of the Public Sector Equality Duty which underpin the Council's work as well as making explicit commitments which complement the Council's equality objectives and actions and its employment policies and practices. Along with all other councils across Wales the Council signed the Zero Racism Wales Policy Pledge thereby supporting the policy, and agreeing to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included. The Pledge was signed on 19 March 2021.

Socio Economic Duty – The duty was to be commenced in April 2020, but was delayed due to concerns raised by bodies across Wales that its introduction at this time did not give sufficient time for adequate processes to be put in place to implement the duty as well as the unprecedented nature of the coronavirus crisis. The duty subsequently came into force on the 31 March 2021.

The duty places a legal responsibility on relevant bodies when taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socioeconomic disadvantage. Key aspects in meeting the duty include taking into account evidence and potential impacts through consultation and engagement as well as understanding the views and needs of those impacted by a decision, particularly those who suffer socio-economic disadvantage.

Although the impact of policy decisions on socio economic grounds was considered to a limited extent in our existing Integrated Impact Assessment tool the duty required a more detailed and considered assessment. As our assessment process already allowed for consideration of our other statutory duties we incorporated the

socio economic duty more fully into the process to ensure we could fully meet the duty. The amended Integrated Impact Assessment tool was introduced in April 2021.

Welsh Language

We remain committed to the principles in the Welsh Language Measure 2011 and endeavour to comply with the Welsh language standards as applied to the Council during such these unprecedented and challenging times. We recognise we don't always get things right but take on board the lessons learned.

During the latter part of 2020/2021 we have begun a review of our compliance with and promotion of the Welsh language which will continue over the coming year, to help ensure we can provide a more effective and responsive service going forward. Our [Welsh Language Standard Annual Report 2019-2020](#) provides additional information on how we are meeting the standards and progress on our [Welsh Language Promotion Strategy](#) can be found [here](#).

Participation and Involvement

Promoting Access to Local Government

During 2021/2022 we will continue to develop our arrangements to ensure we comply with the requirements contained in Chapter 2 of the Local Government and Elections (Wales) Act 2021 – Public Participation in Local Government which commence in May 2022. The focus of Chapter 2 is for Council's to encourage local people to participate in the making of decisions by the Council and during 2021/2022 we will prepare and consult on a public participation strategy which will set out how we will:

- Promote awareness of the Council's functions and how to become a Member of the authority;
- Facilitate access to information about decisions made, or to be made by the Council;
- Promote and facilitate processes by which local people may make representations to the Council about a decision before, and after, it is made;
- Set out the arrangements for bringing views of the public to the attention of scrutiny committees; and
- Promote awareness among Members of the benefits of using social media to communicate with local people.

During 2021/2022 we will also prepare and publish a petition scheme which is also required under Chapter 2. Petitions are a way in which residents can make their concerns known and request that action be taken. The Scheme will include the following information:

- how a petition may be submitted to the council;

- how and by when the council will acknowledge receipt of a petition;
- the steps the council may take in response to a petition received by it;
- the circumstances (if any) in which the council may take no further action in response to a petition;
- how and by when the council will make available its response to a petition to the person who submitted the petition and to the public; and
- the receipt of electronic petitions

Access to Meetings of Local Authorities

During the pandemic and following the enactment of legislation to remove the requirement for Members to be seen and heard in formal meetings of the Council, the Council moved quickly to resume key meetings using Microsoft Teams. This move accelerated our plans to meet the requirements contained in Chapter 4 of the Local Government and Elections (Wales) Act 2021 – Access to Meetings of Local Authorities. All upcoming Council meetings are routinely publicised via the Council’s social media and web platforms, encouraging members of the public to view meetings live via a virtual public gallery. Those meetings are being recorded and subsequently uploaded to the Council’s web pages. During 2021/2022 we will continue to develop our plans to enable hybrid meetings and continue to contribute to the Wales wide discussions to find a technical solution to enable the holding of meetings in Welsh and English (one of the limitations of the Microsoft product (at the time of writing) is the ability to hold meetings in Welsh and English).

Have Your Say

We would like to hear what you think of our Corporate Plan. Please tell us what you think we should consider when planning and delivering services. Please send them to the Chief Executive, Neath Port Talbot County Borough Council, Civic Centre, Port Talbot, SA13 1PJ or email them to: policy@npt.gov.uk

The Citizens Panel enables residents to take part in research relating to the council. This means you will be able to tell us what you think about council policies, priorities and/or services. The feedback helps us to understand the residents' perspective and is used to help make decisions. You do not need any knowledge of council services to become a member of the panel. We are looking for a variety of views from a range of different people. Panel members may be asked to take part in online questionnaires, informal discussions, workshops, telephone interviews and other forms of consultation. If you would like to join up please complete the recruitment questionnaire which can be found by following the link below.

We also have a number of consultation/engagement events about various services which we promote in the press and on the website which you can access via the following link: <http://www.npt.gov.uk/haveyoursay>



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

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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	Fiona Clay-Poole	Corporate Policy Officer	05/03/2021
Version 2	Caryn Furlow-Harris	Strategic Manager – Policy & Executive Support	15/04/2021

1. Details of the initiative

	Title of the Initiative: Corporate Plan 2021-2023
1a	Service Area: Corporate Policy & Performance Management
1b	Directorate: Chief Executive's
1c	Summary of the initiative: The Corporate Plan provides the framework for the Council's services and functions whilst discharging duties set out in various legislation, but in particular the Well-being of Future Generations (Wales) Act 2015 which requires the Council to set well-being objectives which seek to maximise the Council's contribution to the national well-being goals, whilst also embracing the sustainable development principle.
1d	Is this a 'strategic decision'? Yes, it's a medium term plan adopted by Council.

1e	<p>Who will be directly affected by this initiative? Everyone who lives, works and/or visits Neath Port Talbot</p>
1f	<p>When and how were people consulted?</p> <p>A detailed public consultation exercise was undertaken in 2017 with the specific aim to engage with particular groups of service users to test out the proposals and their likely impact on the well-being of people with different characteristics. A consultation and engagement plan was developed to ensure interested bodies and the general public had the opportunity to comment upon the draft wellbeing objectives and to offer their views and comments prior to the wellbeing objectives being finalised and adopted by Council in 2017.</p> <p>A range of promotional methods were used to create awareness of the consultation and encourage members of the public to engage with the council. There were a number of ways the consultation was promoted and in which people could submit their views including:</p> <ul style="list-style-type: none"> • a self-completion questionnaire published on the Council's web site • consultation packs in 35 public buildings (such as libraries, community centres and civic buildings) • promotion via email to a range of stakeholders • attendance at community/public events across the county borough and facilitated workshops with various organisations • promotion via the Council's corporate social media accounts messages <p>In addition to the standard consultation questionnaire a further questionnaire was developed which was considered more suitable for capturing the views of children and younger people.</p> <p>Since 2017, on an annual basis, the Council is required to consider whether the current well-being objectives remain relevant or whether changes to those well-being objectives should be considered, when preparing its annual report (last prepared - October 2021). The improvement priorities and steps in the Plan were reviewed by Heads of Service in December 2020 to ensure they remain relevant in light of the pandemic.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>In terms of the 2017 public consultation a significantly high percentage of respondents agreed with the 3 Well-being Objectives, while a similarly high percentage of respondents thought that the objectives will improve their quality of life. While the priority actions attracted a positive response overall there were some comments made particularly in relation to better promotion of culture, community and happiness; the teaching of life skills, as well as improved access to public</p>

transport amongst others. A few additional well-being objectives were suggested around mental health, environment and inclusion and social interaction but these were not implemented.

Following the annual review of the well-being objectives when preparing the annual report for the period 2019/2020 and the review of the improvement priorities and steps by Heads of Services in December 2021, no changes have been made to the well-being objectives with only minor amendments made to a few steps.

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 onwards will be undertaken during 2021.

2. Evidence

What evidence was used in assessing the initiative?

The Corporate Plan is informed by a range of data collected and analysed about service users, service performance and delivery. Financial data from the budget, data from key departmental plans and changes in the external environment also influence the content of the Corporate Plan.

3. Equalities

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

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	+			The Corporate Plan specifically sets out how the Council will intends to improve the well-being of children, young people and adults in Neath Port Talbot.
Disability	+			We intend to embed a rights-based approach for disabled people across the Council and ensure that people have access to advocacy support where that is required. Progress in achieving this will be monitored and reported throughout the year.
Gender reassignment			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Marriage & civil partnership			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Pregnancy and maternity	+			The Corporate Plan features specific improvement priorities to support children and the parents of children in their early years. Including, efforts to ensure the availability and quality of childcare is increased, tailored parenting support, and multi-agency approaches to introduce literacy and numeracy for babies and young children, taking into account accessibility, cultural and language requirements.
Race	+			We have reviewed the equality objectives and actions in the Council's Strategic Equality Plan to ensure we fully address the devastating impact the pandemic and the murder of George Floyd had on all of our local communities. The equality objectives, taking into account evidence as reported to various government committees during the summer, were considered to be still relevant and so the new Strategic Equality Plan , including the equality objectives along with other relevant information was published in October 2020 to meet statutory requirements.

Religion or belief			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.
Sex	+			The Council plans to continue work with Chwarae Teg to deliver the Gender Equality Action Plan.
Sexual orientation			+/-	Impacts on this group is unknown at this time but will be tested during extensive consultation to inform the Council's Corporate Recovery Plan for April 2022 onwards which will be undertaken during 2021.

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

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

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	+			A core intention of the Plan is the reduction of inequalities across a range of different groups, not just in relation to protected characteristics but other characteristics such as poverty. Additionally, there are proposed actions to strengthen community cohesion and in particular the way the Council works with communities and with other agencies in empowering and developing community capacity.
To advance equality of opportunity between different groups	+			

<p>To foster good relations between different groups</p>	<p>+</p>		<p>We have made a commitment in the first two well-being objectives to develop a rights-based approach. We also plan to extend good practice in our education and social services departments, where children, young people, older and vulnerable people are supported and encouraged to participate in decisions and matters that affect them, to all other areas of our work.</p> <p>The Plan outlines our commitment to engage with different groups and communities to facilitate greater understanding between groups as we work together to reduce inequality and improve the lives of all our residents.</p>
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<p>What action will be taken to improve positive or mitigate negative impacts?</p>
<p>An extensive consultation exercise to inform the Council’s Corporate Recovery Plan for April 2022 will be undertaken during 2021.</p>

4. Socio Economic Duty

<p>What is the impact</p>	<p>Why will it have this impact?</p>
<p>Positive</p>	<p>Neath Port Talbot Council exists to serve and represent the interests of its citizens and communities. The Corporate Plan outlines our commitment to improve the economic, social, environmental and cultural well-being of all of our people. To achieve this we are seeking to:</p> <ul style="list-style-type: none"> • Advance equality of opportunity in a number of ways, including continuing 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. • In the Plan we outline our aim to eliminate discrimination, harassment and victimisation by making early intervention and prevention a priority to reduce the number of repeat victims and reduce the number of high risk cases of domestic abuse. We will also

	<p>embed a rights-based approach for older people and disabled people across the Council and ensure that people have access to advocacy support where that is required.</p> <ul style="list-style-type: none"> • There is also recognition and work to address inequalities in all of its forms, whether in relation to statutory duties concerned with people of protected characteristics, inequality caused by disparities in income, or by virtue of whether children and young people are cared for by their own families or the council.
Negative	N/A
Neutral	N/A

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

An extensive consultation exercise to inform the Council’s Corporate Recovery Plan for April 2022 will be undertaken during 2021.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			During 2020/2021 we reviewed our Strategic Equality Plan, equality objectives and the actions to meet them using information gathered from a range of sources: feedback from internal engagement activities; local, national and regional research publications as well as relevant strategies and plans that were either already
Social Exclusion	+			

Poverty	+			<p>existence or being developed.</p> <p>As part of this review, we took on board the outcomes from other related work streams such as the review of the Healthy Relationships for Stronger Communities Strategy; the exploration of the requirements and impact of socio-economic duty; and the outputs of the Poverty Symposium held in September 2019.</p>
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What action will be taken to improve positive or mitigate negative impacts?

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people's opportunities to use the Welsh language	+			There are specific actions set out in the Corporate Plan to promote Welsh Language and culture. In particular, the measures the Council proposes to take to increase the education and learning provision to grow the number of Welsh speakers in the area.
– treating the Welsh and English languages equally	+			Efforts are made to ensure that the five year Welsh Language Promotion Strategy is informed by and integrated with the Corporate Plan. The Welsh Language Strategy action plan is also developed in collaboration by a cross party task and finish group with the assistance of Neath Port Talbot County

				Borough Council staff and a representative of Menter Iaith Castell-nedd Port Talbot (Menter Iaith CNPT) (Neath Port Talbot Language Initiative).
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What action will be taken to improve positive or mitigate negative impacts?

During the latter part of 2020/2021 we started a review of our compliance with and promotion of the Welsh language which will continue over the coming year, to help ensure we can provide a more effective and responsive service going forward. In addition, we will further develop our Welsh in Education Strategic Plan, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for pupils to become more proficient in speaking Welsh. During 2021/2022 we will also be reviewing the Welsh Language Promotion Strategy Action Plan to ensure it aligns with the Council's Corporate Recovery Plan from April 2022 onwards.

7. 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	+			The intention behind Well-being Objective three is the development of the local economy and environment so that the well-being of people can be improved.

				Sustainable economic growth and the conservation and enhancement of the natural environment are key improvement priorities in the plan.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	+			Limiting future climate change is regarded internationally as the single most serious environmental issue faced by society. Tackling the issue requires collective action and the Council has an important role to play in this respect. The Council's Decarbonisation and Renewable Energy Strategy outlines our overarching vision and objectives, what we have already achieved and the potential future opportunities that exist. The Strategy is an integral part of the Council's overall sustainability drive and the associated action plan will assist the Council in meeting its carbon footprint reduction / aspirations.

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

An extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken during 2021.

8. 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	The Corporate Plan is published every year to outline the Council's priorities for improvement and how we are changing the way we do things to ensure we continue to improve the services we deliver in our communities. Although this seems like short term planning a number of the improvement priorities in the plan embrace current challenges whilst considering the impact

	<p>these efforts will have on the future. Sustainability plays a key role in the plan, particularly in terms of the natural environment. Current work to reduce the council's carbon footprint, if successful, will undoubtedly have a positive impact on the future environment of the area and the well-being of its residents.</p>
<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>We have prioritised the adoption of early intervention and prevention approaches to reduce the number of repeat and high risk domestic abuse cases through the development of a Healthy Relationships for Stronger Communities Strategy which is monitored through the Corporate Plan.</p> <p>To set longer term priorities and to facilitate early intervention and preventative actions to improve the economic, social, environmental and cultural well-being of people living in Neath Port Talbot work will be undertaken to move the Council's financial planning framework from a one year process to the development of a medium term financial plan.</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>The well-being objectives and improvement priorities show the Council's contribution to the social, economic, cultural and environmental well-being of Neath Port Talbot but the Council would be unable to make these improvements without collaboration. In order to improve access to public transport and active travel the Council is engaged with developers to improve infrastructure and a range of partners at a regional level to develop connectivity.</p> <p>The Council is a statutory partner of a number of multi-agency partnerships locally, regionally and across Wales including; the Public Services Board, Voluntary Sector Liaison Forum, Regional Partnership Board and West Glamorgan Safeguarding Board.</p>
<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>There was no requirement under the Well-being of Future Generations (Wales) Act 2015 to consult on this updated Plan as no changes have been made to the well-being objectives.</p> <p>However, during 2021, an extensive consultation exercise to inform the Council's Corporate Recovery Plan for April 2022 will be undertaken which will reflect the diversity of the population of Neath Port Talbot.</p> <p>During 2021/2022 we will continue to develop our arrangements to ensure we comply with the requirements contained in Chapter 2 of the Local Government and Elections (Wales) Act 2021 – Public Participation in Local Government which commence in May 2022. The focus of Chapter 2 is for Council's to encourage local people to participate in the making of decisions by</p>

	<p>the Council and during 2021/2022 we will prepare and consult on a public participation strategy which will set out how we will:</p> <ul style="list-style-type: none"> • Promote awareness of the Council’s functions and how to become a Member of the authority; • Facilitate access to information about decisions made, or to be made by the Council; • Promote and facilitate processes by which local people may make representations to the Council about a decision before, and after, it is made; • Set out the arrangements for bringing views of the public to the attention of scrutiny committees; and • Promote awareness among Members of the benefits of using social media to communicate with local people.
v. Integration – making connections to maximise contribution to:	The contribution each of the three well-being objectives makes to each of the seven national well-being goals is detailed in the plan.
Council’s well-being objectives	<ul style="list-style-type: none"> ▪ To improve the well-being of children and young people ▪ To improve the well-being of all adults who live in the county borough ▪ To develop the economy and the environment so that the well-being of people can be improved
Other public bodies objectives	<p>Public Services Board priorities</p> <ul style="list-style-type: none"> ▪ Support children in their early years, especially children at risk of adverse childhood experiences. ▪ Create safe, confident and resilient communities, focussing on vulnerable people ▪ Encourage Ageing Well ▪ Promote well-being through and in the workplace

- Recognise and promote green infrastructure, how green infrastructure can support the economic, social and cultural well-being of the people of Neath Port Talbot
- Increase levels of digital participation/inclusion

9. 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.

The progress made in achieving the well-being objectives, improvement priorities and the impact on the above initiatives will be monitored on a quarterly basis by the Cabinet and Cabinet Boards.

An Annual Report is produced each year (autumn) which considers whether the well-being objectives and improvement priorities remain appropriate. Where necessary, the well-being objectives and improvement priorities are revised.

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

10. 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 well-being objectives contributing to our work to address inequality.
Socio Economic Disadvantage	Continued work to advance equality of opportunity whilst eliminating discrimination and harassment identified throughout the plan will have a positive impact on the overall well-being of our residents.

Community Cohesion/ Social Exclusion/Poverty	The well-being objectives will have a positive impact 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 to improve Welsh education and learning provision there will be a positive impact on opportunities to use the Welsh language.
Biodiversity	There will be a positive impact on the biodiversity of the area as key improvement priorities in the plan relate to the promotion of sustainable economic growth and the conservation and enhancement of the natural environment.
Well-being of Future Generations	There will be a positive impact as the well-being 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 x
- **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

The purpose of the Corporate Plan and the well-being objectives is to improve the economic, social, environmental and cultural well-being of the people of Neath Port Talbot. The well-being objectives and improvement priorities were developed with this in mind and as such will help members of our communities improve their well-being.

As a result of our continued work to improve Welsh education and learning provision there is potentially a positive impact in relation to opportunities to use the Welsh language.

There will be a positive effect on biodiversity or Eco-system resilience.

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

11. 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?
During the summer of 2021 we aim to undertake an extensive programme of consultation and engagement with a very wide range of stakeholders on the Council's Corporate Recovery Plan, the Public Services Board's Well-being Assessment, and the regional Population Needs Assessment.	A multi-agency, multi-disciplinary approach will be taken and will include officers from the Council, Health, third sector partners and other public sector bodies.	End of 2021	Our overall aim is to ensure that we have a co-ordinated approach to these exercises that satisfies our legal duties but is done in the most economic, efficient and effective way. Taking a co-ordinated approach would also enable us to make sure that priorities that emerge at the planning stage are also set in a coherent way, minimising duplication and reducing the risk of there being important gaps between the respective plans.

12. Sign off

	Name	Position	Signature	Date
Completed by	Fiona Clay-Poole	Corporate Policy Officer	Fiona Clay-Poole	12 th April 2021
Completed by	Caryn Furlow-Harris	Strategic Manager – Policy & Executive Support	Caryn Furlow-Harris	15 th April 2021
Signed off by	Sheenagh Rees	Head of Service/Director	Sheenagh Rees	27 th April 2021

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

26th May 2021

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

Matter for Decision:

Wards Affected:

All wards

Member Induction 2022 and Diversity in Democracy

Purpose of the Report:

1. To update members on work programmes to be established to inform Member Induction arrangements following the Local Government elections that will take place in 2022 and to seek a declaration in light of the Welsh Local Government Association's ("WLGA") Diversity and Democracy Programme.

Background:

2. Local Government Elections will take place in May 2012 and it is important that prior to this, the Council (via its officers) reviews its Induction Programme that will take place following the election of new Members to the Council to accurately reflect the concerns and views of members based on their induction experience when they were elected in 2017.
3. The Democratic Services Committee has within its remit the responsibility 'to review the adequacy of provision by the Council of staff, accommodation, and other resources to discharge democratic services functions' and 'to make reports and recommendations to the Council in relation to such provision'. As such, Democratic Services Committee are to be asked to

contribute to the exercise that officers are undertaken to establish the member induction programme.

4. Work is also being undertaken by the WLGA via their Member/Officer Networks to develop a 'typical induction curriculum' for use by Local Authorities.
5. The Democratic Services Committee are to be asked to agree that Member Induction 2022 be considered as one of their priority work areas leading up to 2022 and to agree that a 'Task and Finish' approach to the work be agreed to allow members to contribute to this work programme. The 'Task and Finish' Group will report to the Democratic Services Committee and will meet throughout July, August and September 2021 with the aim of presenting a proposed approach to Member Induction 2022 in October 2021 to a special meeting of the Democratic Services Committee.
6. Members should also note that the WLGA has recently embarked on an ambitious Diversity and Democracy Programme to ensure council chambers are more representative of their communities following local elections in May 2022. As part of this at a meeting of the WLGA on the 5th March 2021, the WLGA Council agreed
 - a. to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities to improve diversity in local government democracy;
 - b. a formal position calling for the introduction of resettlement grants for all councillors and senior salary holders;
 - c. to encourage all councillors to claim any necessary allowances or expenses;
 - d. to encourage a declaration by July 2021 from councils in Wales, on becoming 'Diverse Councils'; to:
 - i. Provide a clear, public commitment to improving diversity;
 - ii. Demonstrate an open and welcoming culture to all;
 - iii. Consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and

- iv. Set out an action plan of activity ahead of the 2022 local elections.
 - e. that councils should set targets to be representative of the communities they serve at the next elections;
 - f. to support the use of voluntary quotas for Welsh local elections; and
 - g. the WLGA reviews the impact of voluntary quotas following the next local elections.
- 7. Accordingly, in light of paragraph 6(d) above, members are asked to formerly declare that the Council will:
 - a. Provide a clear, public commitment to improving diversity;
 - b. Demonstrate an open and welcoming culture to all;
 - c. Consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and
 - d. Set out an action plan of activity ahead of the 2022 local elections.
- 8. In order to establish the best way to implement these requirements, Democratic Services Committee are requested to be tasked to consider the same as part of their consideration of the Member Induction Programme for 2022.

Financial Impacts:

- 9. The Task and Finish Group proposed can be supported within existing financial resources.

Integrated Impact Assessment:

- 10. There is no requirement for an Integrated Impact Assessment as this is a report in respect of governance arrangements only. A well designed Member Induction programme would assist the Council in discharging its duties and responsibilities as set out in the Equalities Act 2010

Valleys Communities Impacts:

11. There are no valley community impacts

Workforce Impacts:

12. There are no workforce impacts associated with the proposed Task and Finish Group; however any workforce implications that arise from proposals made by the Group will need to be considered.

Legal Impacts:

13. This work is proposed to be undertaken in accordance with the function of the Democratic Services Committee as expressed in the Local Government (Wales) Measure 2011.

Risk Management Impacts:

14. There are no risk management issues associated with this report.

Consultation:

15. There will be no requirement for any consultation.

Recommendations:

16. It is recommended that:
 - (a) Members note that Democratic Services Committee are tasked to undertake and contribute to a review of the Member Induction Programme for 2022.

- (b) Neath Port Talbot County Borough Council commits to becoming a “Diverse Council” pursuant to the Welsh Local Government Association Diversity and Democracy Programme as set out in paragraph 7 of this report.
- (c) Democratic Services Committee be tasked to undertake a review of the Diversity in Democracy Programme as part of its review of the Member Induction Programme for 2022.
- (d) A report be brought back to Full Council with updates on the Member Induction Programme and the Diversity in Democracy Programme in November 2021.

Reasons for Proposed Decision:

- 17. To ensure that Member Induction arrangements in 2022 are fit for purpose.

Implementation of Decision:

- 18. The decision is proposed for immediate implementation.

Appendices:

- 19. None

List of Background Papers:

- 20. None

Officer Contact:

Craig Griffiths
Head of Legal and Democratic Services
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Stacy Curran
Democratic Services Manager
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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

26th May 2021

Report of the Head of Human Resources

Matter for Decision

Wards Affected: All Wards

Appointment of Director of Finance and Strategic Programmes

Purpose of the Report:

To approve arrangements to recruit a Director of Finance and Strategic Programmes.

Executive Summary:

This report seeks approval to implement arrangements to appoint a new Director of Finance and Strategic Programmes, following the retirement of the current post holder in October 2021. The timetable aims to ensure a smooth transition, and it is proposed that the post will be advertised on an external and national basis at the end of May 2021, with the final appointment decision determined at a Special Council in July 2021. Specialist external support will be provided to Members by the Society of Local Authority Chief Executives.

Background:

The Council's Director of Finance, Mr Hywel Jenkins, has advised the Council of his intention to retire in October 2021. This timescale provides the opportunity to make an appointment in the summer of 2021, accommodating the notice period that the successful candidate may need to give to his or her current employer and allowing for a smooth transition to a new Director of Finance.

The Council's Constitution sets out that the appointment of a Corporate Director, is the responsibility of full Council. The Special Appointments Committee (SAC) has responsibility for preparing a short-list of qualified applicants.

The Local Authorities Standing Orders (Wales) Amendment Regulations 2014 sets out the requirement for local authorities to advertise all vacant posts with a remuneration package that exceeds £100k per annum. The salary that currently applies to the post of Director of Finance and Corporate Services is £109,837 to £118,447 per annum (subject to any national pay award that may be agreed and applied w.e.f. 1st April 2021).

Advertisement

It is proposed to advertise the position via national advertising and on-line media. In view of the nature of this post, specialist external assistance from the Society of Local Authority Chief Executives (SOLACE) will be provided to support Members throughout the appointment process. This support will include executive search, in order to secure high calibre candidates with an appropriate match to Neath Port Talbot's requirements.

Selection process

The key dates and milestones are set out below:

Date	Milestone
27 th May 2021	Launch recruitment campaign
21 st June 2021	Closing date for applications
1 st July 2021	SAC Long-Listing Meeting
w/c 12 th July 2021	Technical Interviews
16 th / 19 th July 2021	Assessment Centre
26 th July 2021	SAC Final Short-Listing Meeting
30 th July 2021	SPECIAL COUNCIL for appointment decision

Financial Impacts:

Recruitment costs, which include the costs of advertising, specialist support, for example, psychometric testing, candidate travel costs, etc., are expected to be in the region of £25k.

Integrated Impact Assessment:

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

The first stage assessment, attached at Appendix 1, has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

Valleys Communities Impacts:

No implications

Workforce Impacts:

This appointment process will be conducted in line with the Council's Officer Employment Procedure Rules.

Legal Impacts:

No implications

Risk Management Impacts:

The timescale set out in this report and the use of specialist support, aims to mitigate against the risk of not being able to appoint in a timely manner.

Consultation:

There is no requirement for external consultation on this item.

Recommendations:

To approve arrangements to recruit a Director of Finance and Strategic Programmes as set out in the report.

Reasons for Proposed Decision:

To ensure a timely transition to a new Director of Finance.

Implementation of Decision:**For Immediate Implementation****Appendices:**

Appendix 1– Integrated Impact Assessment

List of Background Papers:

- The Constitution of Neath Port Talbot County Borough Council
- The Local Authorities (Standing Orders) (Wales) Amendment Regulations 2014

Officer Contact:

Sheenagh Rees, Head of Human Resources, email:
s.rees5@npt.gov.uk, telephone: 01639 763315

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Recruitment and Appointment of Director of Finance and Strategic Programmes
Service Area: Workforce Matter
Directorate: All

2. Does the initiative affect:

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

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

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		X				
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
Pregnancy/Maternity		X				
Race		X				
Religion/Belief		X				
Sex		X				

Sexual orientation		X				
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4. Does the initiative impact on:

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

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,		X				

such as air quality, flood alleviation, etc.						
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6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		The timely appointment of a Director of Finance will ensure a smooth transition to a new post holder, and ensure the necessary strategic financial leadership is in place.
Integration - how the initiative impacts upon our wellbeing objectives	x		As above. The appointment of a Director of Finance will provide the necessary strategic financial leadership to ensure wellbeing objectives are met.
Involvement - how people have been involved in developing the initiative	x		The appointment process will the involvement of include key stakeholders.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions		x	N/A – this is a Neath Port Talbot Council appointment.
Prevention - how the initiative will prevent problems occurring or getting worse	x		A timely appointment will ensure a smooth transition to a new Director of Finance.

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

A full impact assessment (second stage) is not required	X
Reasons for this conclusion	
<p>A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language.</p>	

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

	Name	Position	Signature	Date
Completed by				
Signed off by	Sheenagh Rees	Head of Service/Director		17/05/21

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Council

26th May 2021

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

Matter for Information and Decision

Wards Affected:

All wards

New Scrutiny Chair and Membership Changes

Purpose of the Report:

1. To notify members of the nominee for the Chair of Cabinet Scrutiny Committee, proposed changes to the members appointed to the Council's Scrutiny and Regulatory Committee meetings and Outside Body Representation

Background:

2. It is a requirement of Full Council to confirm the allocation of the Chairs to the Scrutiny Committees, taking into the Political Constitution of the Council and the requirements of Section 21(1) of the Local Government (Wales) Measure 2011. The Chair of the Cabinet Scrutiny remained vacant at the Annual General Meeting held in March 2021 and accordingly notification has now been provided of the proposed nominee for the Chair of Cabinet Scrutiny, the details of which are set out in Appendix 1
3. It is the responsibility of Full Council to appoint the members to the various Scrutiny Committees, Regulatory Meetings and Officer/Member Meetings. Changes have been proposed to some of these memberships, in light of the election of a new Councillor and the proposed memberships are set out in Appendix 2.

4. It is also the responsibility of Full Council to confirm nominees to outside bodies and as a result of the changes proposed in this report, amendments are required and the details of outside body representatives are set out in Appendix 3.

Financial Impacts:

5. No impacts

Integrated Impact Assessment:

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

Valleys Communities Impacts:

7. There are no valley community impacts

Workforce Impacts:

8. No impacts.

Legal Impacts:

9. Compliance is had with the Local Government Act 1972, Local Government and Housing Act 1989 and Local Government (Wales) Measure 2011.

Risk Management Impacts:

10. There are no risk management issues associated with this report.

Consultation:

11. There will be no requirement for any consultation.

Recommendations:

12. It is recommended that:

- (a) Council approves the nomination for Chair of Cabinet Scrutiny as set out in Appendix A;
- (b) Council approves to nominations to the Committee meetings set out in Appendix B; and
- (c) Council approves the Outside Body Representation as set out in Appendix C.

Reasons for Proposed Decision:

13. To update the Council's membership arrangements.

Implementation of Decision:

14. The decision is proposed for immediate implementation.

Appendices:

15. Appendix A – Chair of Cabinet Scrutiny
 Appendix B – Nominations to Committee Meetings
 Appendix C – Outside Body Representatives

List of Background Papers:

16. None

Officer Contact:

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