



## **Y CABINET**

### **YN SYTH AR ÔL PWYLLGOR CRAFFU'R CABINET DYDD MERCHER, 22 Medi 2021**

### **O BELL DRWY TEAMS**

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

### **Rhan 1**

1. Penodi Cadeirydd
2. Croeso a galw'r enwau
3. Cyhoeddiad/au'r Cadeiryddion
4. Datganiadau o fuddiannau
5. Cofnodion Cyfarfodydd Blaenorol a gynhaliwyd ar 28 Gorffennaf ac 1 Medi 2021 (*Tudalennau 3 - 16*)
6. Blaenraglen Waith 2021/22 (*Tudalennau 17 - 18*)
7. Adroddiad Monitro a Diweddaru'r Gyllideb Refeniw 2021/2022 (*Tudalennau 19 - 36*)
8. Monitro'r Gyllideb Gyfalaf 2021/22 (*Tudalennau 37 - 46*)
9. Monitro Rheolaeth y Trysorlys 2021/2022 (*Tudalennau 47 - 54*)

10. Adroddiad Blynyddol y Cynllun Corfforaethol  
(*Tudalennau 55 - 230*)
11. Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol  
(*Tudalennau 231 - 298*)
12. Siarter Creu Lleoedd (*Tudalennau 299 - 316*)
13. Cynigion prosiect a gyflwynwyd i Gronfa Gymunedol yr Aelodau  
(*Tudalennau 317 - 336*)
14. Prynu System Gyfarfod Hybrid ac Adnewyddu Siambr y Cyngor  
(*Tudalennau 337 - 356*)
15. Cyd-bwyllgorau Corfforaethol De-orllewin Cymru  
(*Tudalennau 357 - 366*)
16. Camau Gweithredu Brys Swyddogion (*Tudalennau 367 - 370*)
17. Eitemau brys  
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl  
disgresiwn y Cadeirydd yn unol ag Adran 100b (4)(B) o Ddeddf  
Llywodraeth Leol 1972.

**K.Jones**  
**Prif Weithredwr**

**Canolfan Ddinesig**  
**Port Talbot**

**Dydd Iau, 16 Medi 2021**

**Aelodau'r Y Cabinet:**

Y Cyngorwyr C.Clement-Williams, D.Jones, E.V.Latham,  
A.R.Lockyer, P.A.Rees, P.D.Richards, A.Wingrave, L.Jones a/ac  
M.Harvey

**EXECUTIVE DECISION RECORD****CABINET****28 JULY 2021****Cabinet Members:**

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

**Officers in Attendance:**

K.Jones, A.Jarrett, A.D.Thomas, H.Jenkins, C.Griffiths, D.Griffiths, S.Brennan, M.Shaw, C.L.Davies and J.Woodman-Ralph

**Invitees:**

Councillors: S.Rahaman (Scrutiny Chairperson)  
S. Freeguard (Scrutiny Vice Chairperson)

**1. APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor E.V. Latham be appointed Chairperson for the meeting.

**2. DECLARATIONS OF INTEREST**

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

Cllr. C.Clement-Williams	Urgent Item – Proposal to Provide Free Town Centre Car Parking for the Month of August 2021. She has a Member Car Park Permit. But has dispensation to speak and vote.
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Cllr. M. Harvey	<p>Urgent Item – Proposal to Provide Free Town Centre Car Parking for the Month of August 2021. He has a Member Car Park Permit. But has dispensation to speak and vote.</p>
	<p>Agenda Item 7 – Capital Programme Monitoring Report 2021/22. He is employed by South Wales Police. But did not feel his interest was prejudicial.</p>
Cllr. A.R.Lockyer	<p>Urgent Item – Extension of Third Sector Grants Application Arrangements to 2022/23. He is a board member of the Young Men’s Christian Association and Trustee of Alms Houses.</p> <p>Urgent Item – Proposal to Provide Free Town Centre Car Parking for the Month of August 2021. He has a Member Car Park Permit. But has dispensation to speak and vote.</p>
Cllr.P.D.Richards  Cllr.P.D.Richards	<p>Urgent Item – Proposal to Provide Free Town Centre Car Parking for the Month of August 2021. He has a Member Car Park Permit. But has dispensation to speak and vote.</p> <p>Urgent Item – Extension of Third Sector Grants Application Arrangements to 2022/2023. As he is a Board Member of Care and Repair West Glamorgan. But has dispensation to speak but not vote.</p>

Cllr. A. Wingrave	Urgent Item – Proposal to Provide Free Town Centre Care Parking for the Month of August 2021. He has a Member Car Park Permit. But has dispensation to speak and vote.
Cllr. S. Rahaman	<p>Urgent Item – Extension of Third Sector Grant Application Arrangements 2022/2023. Has he is the Secretary/Trustee of Neath Port Talbot Black Minority Ethnic Group of which is a beneficiary of the grant. But did not feel his interest was prejudicial.</p> <p>Urgent Item – Proposal to Provide Free Town Centre Car Parking for the month of August 2021. As his family have a business in one of the Town Centres. But did feel that his interest was prejudicial and withdrew from the meeting at the start of the item.</p>
Cllr. S. Freeguard	Urgent Item - Extension of Third Sector Grants Application Arrangements for 2022/2023. As she is a trustee at Age Connect.

3. **MINUTES OF PREVIOUS MEETINGS**

That the minutes of the meetings of the 12<sup>th</sup> May, 2<sup>nd</sup> June and the 16<sup>th</sup> June be approved.

4. **FORWARD WORK PROGRAMME 2021/22**

That the Forward Work Programme be noted.

5. **BUDGET MONITORING AND UPDATE REPORT 2021/22**

**Decision:**

That the budget virement and reserve movement as detailed in the circulated report be approved and commended to Council.

**Reason for Decision:**

To comply with the Councils constitution in relation to budget virements and reserve requests and to update the Council's Budget projections for 2021/2022.

**Implementation of Decision:**

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

6. **CAPITAL PROGRAMME MONITORING REPORT 2021/22**

Officers highlighted that the reason for decision and implementation of decision was omitted from the circulated report. As a result a verbal updated was given to Members as detailed below.

**Decisions:**

1. That the updated proposed 2021/2022 budget totalling £83.464m be approved and commended to Council.
2. That the position in relation to expenditure as at 30<sup>th</sup> June 2021 be noted.

**Reason for Decisions:**

To comply with the Councils constitution in relation to budget virement, re-profiling between financial years and to update the Council's Budget projections for 2021/2022.

**Implementation of Decisions:**

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

7. **TREASURY MANAGEMENT OUTTURN REPORT 2020/21**

**Decision:**

That the 2020/21 treasury management function performance as detailed in the circulated report including the actual 2020/21 prudential and treasury indicators be noted.

8. **TREASURY MANAGEMENT MONITORING REPORT 2021/22**

**Decision:**

That the report be noted.

9. **URGENT ITEMS**

Because of the need to deal now with the matters contained in Minute No 10, 11 and 13 below, the Chairperson agreed these could be raised at today's meeting as urgent items pursuant to Section 100B(4) of the Local Government Act 1972.

**Reason:**

Due to the time element.

10. **EXTENSION OF THIRD SECTOR GRANTS APPLICATION ARRANGEMENTS TO 2022/2023**

**Decisions:**

1. That the following criteria for inviting bids for funds governed by the Third Sector Grants Scheme in 2022 – 23 be approved:
  - a. Applications be invited for 12 months funding or less and should be specifically focused on activities that will help to further develop community capacity/collaboration and building from the community action that has supported the response to the Covid 19 pandemic.

- b. That those organisations in receipt of multi-year grant agreements be asked to set out in clear terms how they intend to support the further developments of community capacity building.
2. That a more fundamental review of the Scheme be undertaken in early 2022 –2023.

**Reason for Decisions:**

1. To ensure funding decisions made for the 2022-23 financial year in relation to grants awarded under the Third Sector Grants Scheme are aligned with the Council's overall priorities and reflect the specific circumstances of the Covid 19 emergency response situation.
2. To ensure that there is an opportunity in early 2022-23 to revise the Scheme to reflect the situation at that time, ensuring that the Scheme remains relevant in supporting the Council's priorities.

**Implementation of Decisions:**

With the agreement of the relevant Scrutiny Chairperson the decision will be implemented immediately (and therefore not subject to the 3 day call in procedure).

**11. PROPOSAL TO PROVIDE FREE TOWN CENTRE CAR PARKING FOR THE MONTH OF AUGUST 2021**

Councillor S. Rahaman reaffirmed his interest at this point and withdrew from the meeting for this item only.

**Decision:**

That free car parking within town centre car parks throughout Neath Port Talbot for the month of August 2021 be approved.

**Reason for Decision:**

To demonstrate the Councils commitment to support our town centres.



**Implementation of Decision:**

With the agreement of the relevant Scrutiny Chairperson the decision will be implemented immediately (and therefore not subject to the 3 day call in procedure).

**12. ACCESS TO MEETINGS**

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

**13. GROUND LEASE OF LAND AND BUILDINGS AT NEATH ABBEY INDUSTRIAL ESTATE NEATH - PROPOSED PURCHASE OF FREEHOLD REVERSIONARY INTEREST (EXEMPT UNDER PARAGRAPH 14)**

**Decision:**

Having given due regard to the first stage Integrated Impact Assessment:

1. Delegated authority be granted to the Head of Property and Regeneration to submit a formal bid on the basis of information contained within the private circulated report and if successful legally complete the purchase of the freehold of the land in consultation with the Head of Legal and Democratic Services.

**Reason for Decision:**

The purchase of the freehold of the land will not only secure an ongoing rental investment income but also safeguard future ownership of its operational premises and opportunities for future development and regeneration of the land.

**Implementation of Decision:**

With the agreement of the relevant Scrutiny Chairperson the decision will be implemented immediately (and therefore not subject to the 3 day call in procedure).

**CHAIRPERSON**

## EXECUTIVE DECISION RECORD

### CABINET

1 SEPTEMBER 2021

#### **Cabinet Members:**

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

**Invitees:** Councillors S.Rahaman and S.Freeguard (Scrutiny Chair and  
Vice Chair)

#### **Officers in Attendance:**

K.Jones, H.Jenkins, N.Pearce, A.Jarrett, A.Thomas, C.Griffiths, C.Jones,  
P.Hinder, C.Plowman, J.Woodman-Ralph and T.Davies

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#### 1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor E.V.Latham be appointed Chairperson for the meeting.

#### 2. **DECLARATIONS OF INTEREST**

The following Members made a declaration of interest at the commencement of the meeting, in regards to Project Proposals Made to the Members Community Fund:

Councillor M.Harvey - as one of the proposals related to his own Members Community Fund. He left the meeting before the start of this item, and took no part in the discussion and voting thereon.

- Councillor D.Jones - as one of the proposals related to her own Members Community Fund. She left the meeting before the start of this item, and took no part in the discussion and voting thereon.
- Councillor P.A.Rees - as one of the proposals related to his own Members Community Fund. He left the meeting before the start of this item, and took no part in the discussion and voting thereon.
- Councillor P.D.Richards - as one of the proposals related to his own Members Community Fund. He left the meeting before the start of this item, and took no part in the discussion and voting thereon.
- Councillor C.Clement-Williams as one of the proposals related to her own Members Community Fund. She left the meeting before the start of this item, and took no part in the discussion and voting thereon.

3. **MINUTES OF PREVIOUS MEETING OF THE 30TH JUNE 2021**

That the minutes of the 30 June 2021, be approved.

4. **PROJECT PROPOSALS MADE TO THE MEMBERS COMMUNITY FUND**

**Decisions:**

That approval be granted under the Members Community Fund, as follows:

1. To implement a Greening initiative in the Ward of Dyffryn comprising the placement and planting of 16 raised planters (1 x 1 x 0.45m) positioned strategically and safely throughout Longford and the Highlands using £9,828.47 of Councillor Martyn Peters Members Community Fund.

2. To extend existing double yellow line road markings at the junction of Pen-y-Cae Road and Gwar-y-Caeau Road, Port Talbot, using the whole (£4,500) of Councillor Dennis Keogh's Members Community Fund.
3. To supply and install an Automated External Defibrillator (AED) at Skewen RFC, Tennant Park, Skewen, using £1,824 of Councillor Mike Harvey's Members Community Fund.
4. To supply and install new playground apparatus to the Cefn Yr Allt play area in Aberdulais, using the whole (£10,000) of Councillor Doreen Jones' Members Community Fund.
5. To supply and install new playground apparatus to Baglan Park, Lodge Drive, Baglan, using the whole (3 x £10,000) of Councillors Carol Clement Williams, Peter Richards and Suzanne Renkes Members Community Funds.
6. To supply and install new playground apparatus at the Mount Pleasant Play Area, Neath South, using the whole (£10,000) of Councillor Peter Rees' and £2,994.15 of Councillor Jamie Evans Members Community Funds.

**Reason for Decisions:**

To approve the applications for funding that have been received under the Members Community Fund.

**Implementation of Decisions:**

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

5. **MANAGEMENT OF RISK AND LIABILITIES OF DISUSED MINE AND QUARRY TIPS WITHIN THE AUTHORITY AND THE FUTURE MANAGEMENT OF COAL TIP SAFETY**

At this point, Councillors M.Harvey; D.Jones; P.A.Rees, P.D.Richards and C.Clement-Williams re-joined the meeting.

Members of the Cabinet Scrutiny Committee requested that decision number 5 below be added – Cabinet was supportive of this proposal.

### **Decisions:**

That having due regard to the Integrated Impact Screening Assessment it be agreed that:

1. Neath Port Talbot County Borough Council inspect privately owned category C and D high risk tips (as detailed in the circulated report) in conjunction with the Coal Authority, until the new legislation comes into force.
2. The bridges section of the Council continue to use their current Asset Management database to store records of the tips and monitoring regime, until a unified system is agreed and implemented.
3. Due to the timescales involved in preparing NPT's response to the Law Commissions consultation, delegated power be granted to the Director of Environment and Regeneration to prepare and submit a response to the Law Commissions consultation exercise in consultation with the Cabinet Member for Streetscene and Engineering.
4. The coal tips and flood recovery projects be added to the Council's Capital Programme and the works be progressed in advance of the grant.
5. Due to the timescales involved in preparing NPT's response to the Law Commissions consultation, delegated power be granted to the Director of Environment and Regeneration to prepare and submit a response to the Law Commissions consultation exercise, in consultation with the Cabinet Member for Streetscene and Engineering, with such a response addressing concerns on the financial responsibility of the maintenance now being passed to landowners, and that a copy of the consultation be forwarded to the local Members of Parliament for their consideration, and for them to pursue with UK Government.

### **Reason for Decisions:**

To manage the risks and liabilities associated with historic coal and quarry waste tips within NPTCBC. The response to the Welsh Government Coal Tip Safety Task Force and the Law Commissions consultation response will assist and inform the future management of Coal Tip Safety in Wales. The planned programmes of work for the coal

tips and flood recovery projects undertaken in advance of the grant award will help mitigate the associated risks early.

**Implementation of Decisions:**

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

6. **URGENT ITEM**

Because of the need to deal now with the matter contained in Minute No 8 below, the Chairperson agreed these could be raised at today's meeting as urgent items pursuant to Section 100B (4) (b) of the Local Government Act 1972.

**Reason:**

Due to the time element.

7. **ACCESS TO MEETINGS**

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

8. **NPTCBC SUPPORT OF THE UNITED KINGDOM'S AFGHAN RELOCATION AND ASSISTANCE POLICY (ARAP)**

The Chair placed on record his heartfelt thanks to all who had been involved in this project, as well as the previous Syrian resettlement project.

**Decisions:**

That having due regard to the Integrated Impact Screening Assessment, the following be agreed:

1. Support for the Afghan Relocation and Assistance Policy (ARAP) and participation in the scheme providing support to settle up to 5 families.
2. Delegated authority be granted to the Director of Social Services, Health and Housing to make application to the Home Office to secure grant funding to meet the cost of people relocating into the county borough under the ARAP scheme.
3. Rule 7 of the Council's Contracts Procedure Rules relating to the invitation of tenders be suspended in respect of the provision of case worker support for the ARAP Scheme as detailed in the Home Office Funding Instruction, and that the British Red Cross be appointed to provide the case worker support key deliverables under the agreement (other than accommodation) at an amount to be agreed between the Council and the British Red Cross, and on terms and conditions to be approved by the Director of Social Services, Health and Housing.
4. The Director of Social Services, Health and Housing be authorised to enter into any other agreements deemed necessary in respect of the ARAP scheme.

#### **Reason for Decisions:**

To ensure that the additional costs to the council and its partners of supporting people relocated under the ARAP Scheme are met from the Home Office funds established for that purpose, and that services are in place prior to people being relocated into the county borough under the Scheme.

#### **Implementation of Decisions:**

The decisions are for immediate implementation. The Chairperson of the scrutiny committee had agreed to this course of action. There would therefore be no call in of this decision.

**CHAIRPERSON**



## Cabinet (Following Cabinet Scrutiny starting at 2pm)

Meeting Date	Agenda Item	Type	Contact Officer
20 <sup>th</sup> October	School Re-organisation Report	Decision	Andrew Thomas/ Rhiannon Crowhurst

Meeting Date	Agenda Item	Type	Contact Officer
21 <sup>st</sup> November (Special)	Leisure Services Arrangements	Decision	Andrew Thomas/ Paul Walker

Meeting Date	Agenda Item	Type	Contact Officer
17 <sup>th</sup> November      Tudalen18			
	Draft Corporate Recovery Plan – Approval to Consult	Decision	Caryn Furlow-Harris
	Welsh Language Promotion Strategy Annual Report 2020/2021	Decision	Rhian Headon/ Caryn Furlow
	Ethical Procurement	Decision	Craig Griffiths
	Local Biodiversity Duty Plan 2021	Decision	Lana Beynon
	Skewen Update Report	Decision	Andrew Jarrett
	Quarter 1 Performance Data	Monitoring	Shaun Davies



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **CABINET**

**22nd September 2021**

### **REPORT OF THE DIRECTOR OF FINANCE & CORPORATE SERVICES**

**Matter for: Decision**

**Wards Affected – All Wards**

**Revenue Budget Monitoring and Update Report 2021/22 – as at end of July 2021**

#### **Purpose of Report**

1. To provide Members with an update in relation to current budget projections for the 2021/22 financial year.

#### **Summary and Background**

2. At this point in the financial year it is difficult to forecast with any great certainty what the position will be when we get to March 2022. We are still in the midst of a global Coronavirus Pandemic which is impacting on our activity levels across all Service areas.
3. At present it is forecast that the Net Authority budget will underspend this year by £1.583m after proposed reserve transfers. This is a projection as at the end of July and the position and assumptions made are subject to updating as we progress through the rest of the financial year.
4. As during 2020/21 Members will receive bi-monthly budget monitoring and update reports due to the volatility caused by the Coronavirus Pandemic.

## **NPT Claims to WG LA Hardship Fund 2021/22**

5. The WG have provided funding into the LA Hardship Fund, for the first 6 months of 2021/22, totalling £206.6m. This fund is available to cover increased costs and loss of income claims. Further announcements are expected in due course of additional sums for the remainder of 2021/22.
6. The Council has recently submitted monthly claims for additional Covid related costs (re April through to July 2021) to the LA Hardship Fund totalling £3.035m. To date we have been reimbursed £2.4m. A loss of income claim of £1.221m for quarter one has also been agreed.
7. It has now been confirmed that the outstanding claims re last year of circa £484k for Free School Meals will be reimbursed.

## **Directorate Reports**

8. The following Directorate reports indicate the service areas where significant variances (of over £50k) to the end of July 2021 against the net budget are:

9. **Education Leisure and Lifelong Learning**

### Margam Country Park £82k Overspend

This overspend is based on the assumption that the park shop will operate at a much reduced capacity due to safe social distancing.

### Management and Administration £93k overspend

This overspend is due to the appointment of an additional Head of Service with effect from June 30<sup>th</sup>. As per the Personnel Committee report, the additional Head of Service post will be funded by the deletion of two posts within the current ELLL structure and a virement between various budgets is requested later in this report.

### Strategic school improvement programme £63K underspend

This underspend is due to a vacant post within the budget which will be deleted as per the Personnel Committee report to partly

fund the creation of a new Head of Service post within the ELLL management team. A virement to move this budget is requested later in this report.

#### Additional learning needs - £62K overspend

A new online system has now been implemented at the cost of £62k. In 2020/21 a contribution into reserves to pay for this system once completed was agreed. The work has now been completed and a reserve request is detailed further in this report.

**The Education Leisure and Lifelong Learning budget is currently forecast to underspend by £2k (After proposed reserve requests)**

### **10. Social Services Health & Housing**

The main variances (>£50k) are:

- Children's Social Residential Care £307k overspend  
The overspend is based on the assumption that there will be 14 children in residential care for the whole year, 3 more than the provision in the budget. This includes an offset by monthly claims that we have requested from the WG hardship fund totalling £284k re additional costs due to Covid. Step down provision is being explored for a number of placements which would further ease the pressure on this budget.
- Hillside – Secure Accommodation - £178k overspend  
Hillside has a block contract with the Youth Custody Service (YCS) which guarantees payment for 6 beds, and the remaining 12 welfare beds are available for use by other Local Authorities.  
  
The overspend is due to the low number of welfare placements and the resulting loss of income, which to date is £286k has been reduced by a claim to the WG Hardship Fund.
- Daycare External provision - £81k underspend  
The underspend is due to savings on staff costs
- Supported Accommodation for Children - £131k underspend  
The current budget is projected to underspend due to the increase provided by WG in the Housing Support Grant. A review of service

need is currently being undertaken to assess future provision and options on best use of this projected underspend.

- Internal Fostering Service £207k underspend  
The underspend is due to projected savings on staff costs due to in-year vacancies, savings on car allowances and lower number of in-house foster placements (180) compared to the provision in the budget (200).
- External Foster Placements £125k overspend  
The overspend is due to greater number of external foster placements (37) when compared to budget (33). It should be noted that overall the Fostering service is showing a net underspend of £82k.
- Business Support Services £96k underspend  
The underspend is due to savings on staff costs
- Community Care Management £72k underspend  
The underspend is due to savings on staff costs. Capacity is currently being reviewed as Covid Recovery work commences.
- Elderly Residential Care - External Provision \*\*Assumed Full Budget use but concern re WG Covid funding strategy.  
Occupancy levels at homes reduced significantly during the pandemic, due to a combination of reduced demand for placements and Public Health Wales rules that mean care homes must be COVID19 free for 28 days before they can accept any new placements. The projection includes £400k for new placements and £100k for additional respite. As we are aware the WG Hardship Fund provides an additional £50 per week to residential care providers, this funding is guaranteed until the end of September. A void top up payment is also available for those care homes where occupancy is below 90%, this funding is in place until the end of August.

Welsh Government have announced that from September there will be a tapered reduction in this support. It is therefore assumed at this stage that the projected underspend on placements of £271k will be needed for NPT to pay increased costs to care providers during the second half of 2021/22.

- Domiciliary Care £314k underspend  
The underspend is due to vacancies in the in-house service, which is partly offset by an increase in placements costs in the external domiciliary care market (£219k). The WG Hardship fund provides an additional £1 per hour to domiciliary care providers, this funding is guaranteed until the end of March 2022.
- Other Community Care/Direct Payments £115k underspend  
The budget was based on 79 clients, only 66 elderly clients are currently receiving a direct payment, with similar service user levels projected for the remainder of the financial year.
- Aids & Equipment £171k underspend  
Due to underspends in previous years the joint equipment store was able to build up its reserves. Partners have agreed to draw down some of that funding in 2021/22, this has resulted in lower partner contributions needed. This is a one-off saving for this financial year.
- Learning Disabilities (LD) – External Placements £92k underspend  
The demand for Learning Disability services has been less than anticipated due to the pandemic, resulting in the projected underspend. The projection includes £200k for new placements.
- Mental Health – External Placements £399k overspend  
The overspend is a result of more Mental Health placements than was provided for in the budget.

**The Social Services and Housing budget is currently forecast to underspend by £523k**

## 11. Environment

- Car Parking - £256K overspend  
This is due mainly to reduced income from car parking and enforcement. However, the Authority is currently claiming loss of income from Welsh Government and if these claims continue to be awarded the anticipated overspend will reduce. This projection includes the impact of free town centre car parking approved for the month of August totalling £92k.

- Waste disposal - £362k underspend  
During the 2020/21 financial year there was a reduction in the unit price being received for sale of recycling products and some items such as cardboard which were usually income generating were incurring costs for disposal. The 2021/22 budget was set on the assumption that these trends would continue. However, this is a volatile market and both cardboard and food waste are no longer incurring costs for disposal and are generating income instead resulting in a projected reduction in the net costs of waste disposal.
- Neighbourhood services-£100k underspend  
A transfer of staff between Neighbourhood Services and Refuse Collection has resulted in an underspend in one area and a corresponding overspend in the other. A virement request is included later in this report
- Refuse - £100k overspend  
Please see above
- Parks and open spaces - £75k overspend  
Planned expenditure has been incurred dealing with the issue of ash die back. Funding for this work has already been set aside in the Environment Equalisation reserve. A request to utilise this reserve is included later in this report
- Metal box - £124k overspend  
Improvement work at the former Metal Box building has been carried out resulting in this overspend. A request to fund this from reserves is requested later in this report
- General Environmental Health - £130k underspend  
A contribution from reserves of £137k to fund planned work on empty properties was included within the original budget. This work will no longer be taking place this year due to Covid restrictions therefore it is requested that £130k be transferred back to the Environmental Health Housing Equalisation Reserve for use in future years.

**The Environment budget is projected to underspend by £195k (after proposed transfers from reserves).**



## 12. Corporate Services

There are no variances of £50k or more.

**The Corporate Services Directorate is projected to underspend by £64k.**

## 13. Central Budgets

Central budgets include a pay and pensions contingency amount of £1.4m. The base budget allows for 1% but the pay award offers are higher at:

Teachers – WG have confirmed a 1.75% increase  
Green Book – final offer of 2.75% for SCP1 and 1.75% for all other points and chief officers 1.5%

At present it is proposed to provide £600k of additional funding to some Service Directorates to help meet the additional cost of this pay award. This will result in an underspend of £800k which will remain in the central budget for pay and pensions contingency but may be required later in the year once the pay awards have been confirmed.

In September 2021 WG have announced an all Wales grant of £6.4m to fund teachers' pay increases. Neath Port Talbot's allocation is at yet unknown but is likely to be in the region of £300k.

**Central budgets are projected to underspend by £800k.**

### Virements

14. The Council's constitution requires the prior approval of any virement that does not involve a significant variation in the level or nature of the delivery of service agreed by Council in the Revenue Budget as follows:-

Less than £100,000 – Corporate Directors

More than £100,000 but less than £500,000 – Cabinet

More than £500,000 – Council

15. **Cabinet** are requested to approve the following virements in line with the Council's constitution:

<b>Dir.</b>	<b>Service Area</b>	<b>Transfer From £</b>	<b>Transfer To £</b>
ENV	Refuse Collection		100,000
ENV	Neighbourhood Services	100,000	
ELLL	Strategic School Improvement Service	62,722	
ELLL	Additional Learning Needs	70,515	
ELLL	Management And Administration		133,237
SSH	Community Care Management	61,570	
SSH	Community Care Social Work		61,570
<b>TOTAL</b>		<b>294,807</b>	<b>294,807</b>

16. A schedule of virements already approved by Corporate Directors Group (CDG) is appended to this report.

### **Reserve movements**

17. The following reserve movements are proposed for approval by Cabinet.

<b><u>Value to / (from) £</u></b>	<b><u>Reserve</u></b>	<b><u>Service Area</u></b>	<b><u>Reason</u></b>
130,000	Environmental Health-Housing equalisation	Environmental Health	Original pull from reserve not required and needs to be available in future years.
(75,000)	Environment Equalisation reserve	Park and Open Spaces	To fund planned expenditure within 2021/22
(124,000)	Metal box	Metal Box	To fund continued improvements within 2021/22
(3,000)	Environment equalisation	Non Operational Land	To fund alley gate expenditure in 2021/22
(62,000)	ELLL equalisation	Additional Learning needs	Implementation of a new additional learning

<u>Value to / (from) £</u>	<u>Reserve</u>	<u>Service Area</u>	<u>Reason</u>
			needs system that was delayed from 2020/21
862,147	Insurance Reserve	Insurance	Please see below *

\* During the audit of the Councils 2020/21 Accounts Audit Wales identified that the provision required to cover Insurance claims was overstated by £862,147 and the Insurance reserve understated by an equivalent amount. This adjustment corrects this misstatement.

### **Additional grants awarded**

There are no new grants in July

### **Integrated Impact Assessment**

18. There is no requirement to undertake an integrated impact assessment as this report summarises the Council's financial position in relation to its net expenditure, income and grants.

### **Valleys Communities Impacts**

19. All parts of the County Borough have been affected by COVID19. The Council continues to provide support to the most vulnerable as best as we can across the Valleys, Towns and the whole of the County Borough.

### **Workforce Impacts**

20. The work of all employees has been affected by COVID19. The Council has worked with Trade Unions to develop new safe systems of working during the pandemic and will continue to work with Staff and Trade Unions as we move through the various stages to Recovery for service delivery. Some staff have been redeployed to higher priority roles within the Council including Safe and Well, Test Trace and Protect (TTP), front line Social Care, School Hubs, etc. Additional staff have also been recruited to support some services including TTP and Enforcement Services.

### **Legal Impacts**

21. The Council has been ensuring that it complies with new regulations and directions issued by the UK and Welsh Governments during the COVID pandemic. Service provision has been stopped, repurposed or developed to comply with the new rules. Further changes are expected when we move through the Recovery stage.

### **Risk Management Impact**

22. COVID19 has impacted significantly on the Council, its services and activities since the initial UK Government Lockdown announcement of March 2020.
23. Some services have continued with adaptations to operate e.g. with social distancing or use of PPE including residential care homes, domiciliary care, waste collection and waste disposal services. Some of the new services developed in 2020/21 to safeguard vulnerable people such as those shielding i.e. safe and well, new systems developed to work from home, pay grants to businesses and families of children entitled to Free School Meals and the Test Trace and Protect services have continued to operate in the current financial year.
24. Governance arrangements were also updated and continue to operate under new arrangements.
25. The consequences of actions and activity undertaken are reflected in this report and the Council will continue to regularly review and update its financial predictions for 2021/22 and report them to Members. The Council will also ensure that Welsh Government and our external auditor are sighted on operational and financial implications and we will continue to strive for additional funding to minimise adverse impact on taxpayers and service users in future years

### **Consultation**

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

## **Recommendation**

27. It is recommended that Cabinet:
- **Approve** the budget virements as set out in this report
  - **Approve** the reserve requests as set on in this report

## **Reason for Proposed Decision**

28. To comply with the Councils constitution in relation to budget virements and reserve requests and to update the Council's Budget projections for 2021/22.

## **Implementation of Decision**

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

## **Appendices**

30. Appendix 1 – Budget Virements approved by CDG  
Appendix 2 – Budget Summary  
Appendix 3 – Specific Reserves Schedule \*  
Appendix 4 – General Reserve Balance

## **Officer Contact**

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### Appendix 1 – Budget Virements Approved by CDG

The following virements have been approved by Corporate Directors Group.

<b>Dir.</b>	<b>Service Area</b>	<b>Transfer From £</b>	<b>Transfer To £</b>
ENV	Corporate Management		85,702
ENV	Drainage	12,982	
ENV	Network Management	6,780	
ENV	Waste Enforcement	3,406	
ENV	Food Health	14,898	
ENV	Policy	7,696	
ENV	Strategic Development	15,000	
ENV	Office management	16,000	
ENV	Waste Management	8,940	
ENV	Crynant Business Park	13,517	
ENV	Industrial Workshops		13,517
CORP	Legal Services Safeguarding Teams	33,686	
CORP	Commercial and Governance		33,686
CORP	Executive Support	4,263	
CORP	Scrutiny Services		4,263
<b>TOTAL</b>		<b>137,168</b>	<b>137,168</b>

**Appendix 2 – Budget Summary**

<b>Summary 2021-22</b>	<b>Original</b>	<b>Revised</b>	<b>Projected</b>	<b>Proposed</b>		<b>Variance</b>
<b>As at end of July 2021</b>	<b>Budget</b>	<b>Budget</b>	<b>Outturn</b>	<b>reserves</b>	<b>virement</b>	<b>after virement/ reserves</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Education, Leisure and Lifelong Learning - Schools	93,314,000	93,314,000	93,314,000			0
Education, Leisure and Lifelong Learning - Other	27,560,000	27,560,000	27,620,327	(62,000)		-1,673
Social Services Health & Housing	87,276,000	87,276,000	86,752,706			-523,294
Environment	41,929,000	41,929,000	41,806,415	(72,000)		-194,585
Corporate Services	18,775,000	18,775,000	18,711,364			-63635
<b>Directly Controlled Expenditure</b>	<b>268,854,000</b>	<b>268,854,000</b>	<b>268,204,812</b>	<b>(134,000)</b>		<b>-783,188</b>
Swansea Bay Port Authority	45,767	45,767	45,767			0
Fire Authority	8,179,504	8,179,504	8,179,504			0
Margam Crematorium	1,000	1,000	1,000			0
Archives	96,798	96,798	96,798			0
Magistrates Court	11,485	11,485	11,485			0
Capital Financing	19,667,439	19,667,439	19,667,439			0
Council Tax Support	19,834,579	19,834,579	19,834,579			0
Pay & Pension Provision	1,400,000	1,400,000	600,000			-800,000
Contingency	755,077	755,077	755,077			0
Management of change	500,000	500,000	500,000			0
Cont. from General Reserve	-3,100,000	-3,100,000	-3,100,000			0
<b>Net Budget Requirement</b>	<b>316,245,649</b>	<b>316,245,649</b>	<b>314,796,461</b>	<b>(134,000)</b>		<b>-1,583,188</b>
RSG	-188,898,504	-188,898,504	-188,898,504			0
NNDR	-47,781,525	-47,781,525	-47,781,525			0
Discretionary rate relief	386,684	386,684	386,684			0
Council Tax	-79,952,304	-79,952,304	-79,952,304			0
<b>Total Funding</b>	<b>-316,245,649</b>	<b>-316,245,649</b>	<b>-316,245,649</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Projected Net Underspend</b>			<b>- 1,449,188</b>			<b>-1,583,188</b>

Tudalen31

**Appendix 3 – Specific Reserves Schedule**

Tudalen32

Description	Reserve Balance at 1st April 2021 £	Approved Reserve Movements £	Current Projected Balance @ 31st March 2022 £	Additional Requests £	Proposed Balance @ 31st March 2022 £
<b>EDUCATION, LEISURE &amp; LIFELONG LEARNING</b>					
<b><i>Delegated Schools Cash Reserves</i></b>					
ERVR Primary Reserve	Cr5,925	1,462	Cr4,463	0	Cr4,463
Primary Schools Reserve	Cr4,372,665	0	Cr4,372,665	0	Cr4,372,665
Secondary Schools Reserve	Cr2,048,586	0	Cr2,048,586	0	Cr2,048,586
Special Schools Reserve	Cr354,365	0	Cr354,365	0	Cr354,365
Middle School Reserve	Cr439,704	0	Cr439,704	0	Cr439,704
Repair & Maintenance Reserve	Cr161,160	0	Cr161,160	0	Cr161,160
	<b>Cr7,382,406</b>	<b>1,462</b>	<b>Cr7,380,944</b>	<b>0</b>	<b>Cr7,380,944</b>
<b><i>Education, Leisure and Lifelong Learning</i></b>					
Margam Discovery Centre - Building Maintenance Reserve	Cr47,774	Cr50,000	Cr97,774	0	Cr97,774
Equalisation Account - Education	Cr1,893,000	0	Cr1,893,000	62,000	Cr1,831,000
Home to School Transport	Cr111,070	0	Cr111,070	0	Cr111,070
	<b>Cr2,051,844</b>	<b>Cr50,000</b>	<b>Cr2,101,844</b>	<b>62,000</b>	<b>Cr2,039,844</b>
<b>Total Education Leisure &amp; Lifelong Learning</b>	<b>Cr9,434,250</b>	<b>Cr48,538</b>	<b>Cr9,482,788</b>	<b>62,000</b>	<b>Cr9,420,788</b>
<b>SOCIAL SERVICES, HEALTH &amp; HOUSING</b>					
Homecare ECM Equipment Reserve	Cr86,756	Cr10,000	Cr96,756	0	Cr96,756
Community Care Transformation Reserve	Cr455,561	0	Cr455,561	0	Cr455,561
Social Services Equalisation	Cr2,000,114	0	Cr2,000,114	0	Cr2,000,114
Hillside General Reserve	Cr430,663	0	Cr430,663	0	Cr430,663



**Appendix 3 – Specific Reserves Schedule**

Description	Reserve Balance at 1st April 2021 £	Approved Reserve Movements £	Current Projected Balance @ 31st March 2022 £	Additional Requests £	Proposed Balance @ 31st March 2022 £
Youth Offending Team Reserve	Cr167,897	0	Cr167,897	0	Cr167,897
Adoption Service	Cr500,000	0	Cr500,000	0	Cr500,000
Children's Residential Placements	Cr276,000	0	Cr276,000	0	Cr276,000
SSHH IT Renewals Fund	Cr700,000	0	Cr700,000	0	Cr700,000
<b>Total Social Services, Health and Housing</b>	<b>Cr4,616,991</b>	<b>Cr10,000</b>	<b>Cr4,626,991</b>	<b>0</b>	<b>Cr4,626,991</b>
<b>ENVIRONMENT</b>					
Transport Reserve	Cr151,541	60,000	Cr91,541	0	Cr91,541
Asset Recovery Incentive Scheme	Cr125,894	38,000	Cr87,894	0	Cr87,894
Local Development Plan	Cr290,072	19,058	Cr271,014	0	Cr271,014
Winter Maintenance Reserve	Cr744,162	0	Cr744,162	0	Cr744,162
Baglan Bay Innovation Centre - Dilapidation Reserve	Cr77,517	0	Cr77,517	0	Cr77,517
Renewable Energy Reserve	Cr15,746	0	Cr15,746	0	Cr15,746
Environmental Health - Housing Equalisation	Cr137,000	137,000	0	Cr130,000	Cr130,000
Workways - NPT	Cr252,491	0	Cr252,491	0	Cr252,491
Environment Equalisation Reserve	Cr763,087	281,126	Cr481,961	78,000	Cr403,961
Metal box Reserve	Cr356,418	32,000	Cr324,418	124,000	Cr200,418
Air Quality Monitoring Reserve	Cr85,000	85,000	0	0	0
Operating Account - Equalisation	Cr36,043	0	Cr36,043	0	Cr36,043
Vehicle Tracking	Cr92,186	0	Cr92,186	0	Cr92,186
Vehicle Renewals	Cr2,321,235	621,188	Cr1,700,047	0	Cr1,700,047
<b>Total Environment</b>	<b>Cr5,448,392</b>	<b>1,273,372</b>	<b>Cr4,175,020</b>	<b>72,000</b>	<b>Cr4,103,020</b>

Tudalen33

**Appendix 3 – Specific Reserves Schedule**

Tudalen34

Description	Reserve Balance at 1st April 2021 £	Approved Reserve Movements £	Current Projected Balance @ 31st March 2022 £	Additional Requests £	Proposed Balance @ 31st March 2022 £
<b>CORPORATE SERVICES</b>					
Elections Equalisation Fund	Cr335,139	Cr15,000	Cr350,139	0	Cr350,139
Health & Safety/Occupational Health	Cr40,501	0	Cr40,501	0	Cr40,501
Development Fund for Modernisation	Cr168,032	0	Cr168,032	0	Cr168,032
IT Renewals Fund	Cr933,394	315,000	Cr618,394	0	Cr618,394
Corporate Equalisation Reserve	Cr597,236	133,500	Cr463,736	0	Cr463,736
Building Capacity	Cr197,295	139,000	Cr58,295	0	Cr58,295
Voluntary Organisation Reserve	Cr33,300	0	Cr33,300	0	Cr33,300
<b>Total Finance and Corporate Services</b>	<b>Cr2,304,897</b>	<b>572,500</b>	<b>Cr1,732,397</b>	<b>0</b>	<b>Cr1,732,397</b>
<b>CORPORATE</b>					
Insurance Reserve	Cr5,998,621	0	Cr5,998,621	Cr862,147	Cr6,860,768
Swansea Bay City Deal	Cr112,786	112,786	0	0	0
Income Generation Reserve	Cr1,120,252	77,000	Cr1,043,252	0	Cr1,043,252
Members Community Fund Reserve	Cr662,114	320,000	Cr342,114	0	Cr342,114
Community Resilience Fund	Cr2,000,000	150,000	Cr1,850,000	0	Cr1,850,000
Housing Warranties Reserve	Cr220,000	0	Cr220,000	0	Cr220,000
Pantteg Landslip Reserve	Cr500,000	0	Cr500,000	0	Cr500,000
Waste Reserve	Cr393,152	0	Cr393,152	0	Cr393,152
LAWDC Contingency Reserve	Cr1,013,444	0	Cr1,013,444	0	Cr1,013,444
DARE Reserve	Cr2,000,000	250,000	Cr1,750,000	0	Cr1,750,000
Digital Transformation Reserve	Cr1,170,000	0	Cr1,170,000	0	Cr1,170,000

**Appendix 3 – Specific Reserves Schedule**

Description	Reserve Balance at 1st April 2021 £	Approved Reserve Movements £	Current Projected Balance @ 31st March 2022 £	Additional Requests £	Proposed Balance @ 31st March 2022 £
Schools IT Equalisation (HWB)	Cr400,000	0	Cr400,000	0	Cr400,000
Corporate Contingency	Cr4,741,000	2,332,000	Cr2,409,000	0	Cr2,409,000
Treasury Management Equalisation Reserve	Cr8,901,803	Cr239,000	Cr9,140,803	0	Cr9,140,803
ERVR Transitional Reserve	Cr4,407,523	0	Cr4,407,523	0	Cr4,407,523
Accommodation Strategy	Cr2,273,580	0	Cr2,273,580	0	Cr2,273,580
<b>CORPORATE OTHER</b>	<b>Cr35,914,275</b>	<b>3,002,786</b>	<b>Cr32,911,489</b>	<b>Cr862,147</b>	<b>Cr33,773,636</b>
<b>JOINT COMMITTEE/ OTHER</b>					
Workways - Regional Reserve	Cr154,419	0	Cr154,419	0	Cr154,419
Environment Legacy Reserve (SWTRA)	Cr59,728	0	Cr59,728	0	Cr59,728
Substance Misuse Area Planning Board	Cr34,847	0	Cr34,847	0	Cr34,847
WB Safeguarding Board Reserve	Cr108,304	0	Cr108,304	0	Cr108,304
Intermediate Care pooled fund	Cr28,429	0	Cr28,429	0	Cr28,429
<b>JOINT COMMITTEE/ OTHER</b>	<b>Cr385,727</b>	<b>0</b>	<b>Cr385,727</b>	<b>0</b>	<b>Cr385,727</b>
<b>TOTAL ALL REVENUE RESERVES</b>	<b>Cr58,104,532</b>	<b>4,790,120</b>	<b>Cr53,314,412</b>	<b>Cr728,147</b>	<b>Cr54,042,559</b>

**Appendix 4 – General Reserve Balance**

	<b>2021/22 Original</b>	<b>2021/22 Projected</b>	<b>2021/22 Variance</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Opening balance 1st April</b>	<b>Cr 19,845</b>	<b>Cr 20,036</b>	<b>Cr 191</b>
Council Tax increased income	Cr 1,000	Cr 1,000	0
Capital - Phase II Accommodation financing costs	160	160	0
Doubtful Debt Provision	200	200	0
Contributions to the Economic Development Fund	200	200	0
Community Councils Grant Scheme	25	25	0
Transfer to Members Community Development Fund	300	300	0
Contribution to revenue budget	3,100	3,100	0
<b>Estimated Closing balance 31st March</b>	<b>Cr 16,860</b>	<b>Cr 17,051</b>	<b>Cr 191</b>

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

#### REPORT OF THE HEAD OF FINANCE

22<sup>nd</sup> September 2021

#### SECTION A – MATTERS FOR DECISION

#### WARDS AFFECTED – ALL

#### CAPITAL BUDGET MONITORING 2021/22

##### **Purpose of Report**

1. To provide Members with information in relation to delivery of the 2021/22 Capital Programme.

##### **Background**

2. On 8<sup>th</sup> March 2021 Council approved its Capital Programme for 2021/22; the report detailed planned Capital Expenditure totalling £80.170m for the financial year. This was updated at the Cabinet Meeting of 28 July 2021 to £83.464m.

The purpose of this report is to update Members as to the delivery of this Programme and to seek approval for a further updated budget position.

##### **Targeted Achievements**

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

County Borough. The school was opened to pupils in June 2021.

- Abbey Primary – progressing the construction of a new primary school to replace the current Abbey Primary which is based across three sites in Neath Abbey, Skewen and Longford.
  - Ysgol Gymraeg Ystalyfera Phase 3 – progressing the addition of a new build block comprising six extra classrooms and 3G rugby pitch provision.
- Progress the regeneration programme including Harbourside, Neath Town Centre Redevelopment, Plaza, and the Technology Centre
  - Further investment of £3m into Disabled Facility Grants to assist people to live at home and investment of over £3m in Schools Capital Maintenance and Highways and Engineering Maintenance improvements.
  - Redevelopment works at Hillside Secure Unit.
  - Remodelling of the Council's Waste Facility at Crymlyn Burrows as a Transfer Station with enhanced recycling capacity and facilities to accommodate the Council's expanding recycling operation.

### **Changes to the approved Budget**

4. The updated Capital Programme now totals £84.747m with the main changes proposed being:
  - A budget of £783k had been included in 2021/22 for Pontardawe Arts Centre Cinema. However, £723k has been re profiled into 2022/23 to reflect the profile of the works required.
  - 2021/22 grant approvals of £1.941m have been received predominantly relating to drainage works and a Place Making grant of £1.125m which will be mainly available to support property development enhancements.

Further details of the Budget changes are shown at Appendix 2.

### **Impact of COVID**

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

### **2021/22 Capital Expenditure**

6. Details of Capital Expenditure as at 31<sup>st</sup> August 2021 is outlined in Appendix 1 of this report

### **Financial Impact**

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

### **Valleys Communities Impact**

8. The Capital Programme provides investment in assets across the County Borough.

### **Workforce Impacts**

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

### **Legal Impacts**

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

### **Risk Management**

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

## **Consultation**

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

## **Recommendations**

13. It is recommended that Cabinet approves and commends to Council:
  - The approval of the updated proposed 2021/22 budget totalling £84.747m including the budget changes as set out in Appendix 2;
  - And note the position in relation to expenditure as at 31<sup>st</sup> August 2021.

## **Reason for Proposed Decision**

14. To comply with the Council's constitution in relation to budget virement, re-profiling between financial years and to update the Council's Budget projections for 2021/22.

## **Implementation of Decision**

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

## **Appendices**

16. Appendix 1 – Details of Capital Expenditure to 31<sup>st</sup> August 2021.  
Appendix 2 – Details of Budget Changes to 31<sup>st</sup> August 2021.

## **List of Background Papers**

Capital Programme working files



## **Officer Contact**

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## Appendix 1

### Capital Budget and Spend 2021/22 to date

	Current Budget £'000	Proposed Budget £'000	Actual @ 31.08.21 £'000
<b>Education, Leisure &amp; Lifelong Learning</b>			
Abbey Primary	6,533	6,533	2,414
Cefn Saeson	4,898	4,898	2,012
Ysgol Gymraeg Ystalyfera Bro Dur (North Campus)	5,636	5,636	2,019
Capital Maintenance - ELLL	1,383	1,383	215
Capital Maintenance for Schools Previous Years Grants	1,318	1,288	376
Welsh Medium School Grant - YGG Pontardawe, YGG Cwmllynfell & YGG Tyle'r Ynn	1,222	1,222	1,025
Infant Class Sizes Grant - YGG Rhosafan, YGG Castell Nedd, Groll Primary	748	748	255
Childcare Offer Grant - Small Grants Pot, Cwmavon, YGG Castell Nedd, YGG Blaendulais, Wauncerich Primary & Rhos Primary	1,130	1,130	94
Leisure Investment	142	142	188
Margam Orangery Upgrading Works	46	46	4
Margam Park Activity Investment	2,584	2,584	116
Margam Park Stonework Repairs	170	170	16
Schools & Leisure Maintenance - Additional Maintenance and Improvements	13	13	16
Pontardawe Arts Centre Cinema	783	60	2
HWB IT for Schools	1,136	1,136	437
Flying Start - Health & Safety Compliance (various childcare settings)	36	36	2
Furzemill Pond, Margam Park	181	102	101
Ysgol Hendrefelin - Cruyff Basketball Court	0	170	0
Other – Education & Leisure	3	82	34
<b>Environment</b>			
Highways and Engineering Maintenance	2,606	2,606	681

	<b>Current Budget £'000</b>	<b>Proposed Budget £'000</b>	<b>Actual @ 31.08.21 £'000</b>
Additional Highway Works (Highways Refurbishment Grant)	754	754	690
Additional Highway Improvements	275	275	0
Drainage Grants	865	1,663	169
Local Transport Fund (multiple locations)	653	653	40
Road Safety (multiple locations)	560	560	33
Safe Routes in Communities (multiple locations)	455	455	123
Active Travel Fund (multiple location)	771	771	35
Flood & Coastal Risk Projects - Aberavon & Brunel Dock	15	15	2
Flood Prevention Initiatives	179	59	0
Additional Recycling Initiatives	79	79	82
Major Bridge Strengthening - A474 Neath	289	289	0
Health & Safety	1,012	1,012	102
Neighbourhood Improvements	254	254	78
Pavilions	184	184	0
Disability Access	256	256	49
Street Lighting	1,347	1,347	566
Crymlyn Burrows Transfer Station - site improvements	1,650	1,650	96
Electric Vehicle Charging Stations	100	100	0
Vehicle Replacement Programme	1,500	1,500	1,049
Environment Street Scene Works	808	808	63
Maintenance - Structures and Council Owned Tips	137	137	14
Regeneration: Harbourside Infrastructure	3,603	3,603	827
Regeneration: Plaza Redevelopment	3,556	3,556	2,139
Regeneration: Port Talbot Magistrates Court	100	100	-30
Regeneration 6 Station Road	167	167	0
Regeneration: Aberafan Seafront Aquasplash Upgrade	447	447	321
Regeneration: Employment & Business Start Up Space	486	486	0
Regeneration: Neath Town Centre Redevelopment	11,352	11,352	4,119
Regeneration: 8 Wind Street – Conversion to Offices	446	446	459

	<b>Current Budget £'000</b>	<b>Proposed Budget £'000</b>	<b>Actual @ 31.08.21 £'000</b>
Regeneration: Crown Buildings /Roofing Development	865	865	-29
Regeneration: Neath Transport Hub	700	700	1
Regeneration: Property Enhancement Development Grant	927	927	382
Regeneration: Place Making Grant (Property Enhancement)	0	1,125	3
Regeneration: The Technology Centre	5,417	5,417	2,808
Regeneration: Afan Forest Park	459	459	343
Regeneration: Community Self Build Housing	150	150	0
Regeneration: Neath Strategic Hub	250	250	0
Regeneration: Valleys Task Force	233	233	0
Regeneration: Gnoll Country Park	48	48	5
Regeneration: Commercial Property Grant	275	275	1
Regeneration: Other	1,422	1,422	87
Other - Environment	402	446	42
<b>Social Services Health &amp; Housing</b>			
Capital Maintenance	332	332	69
Hillside Secure Unit Improvement Works	1,647	1,647	46
Efficiency & Warm Homes	548	548	129
Enable – Support for Independent Living	206	235	52
Disabled Facilities Grants	4,400	4,400	904
Other – Social Service & Housing	111	111	97
<b>Other Services</b>			
School IT/ Vehicle Financing	628	628	255
CCTV Replacement	246	246	17
Civic Accommodation Modernisation	250	250	0
Food Poverty Grant	58	58	0
Information Technology & Agile Working	74	74	0
Income Generation Proposals	50	50	0
Contingency	898	888	0
<b>Total</b>	<b>83,464</b>	<b>84,747</b>	<b>26,245</b>

## Proposed Capital Budget Changes for approval

Budget Changes	£'000	Comment
<b>Approved Budget as at 30th June 2021</b>	<b>83,464</b>	
Budget Changes		
Pontardawe Arts Centre Cinema	-723	Re profiled to 2022/23 to reflect planned spend
Furzemill Pond, Margam Park	-79	Transferred budget over provision to Other – Education & Leisure
Other – Education & Leisure	79	See above
Capital Maintenance for Schools Previous Years Grants	-30	NPT allocation for below scheme
Ysgol Hendrefelin - Cruyff Basketball Court	170	£75k new grant awarded, £65k contribution from Cruyff Foundation & £30k NPT funding
Flood Prevention Initiatives	-120	Allocated to match fund specific projects – as per below
Drainage Grants	798	New grant awarded (15% match funded from Flood Prevention Initiatives)
Regeneration: Place Making Grant (Property Enhancement)	1,125	New grant awarded
Other – Environment (Allotment Support Grant)	34	New grant awarded
Other – Environment (New Lift PT Multi Storey Car Park)	10	Additional cost of scheme
Enable – Support for Independent Living	29	Additional grant awarded

<b>Budget Changes</b>	<b>£'000</b>	<b>Comment</b>
Contingency	-10	To fund additional costs of New Lift PT Multi Storey Car Park
<b>Updated Budget</b>	<b>84,747</b>	



## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **CABINET**

#### **REPORT OF THE HEAD OF FINANCE – HUW JONES**

**22<sup>nd</sup> September 2021**

#### **Matter for Monitoring**

**Wards Affected - All**

#### **TREASURY MANAGEMENT MONITORING 2021/22**

##### **Purpose of Report**

1. This report sets out treasury management action and information for 2021/22 as at 31<sup>st</sup> August 2021.
2. This report will also be forwarded to the next Audit Committee in line with the Council's Treasury Management Practices Scrutiny arrangements.

##### **Rates of Interest**

3. The global outbreak of coronavirus has forced the UK Government to take drastic steps to stem the economic impact and this resulted in the Bank of England reducing the bank base rate.
4. During a special meeting of the Bank of England's Monetary Policy Committee on 10<sup>th</sup> March 2020, the Bank of England cut the rate from 0.75% to 0.25%, effective from 11<sup>th</sup> March, with a further reduction to 0.10% following shortly after on 19<sup>th</sup> March. The bank warned that the pandemic will result in a "sharp and large" economic shock.

The following table details the changes in bank rate:

<b>Effective Date</b>	<b>Bank Rate</b>
8th January 2009	1.50%
5th February 2009	1.00%
5th March 2009	0.50%
4th August 2016	0.25%
2nd November 2017	0.50%
2 <sup>nd</sup> August 2018	0.75%
11 <sup>th</sup> March 2020	0.25%
19 <sup>th</sup> March 2020	0.10%

5. The following table provides examples of external borrowing costs as provided by the Public Works Loans Board (certainty rate) as at 15<sup>th</sup> September 2021:

	<b>Equal Instalments of Principal</b>		<b>Annuity</b>		<b>Maturity</b>	
	<b>Previous 09Jul21</b>	<b>Current 15Sep21</b>	<b>Previous 09Jul21</b>	<b>Current 15Sep21</b>	<b>Previous 09Jul21</b>	<b>Current 15Sep21</b>
	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
5-5.5 years	0.96	1.05	0.96	1.05	1.16	1.23
10-10.5 years	1.16	1.23	1.16	1.24	1.56	1.57
20-20.5 years	1.56	1.57	1.58	1.59	1.96	1.87
35-35.5 years	1.91	1.84	1.93	1.86	1.94	1.80
49.5-50 years	1.99	1.89	1.98	1.88	1.81	1.66

### **General Fund Treasury Management Budget**

6. The following table sets out details of the treasury management budget for 2021/22 along with outturn figures for 2020/21. The budget consists of a gross budget for debt charges i.e. repayment of debt principal and interest, and interest returns on investment income.



<b>2020/21 Outturn £'000</b>		<b>2021/22 Original Budget £'000</b>
19,884	Principal and Interest charges	20,083
	<b>Investment Income</b>	
(251)	- Total	(200)
18	- less allocated to other funds	75
<b>(233)</b>	<b>Subtotal Income</b>	<b>(125)</b>
(169)	Contribution from General Reserves	(291)
	Contribution to General Reserves	
(200)	Contribution to/(from) treasury management reserve	
<b>19,282</b>	<b>Net General Fund</b>	<b>19,667</b>

# NB: Other funds include Trust Funds, Social Services Funds, Schools Reserves, Bonds etc.

## Borrowing

7. There have been no new loan agreements entered into since the last quarterly report.

## Investments

8. The following are a list of investments as at 15<sup>th</sup> September 2021:

<u>Counterparty</u>	<u>Value (£)</u>	<u>Investment type</u>	<u>Investment start</u>	<u>Investment maturity</u>	<u>Interest rate</u>
Aberdeenshire Council	£5,000,000	Fixed	25 <sup>th</sup> January 2021	24 <sup>th</sup> January 2022	0.18%
Derbyshire C.C.	£5,000,000	Fixed	30 <sup>th</sup> April 2021	29 <sup>th</sup> April 2022	0.20%

<u>Counterparty</u>	<u>Value (£)</u>	<u>Investment type</u>	<u>Investment start</u>	<u>Investment maturity</u>	<u>Interest rate</u>
Goldman Sachs International Bank	£5,000,000	Fixed	23 <sup>rd</sup> June 2021	23 <sup>rd</sup> December 2021	0.135%
Goldman Sachs International Bank	£5,000,000	Fixed	17 <sup>th</sup> August 2021	17 <sup>th</sup> February 2022	0.165%
Nationwide Building Society	£5,000,000	Fixed	20 <sup>th</sup> August 2021	22 <sup>nd</sup> November 2021	0.05%
Santander	£63,200,000	Call Account	N/A	N/A	0.10%

9. Please note – the Council’s investment criteria (appendix 1) allows for a maximum investment for an F1 rated counterparty to be £15m. Santander are currently an F1 rated counterparty – however, the policy also allows for this to be temporarily exceeded in exceptional circumstances. Members should note that during the COVID pandemic, this balance has been exceeded. The maximum amount placed with Santander was £117m on 9 June 2020 and the current balance invested as at 15<sup>th</sup> September 2021 (i.e. at time of writing this report) is £63.2m.

### **Investment Income**

10. In line with the Council’s Investment Strategy, the 2021/22 original budget target for investment income is £200k, income for the financial year to date totals £56k. Due to the very low interest rates at present with base rate at 0.1%, this budget will be constantly reviewed and any unachieved income will be met from the treasury management equalisation reserve at year end, subject to the Council’s overall financial position.
11. Members should note that the majority of investments are classified as ‘specified’ i.e. up to 12 months and are currently

deposited with Local Authorities Goldman Sachs International Bank, Nationwide Building Society and Santander Bank.

12. The Council policy will allow investments up to a maximum of £25m for periods of more than 1 year and up to 5 years, and this will be considered when decisions on investing surplus funds are made. The Council has no such investments.

### **Financial Impact**

13. All relevant financial information is provided in the body of the report.

### **Integrated Impact Assessment**

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

### **Valleys Communities Impacts**

15. No implications

### **Workforce Impacts**

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

### **Legal Impacts**

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

### **Risk Management**

18. Borrowing and investment decisions are made in line with the Council's Treasury Management Policy. The Council has appointed Link Asset Services to provide support and advice in relation to this policy. There are some risks associated with the investment with the Council's bankers, Santander, exceeding the £15m limit as approved in the policy. However, given that

Santander are a major bank, that the investment is mainly placed 'on call' meaning that it can be recalled the following day. This means that this investment is a reasonable risk for the council to take at present. This will be continuously monitored, alternative investment sought and reported to members as part of the future quarterly monitoring reports.

### **Consultation**

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

### **Recommendation**

20. It is recommended that members note the contents of this monitoring report.

### **Appendices**

21. Appendix 1 - Specified Investment Criteria

### **List of Background Papers**

22. PWLB Notice Number 356/21

### **Officer Contact**

Mr Huw Jones – Head of Finance  
E-mail - [h.jones@npt.gov.uk](mailto:h.jones@npt.gov.uk)

Mr Ross Livingstone – Group Accountant – Capital and Corporate  
E-mail – [r.livingstone@npt.gov.uk](mailto:r.livingstone@npt.gov.uk)

## Appendix 1

### Specified Investment Criteria

	Minimum 'High' Credit Criteria	Funds Managed	Max Amount	Max Duration
<b>Term deposits</b>				
Term deposits - Debt Management Office	N/A	In-house	Unlimited	1 year
Term deposits – local, police and fire authorities	N/A	In-house	£10m	1 year
Term deposits – Nationalised & Part Nationalised UK banks/Building Societies	Fitch short-term rating F1+, F1	In-house	£20m	1 year
Term deposits – UK banks/Building Societies	Fitch short-term rating F1+	In-house	£20m	1 year
Term deposits – UK banks/Building Societies	Fitch short-term rating F1	In-house	£15m	6 months or 185 days
<b>Callable deposits</b>				
Callable deposits – Debt Management Agency deposit facility	N/A	In-house	Unlimited	
Callable deposits – Nationalised & Part Nationalised UK banks/Building Societies	Fitch short-term rating F1+, F1	In-house	£20m	
Callable deposits – Nationalised & Part Nationalised UK banks/Building Societies	Fitch short-term rating F2	In-house	£10m	
Callable deposits - UK banks/Building Societies	Fitch short-term rating F1+ or F1	In-house	£15m *	
Term deposits – non UK banks	Fitch short-term rating F1+	In-house	£5m	6 months or 185 days

\* Where necessary this limit may be temporarily exceeded with the Authority's bankers only.

Mae'r dudalen hon yn fwriadol wag

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **Cabinet**

**22 September 2021**

### **Report of**

**Head of Human and Organisational Development  
S.Rees**

### **Matter for Decision**

**Wards Affected:** All Wards

### **Corporate Plan Annual Report Period: 1st April 2020 to 31st March 2021**

### **Purpose of Report**

1. To present the Corporate Plan Annual Report for the period: 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021 for consideration and approval.

### **Executive Summary**

2. The Annual Report provides an account of progress made against the three well-being objectives, improvement priorities and steps set out in the Corporate Plan 2019/2022 for the period 1st April 2020 to 31st March 2021.
3. The onset of the Covid-19 Pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan for 2020/21. For 2020/21, the well-being objectives and priorities for improvement set out in the 2019/22 Plan remained the same.
4. The report is required to meet duties set out in the Local Government (Wales) Measure 2009 and the Well-being of Future Generations (Wales) Act 2015.
5. Progress on achieving our well-being objectives in 2020/21 was not as good as the progress made over the two previous financial years. This was due to the impacts of the COVID-19 pandemic and the focus on responding to the pandemic.

6. In preparing this Annual Report for 2020/2021, the Council is required to consider whether the current well-being objectives remain relevant or whether changes to those objectives should be considered. This consideration is currently underway as part of the preparation of the Council's Corporate Recovery Plan which will be published in 2022.
7. In the summer of 2021 the Council launched the 'Let's talk' campaign which is an opportunity for residents and stakeholders to set the agenda and to provide their views, concerns, and ideas to help shape what the council does in the future. The feedback will help shape the above Corporate Recovery Plan from 2022/23 onwards.

## **Background**

8. Under the Local Government (Wales) Measure 2009, the Council is required to publish a forward looking improvement plan setting out our improvement priorities (known as improvement objectives) for the financial year ahead and an annual report to reflect back on the performance of that plan.
9. Additionally, 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. The Council is further obliged to report each year on the extent to which the well-being objectives it has set have been achieved.

## **Our progress and Performance**

10. Across the three well-being objectives for 2020/21, 64% (53 of 83) of our 'steps', i.e. the strategic actions we set to deliver our improvement priorities are on track, 24 of the steps are 'just off' track and 6 are off track. For 2019/20 we reported 83% (68 of 83) of 'steps' on track, 13 were 'just off' track and 2 were off track.
11. Assessment for 2020/21 is that **Well-being Objective 1 is 'just off track'** and **Well-being objectives 2 and 3 are 'on track'**
12. Our current suite of 55 Corporate Plan Key Performance Indicators (KPIs) is the same set as in 2019/20. The summary below shows an improvement against targets but a decline in performance. However caution should be taken with such a comparison this year as there are fewer performance



indicators that have comparable data and performance for some measures has been impacted by the pandemic.

- In summary, during 2020/21, of the Corporate Plan KPIs that had comparable targets, 61% (23 of 38) achieved target, 18% (7 of 38) were within 5% of target and 21% (8 of 38) were 5% or more below target. This compares to 2019-20 where just over half (54%), 26 of 48 achieved target, 21% (10 of 48) were within 5% of target and 25% (12 of 48) were 5% or more below the target set.
- In 2020/21 57% (24 of 42) improved or maintained performance, 24% (10 of 42) marginally declined but within 5% and 19% (8 of 42) declined by 5% or more. This compared to 2019/20 where 63% (32 of 51) improved or maintained performance, 14% (7 of 51) marginally declined and 23% (12 of 51) declined by 5% or more.
- Examples of good performance in 2020/21 include an increase in our recycling rate, an improvement in the condition of A, B and C roads, more people prevented from becoming homeless, a reduction in sickness rates across the Council and almost all schools have now adopted the Healthy Relationship Programmes. In addition, we have achieved our lowest N.E.E.T. (not in education, employment or training) figure ever, increased the number of childcare places and 470 jobs were created/safeguarded as a result of financial support by the authority.
- However, some of our performance has been negatively affected by the pandemic - including school attendance, the amount of contact the Youth Service had with children and young people, the average time taken to complete a Disabled Facilities Grant and visits to theatres, leisure centres and libraries.

13. Previously, we have compared our performance with other local authorities across Wales against the national set of Public Accountability Measures (PAMs). However, due to the COVID-19 pandemic the 2019/20 PAM data set was not collected and published by Data Cymru. Data Cymru have recently put arrangements in place so that local authorities can share their PAM performance for both 2019/20 and 2020/21 and we have agreed to sign up to this process. However, not all authorities will be providing data, not all PAMs will have data due to the pandemic and Data Cymru will not be publishing the data. The data will be used for benchmarking purposes only.

14. The 2020/21 annual report and annual report summary includes a Covid-19 response infographic. The infographic provides a visual summary of some of the services / work delivered by the Council during the pandemic.

## **Financial Appraisal**

15. The performance described in the Annual Report was delivered against a challenging financial backdrop which has been further impacted by the Covid-19 pandemic. Since 2010, spending reductions to c£95 million have been delivered to enable the Council to achieve a balanced budget. The Council's Net Budget for 2020/21 was £304.082m. The Actual Net Expenditure, or Outturn position for the Council, shows a net under spend of £720k. The Council received Covid Grant funding of £80m in year of which £50m had been paid out to support businesses and individuals in the County Borough.

## **Integrated Impact Assessment**

16. There is no requirement to undertake an Integrated Impact Assessment for the Corporate Plan Annual Report. [An impact assessment was undertaken recently for the 2021-23 Corporate Plan.](#)

## **Valleys Communities Impact:**

17. The Annual Report provides an update on the progress made in delivering projects to support valley communities.

## **Workforce Impact**

18. The progress described in the annual report was achieved against a backdrop of an unprecedented emergency situation. This has involved a step change in workforce flexibility and innovation underpinned by enhanced use of data and digital technology. A significant number of the Council's workforce were redeployed temporarily to new duties.

## **Legal Impact**

19. This Annual Report is prepared under Section 15(3) of the Local Government (Wales) Measure 2009 and discharges the Council's duties under sections 2(1), 3(2), 8(7) and 13(1). This Annual Report also discharges duties in Section 3 of the Well-being of Future Generations (Wales) Act 2015.

## **Risk Management**

20. Councils are required to produce a backward looking report by 31<sup>st</sup> October each year. The report must comply with provisions within the 2009 Measure. Failure to produce a compliant report within the timescales can lead to a Certificate of Non-Compliance by Audit Wales and statutory recommendations the Council would be obliged to address. The risk of non-compliance is considered low as the Report follows the same format as

previous years when a Certificate of Compliance has been achieved and publication by the timescales of 31st October 2021.

### **Consultation**

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

### **Recommendations**

22. It is recommended that Cabinet considers the following documents set out in the appendices, and if considered appropriate, that Cabinet commends the documents to Council for approval:

- Draft Corporate Plan Annual Report for 2020/21 (full progress report)
- Draft Corporate Plan Annual Report Summary for 2020/21
- Key Performance Indicators for 2020/21

23. It is recommended that the Leader of Council be given delegated authority to make such changes as may be needed to the Annual Report prior to publication, provided that such changes do not materially alter the content of the document considered by Council.

### **Reason for Proposed Decision**

24. To meet the statutory requirements set out in the Local Government (Wales) Measure 2009 and the Well-being of Future Generations (Wales) Act 2015.

### **Implementation of Decision**

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

### **Appendices**

26. Appendix 1 – Draft Corporate Plan Annual Report for 2020/21 (full progress report 2020/21)

27. Appendix 2 – Draft Corporate Plan Annual Report for 2020/21 (summary report 2020/21)

28. Appendix 3 – Key Performance Indicators 2020/21

### **List of Background Papers**

29. Neath Port Talbot Corporate Plan, Shaping NPT 2019–2022

30. Local Government (Wales) Measure 2009

31. Well-being of Future Generations (Wales) Act 2015

## **Officer Contact**

32. Sheenagh Rees, Head of Human and Organisational Development. Tel: 01639 763315 or e-mail: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk)

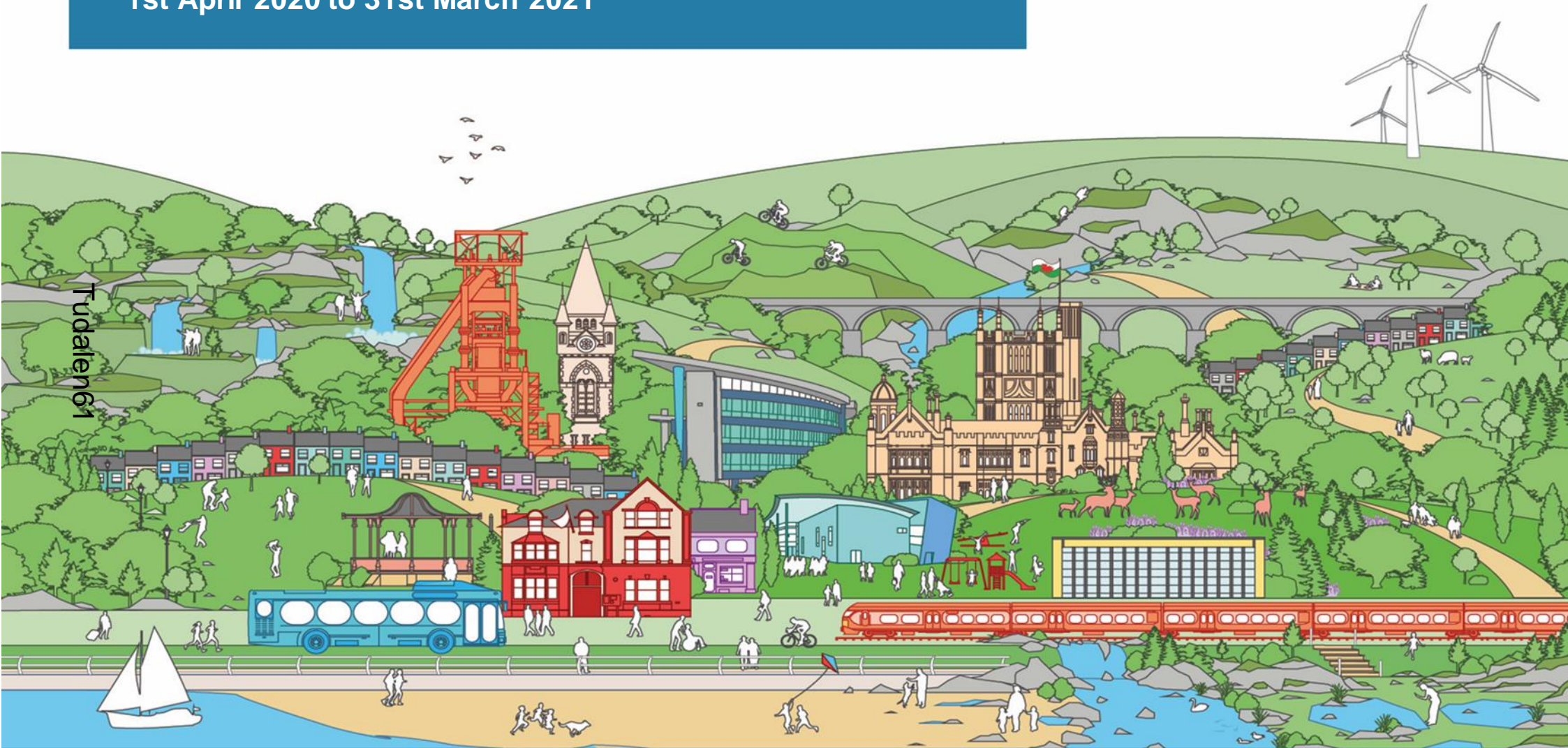
33. Caryn Furlow-Harris, Strategic Manager - Policy & Executive Support. Tel: 01639 763242 or e-mail: [c.furlow@npt.gov.uk](mailto:c.furlow@npt.gov.uk)

34. Shaun Davies, Corporate Performance Management Officer. Tel: 01639 763612 or e-mail: [a.s.davies@npt.gov.uk](mailto:a.s.davies@npt.gov.uk)

# Corporate Plan Annual Report

1st April 2020 to 31st March 2021

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## FOREWORD

During 2020/2021 we faced some of the toughest challenges we could imagine. 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, elected members and our communities adapted to the severe restrictions placed on us all.

In June 2020, Council officers were part of a multi-agency response to a major incident in Seven Sisters, caused by a propane gas cylinder explosion. Partners supported residents at the time of the incident, and afterwards as a number of properties needed remedial work to enable safe return. The support from the community was nothing short of remarkable and I would like to pay tribute to the community spirit, so typical of people in our county borough, which came to the fore throughout.

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.

Whilst dealing with those emergencies, the Council kept working - delivering services and making progress towards the Council's well-being objectives and associated improvement priorities we set out in our 2019/2022 Corporate Plan.

In this Annual Report you will find more information on that work and the difference we made which included providing Chromebooks to 9,500 pupils to support their learning at home, the regeneration work which continued across the county borough including Neath Town Centre and Plaza Cinema refurbishment, business support delivered to 67 valley based companies and securing permanent accommodation for 258 homeless individuals or households. In addition, work was ongoing to prepare a planning application for the £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and South Powys and conditional planning was approved in July 2021. This project will create high quality jobs with additional employment from large contracts in the construction phase.

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. At the time of writing this Annual Report we are focused on the development of the Council's Corporate Recovery Plan which will be published in 2022. That Plan will set out a revised vision and a set of updated well-being objectives and priorities for delivery over the next five years, which will have been shaped by the Council's Let's Talk Campaign, which is an opportunity for people living in Neath Port Talbot to set the agenda and shape what we do as Council going forward.

**Cllr Edward Latham, Leader of Council**

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This Report is available in Welsh ([add link when available](#)) and on our [website](#).

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## 1. Introduction

This Annual Report provides an account of progress made against the three well-being objectives, improvement priorities and steps set out in the [Corporate Plan 2019/2022](#) for the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021.

The onset of the COVID-19 pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan for 2020/21. For 2020/21, the well-being objectives and priorities for improvement set out in the 2019/22 Plan remained the same.

In preparing this Annual Report for 2020/2021, the Council is required to consider whether the current well-being objectives remain relevant or whether changes to those objectives should be considered. This consideration is currently underway as part of the preparation of the Council's Corporate Recovery Plan which will be published in 2022.

In the summer of 2021 the Council launched the '[Let's talk](#)' campaign which is an opportunity for residents and stakeholders to set the agenda and to provide their views, concerns, and ideas to help shape what the Council does in the future. The feedback will help shape the above Corporate Recovery Plan from 2022/23 onwards.

## 2. Summary of Progress and Performance during 2020/2021

### Progress:

**Well-being objectives and Improvement Priorities** – Progress on achieving our well-being objectives was not as good as the progress made over the two previous financial years. This was due to the impacts of the COVID-19 pandemic and the focus on responding to the pandemic.

Under each well-being objective there are improvement priorities and steps. The improvement priorities set out the overall improvement we are aiming to achieve and the steps set out the actions we will we take to deliver that improvement.

Across our three well-being objectives for 2020/21, 64% (53 of 83) of steps are on track, 24 of the steps are just off track and 6 are off track. For 2019/20 we reported 83% (68 of 83) of steps on track, 13 were just off track and 2 were off track.

A summary of progress made on achieving each well-being objective is set below:

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

We set out 27 steps to help us deliver the 7 improvement priorities under **Well-being Objective 1**.

For 2020/21, 15 (56%) of the 27 steps were on track, 9 just off track and 3 off track. This compares to 23 (85%) on track, 2 just off track and 2 off track in 2019/20.

5 of the 7 improvement priorities were just off track and 2 were on track.

#### **The overall assessment of progress for 2020/21 for Well-being Objective 1 is just off track.**

The main reason for this is due to the impact of the COVID-19 pandemic, the national restrictions and subsequent impact on the levels of contact and engagement with children and young people, especially in the Youth Service.

However, significant support was provided to pupils including £3.9million of free school meal payments, 9,500 pupils provided with Chromebooks and 300 laptops to support learning. We also continued with our Strategic Schools Improvement Programme which included continuing phase 1 of the new £27 million home for Cefn Saeson Comprehensive School. In addition, a number of support grants from Welsh Government were administered by the Council to support the childcare sector and our N.E.E.T (not in education, employment or training) figure of 2.1% was the lowest (best) ever figure for this council. Road Safety outcomes continue to improve year on year and the majority of the Children and Young People Services steps remained on track.

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

We set out 31 steps to help us deliver the 6 improvement priorities for **Well-being Objective 2**. For 2020/21, 20 (65%) of the steps were on track, 10 just off track and 1 off track. This compares to 26 (84%) on track, 5 just off track and zero off track in 2019/20.

4 of the 6 improvement priorities were on track and 2 were just off.

**The overall assessment of progress for 2020/21 for Well-being Objective 2 is on track.**

The COVID-19 pandemic and the national restrictions had a significant impact on a number of services that deliver the steps for Well-being Objective 2 such as Environmental Health and Trading Standards work and completion of Disabled Facilities Grants. The impacts of the pandemic can also be linked to some of our Community Safety work relating to domestic abuse, substance misuse and an increase in anti-social behaviour in our towns. However, the Council provided significant support to businesses and individuals during the pandemic, significant support and better outcomes for our homeless and we continued to support service users across Adults Services.

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

We set out 25 steps to help us deliver the 8 improvement priorities for **Well-being Objective 3**. For 2020/21, 19 (76%) of the steps were on track, 5 just off track and 1 off track. This is broadly the same as in 2019/20 which had 19 (76%) on track, 6 just off track and zero off track.

6 of the 8 improvement priorities were on track and 2 were just off.

**The overall assessment of progress for 2020/21 for Well-being Objective 3 is on track.**

The COVID-19 pandemic and national restrictions had a significant impact on a number of services that deliver the steps for well-being objective 3 such as leisure services, theatres, libraries and tourism. However, despite this impact we delivered most of what we had planned to do under this well-being objective. We achieved the statutory recycling target. Regeneration work continued across the county borough including Neath Town Centre, Plaza Cinema refurbishment and conditional planning consent was given in July 2021 for a £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and South Powys. We made improvements to our parks and greenspaces, increased accessible cycle routes by 6.6km (over the last two years) and improved the condition of our roads.

### **Performance - How we compare**

The Council has a duty, under the Local Government (Wales) Measure 2009 (which ceases on 31<sup>st</sup> October 2021) to compare our performance against performance in previous years and with other council's performance across Wales. To assess our performance in meeting our well-being objectives, we use 55 performance indicators (Corporate Plan Key Performance Indicators). These are the same set of performance indicators that were used to assess performance during 2019/20.

The summary below shows an improvement against achieving targets that were set but a decline in performance when comparing 2020/21 performance against 2019/20 performance.

\*Caution should be taken with such a comparison as there are fewer performance indicators that have comparable data and performance for some measures has been impacted by the COVID-19 pandemic.

- In summary, during 2020/21, of the performance indicators that had comparable targets, 61% (23 of 38) achieved target, 18% (7 of 38) were within 5% of target and 21% (8 of 38) were 5% or more below target.

This compares favourably to 2019/20 where just over half (54%), 26 of 48 achieved target, 21% (10 of 48) were within 5% of target and 25% (12 of 48) were 5% or more below the target set.

- In 2020/21, 57% (24 of 42) improved or maintained performance, 24% (10 of 42) marginally declined but within 5% and 19% (8 of 42) declined by 5% or more.

This compares not so favourably to 2019/20 where 63% (32 of 51) improved or maintained performance, 14% (7 of 51) marginally declined and 23% (12 of 51) declined by 5% or more.

- Examples of good performance in 2020/21 include an increase in our recycling rate, an improvement in the condition of A, B and C roads, more people prevented from becoming homeless, a reduction in sickness rates across the council and almost all schools have now adopted the Healthy Relationship Programmes. In addition, we have achieved our lowest N.E.E.T. (not in education, employment or training) figure ever, increased the number of childcare places and 470 jobs were created/safeguarded as a result of financial support by the authority.
- However, some of our performance has been negatively affected by the pandemic - including school attendance, the amount of contact the Youth Service had with children and young people, the average time taken to complete a Disabled Facilities Grant and visits to theatres, leisure centres and libraries.

A more detailed assessment of our progress towards achieving our well-being objectives can be found later in this report and in the 2020/21 Key Performance Indicators Report [\(link\)](#)

**Public Accountability Measures (PAMs)** – Previously, we have compared our performance with other local authorities across Wales against the national set of Public Accountability Measures (PAMs).

However, due to the COVID-19 pandemic the 2019/20 PAM data set was not collected and published by Data Cymru. Data Cymru have recently put arrangements in place so that local authorities can share their PAM performance for both 2019/20 and 2020/21 and we have agreed to sign up to this process. However, not all authorities will be providing data, not all PAMs will have data due to the pandemic and Data Cymru will not be publishing the data. The data will be used for benchmarking purposes only. For completeness, our own performance for those PAMs that have data for 2020/21 is included within our Key [Performance Indicators Report \(link\)](#).

### 3. COVID-19 – Our response (from middle of March 2020 to end of March 2021)

In the middle of March 2020, the Council mobilised an emergency response to the developing COVID-19 national emergency situation. There was an 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 was and continues to be 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;
- The new Neath Port Talbot (NPT) Safe & Well Service was set up to support people told to shield themselves from the virus (and other vulnerable people) with daily living tasks. Over 2,600 residents have used the service and 678 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.

The infographic overpage provides a visual summary of some of the services / work delivered by the Council during the pandemic. Following the infographic is a case study on the Safe & Well Service which was set up to support people who were told to shield themselves from the virus (and other vulnerable people) with daily living tasks.



# Council response during the pandemic

## NPT Safe & Well Service



Our NPT Safe & Well Service supported **2,600+** residents

**698** volunteers registered

**450+** food parcels delivered weekly

**400+** weekly prescriptions delivered

**Over 6,000** welfare calls to residents

## Business Support

**£47m** Covid grants paid out to local businesses

**2,242** business enquiries assisted resulting in advice, information or financial support

**88** CHARITY/SPORTS CLUBS received £10k each in grant support

Provided **£45m** Business Rates grant relief and

**£8.9m** High Street Business Rates relief

**NPT Buy Local**  
26,587 visitors to webpage  
290 businesses listed

## Pupil Support

**9,500** chromebooks...  
...and 300 laptops provided to pupils and 940 laptops for teachers

Delivered road safety training via TEAMS to **over 5,000** pupils

**5,213** pupils are claiming free school meals and **£3.9 million** in payments since first lockdown (up to 31st March 21)

**45k** face masks provided to pupils in September 2020

**8** hubs provided daily support to up to **250** children

Tudalen73

# Council response during the pandemic

## NPT Staff Support

1st council in England and Wales to introduce a "safe leave" policy for victims of domestic abuse working for the council who can take up to five days of paid "safe leave" to access support



**OVER 700**

laptops provided to staff enabling homeworking

**85**

online employee training courses delivered to 3,809 attendees



**800 NPT staff** offered to step into different roles to help with COVID-19

## Other Support

**470 jobs**



created/safeguarded as a result of financial support by the council

**£19.4m**

Council Tax support to 17,389 households



**113,888** COVID-19 webpage views



Permanent accommodation secured for 258 homeless individuals or households

Accessible cycle routes increased by

**6.6km**

(during 2019/20 and 2020/21)



Homecare Staff; 200+ COVID trained and 10,700+ monthly visits to service users

50 playgrounds were made COVID safe



## Working with Partners



Project managed construction of 340-bed field hospital at Llandarcy



used as a Mass Vaccination Centre



NPT Test, Trace and Protect Service contacted

**31,079** people

up to 31st March 2021

### **Case Study: NPT Safe & Well Service**

**Background:** NPT Safe & Well was launched in March 2020 in response to the COVID-19 pandemic, aimed at supporting our most vulnerable residents, those advised to shield and those requested to self-isolate, by providing food, medication and help with daily living tasks like shopping.

At the height of the pandemic, the NPT Safe & Well service was delivering 450+ food boxes and 400+ medical prescriptions on a weekly basis to vulnerable residents who were shielding or self-isolating. In total, the service supported more than 2,600 people across the county borough and made more than 6,000 welfare calls to check if people needed help. The service worked closely with numerous community organisations to deliver the service and 698 volunteers registered to give up their time to support the vulnerable residents of Neath Port Talbot.

#### **How does this work meet the [5 ways of working](#) of the sustainable development principle:**

- **Long-term** – the NPT Safe & Well Service was established as an emergency response to the pandemic, to prevent long term harms to our most vulnerable citizens and to protect the wellbeing of our communities. The NPT Safe & Well Service therefore contributes to the long term vision of the corporate plan wellbeing objectives. Safe & Well evolved throughout the course of the pandemic becoming more of a safety net; providing support in situations where the community itself could not respond. Through Safe & Well we have built up an extensive picture of need within our communities and the resources available. The legacy of that service is now longer term in how we as a council can work with communities and developing volunteering opportunities.
- **Integration** – the NPT Safe & Well Service was established at short notice to deliver a humanitarian response and this delivery was achieved through a cross departmental and organisational effort. Staff from across the Council volunteered or were redeployed to deliver the humanitarian response. Safe & Well had clear governance and accountability. Whilst this service was set up at short notice it does link to two of our improvement priorities within the corporate plan which are 1.7 Children and young people are safe and feel safe and 2.3 People are safe and feel safe.
- **Involvement** – the NPT Safe & Well service was established by the Council at short notice, to respond to the needs of people who had been asked to shield as they were medically extremely vulnerable, however the service was extended to include other vulnerable residents and was continuously updated. This humanitarian response involved other organisations who were also providing support e.g. registered social landlords (also known as housing associations). A safe & well partnership was established to ensure that the response was as coordinated as possible at a borough level, and community leads appointed at a ward level to involve and work with people at a local level to meet the needs of people on the shielded persons list or otherwise vulnerable
- **Collaboration** — the NPT Safe & Well Service was delivered in collaboration with a range of organisations and individuals across the borough, including CVS, registered social landlords, Age Connects Neath & Port Talbot, local businesses, community groups/organsiations, elected members and street champions, as well as across directorates within the council. Volunteers played an absolutely essential role in ensuring we protected our most vulnerable residents. The Safe & Well Partnership, as mentioned above, was established to further this collaborative approach, and to recognize the role of organisations involved and how we could work better together to meet the needs within our communities.

- **Prevention** – the humanitarian services was established to protect those individuals who were at greatest risk of harm from the Coronavirus, and also to reduce the transmission within the communities.

**Service user outcome:**

*One resident who received support from the service wrote to the Council on a 'Thankyou card' and the feedback message said: "I would like to take this opportunity to say thank you to each and every one of you who has kept us going through this pandemic. To those who sorted the food, to those who boxed it for delivery, to those who donated the produce, to the delivery drivers, to each and everyone who gave up their time to help in any way they could; you have all been such a tremendous help. I really do not know what we would have done had it not been for your kindness. So once again I thank you from the bottom of my heart."*

*Other positive comments received from members of the public include:*

- *"Well done and a big thank you for your first class service."*
- *"It is wonderful what lengths the people working for the council will do to help the communities served by NPTCBC."*
- *"I would like to say thank you on behalf of my Auntie...she's not on the internet. The boxes kept her going."*

Tudalen76

The next three sections set out a more detailed assessment of how well we achieved our three well-being objectives by providing an assessment of the progress made against each of the steps (the detailed actions) under each well-being objective).

The RAG status of each step is based on the following key:

- **Green:** on the whole we delivered what was planned during 2020/21
- **Amber:** Just off track, we have not delivered some of what was planned during 2020/21 or some work was paused or affected due to the pandemic
- **Red:** Off track in delivering what was planned during 2020/21 or some work or all work was paused or affected due to the pandemic

Tudalen77

At the start of each section, information is included on how each well-being objective contributes to the seven national well-being goals.

At the end of each section there is information on the performance indicators identified to measure progress against achieving the well-being objective.

The RAG status of each KPI is based on the following key:

- **Green:** achieved target for 2020/21 - performance was maintained or improved on 2019/20
- **Amber:** within 5% of target - within 5% of previous years performance
- **Red:** 5% or more below target - 5% or more below previous years performance
- **N/a** – no comparable data or no target set

4. Well-being Objective 1 – Progress in 2020/21



**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”*

Tudalen 78

How this well-being objective contributes to the seven national well-being goals:	
<b>A prosperous Wales</b>	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.
<b>A healthier Wales</b>	Every school in NPT is a “Healthy School” and the county borough also has good participation rates in physical activity. The focus here is to place greater emphasis on emotional well-being to equip children and young people with the skills, behaviours and support they need. Additionally, parenting programmes will target those families most in need of support. 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.
<b>A Wales of cohesive communities</b>	There is a strong emphasis on ensuring equality and celebrating diversity across a range of activities. 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

How this well-being objective contributes to the seven national well-being goals:	
	<p>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 it is acknowledged 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>
<b>A resilient Wales</b>	<p>Children and young people are 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.</p>
<b>A more equal Wales</b>	<p>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. There is also 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.</p>
<b>A Wales of vibrant culture and thriving Welsh language</b>	<p>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 has a Welsh Language Promotional Strategy which supports the council's objectives to increase the number of people who can speak Welsh and who do so on a daily basis.</p>
<b>A globally responsible Wales</b>	<p>There are many ways in which the work set out in this well-being objective contributes to the wider world. For example, the technological investment through our 21<sup>st</sup> 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.</p>

**Case Study: SHEP (School Holiday Enrichment Programme)**

**Background:** SHEP (School Holiday Enrichment Programme) organised by Neath Port Talbot Council's Youth Service and Catering Service is a school-based scheme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of deprivation during the summer holidays.

During the 2020 summer holidays, more than 60 children attended SHEP which took place at Cymmer Primary School, Ysgol Bae Baglan and Llangatwg Community School. Each day, the children were organised into small groups and offered a range of activities with Sgiliau providing a range of sporting activities, the Council's Music Service providing sessions that included dancing, singing, writing and putting on "mini gigs" in addition to other activities by partners.

**How does this work meet the [5 ways of working](#) of the sustainable development principle:**

- **Long-term** – the project contributes to the long term vision of the corporate plan **well-being objective 1 - to improve the well-being of children and young people**. We have developed the project to ensure young people are emotionally and socially supported during the period of the project and contributes to the long term development of the children in terms of social and physical development. The project has been implemented for many years and is funded by Welsh Government.
- **Integration** – the project links with the corporate plan **wellbeing objective 1 - to improve the well-being of children and young people**, and other local delivery plans within the organisation. Other summer activities that are developed over the summer period take into consideration the SHEP programme in order to avoid duplication and provide a wide range of activities for children and young people in the community.
- **Involvement** – schools, senior management, physical activity teams, play and parenting teams, youth service, catering service, all work in an open culture where information is shared. Meetings have taken place in order to understand the needs of the project and to ensure robust processes are in place. Welsh Government are updated regarding progress and outcomes.
- **Collaboration** – The SHEP model is a partnership approach involving schools, health professionals, local authorities including Health and Safety officers and community sports staff and is based on the following ethos – 'Working together to promote healthy living, positive wellbeing and improve engagement with education and the school during the summer holidays' - Welsh Government
- **Prevention** – The project supports social skills and fine and gross motor skills for the children and young people. The project supports the children as a whole and therefore helps prevent mental health issues in the future. The project also helps working parents to be able to continue in the work place over the summer period and also promotes partnership working which helps other initiatives in the future. Feedback from parents and stakeholders ensures the project is fit for purpose and amended if required for future years.

**Service user outcome:** [School holiday programme hailed a success](#) : A parent whose child attended the programme commented: "I'd like to say thanks to the team this week for going ahead and providing this program within this school holiday and in these unprecedented times.

"Both my children have thoroughly enjoyed all activities provided and I definitely think this has helped in their motivation and confidence of getting introduced to comprehensive schooling."



## Well-being Objective 1 – Progress during 2020/21:

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
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	1.1.1	Step - 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	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• At the start of the pandemic, we established 8 hubs across the authority providing care for up to 250 children on a daily basis.</li> <li>• The Childcare Offer for Wales was suspended in April 2020 and the temporary Coronavirus Childcare Assistance Scheme (CCAS) was introduced for vulnerable children and children of key workers. 824 children in NPT were approved for CCAS. The Childcare Offer was reinstated in September 2020, with 806 active users by end April 2021.</li> <li>• Additional childcare grants were made available from Welsh Government, both revenue and capital, to support the sector during the COVID-19 pandemic. £234,925 revenue grants were paid to childcare providers (117 applications), and £154,323 capital grants (34 applications).</li> <li>• Online/virtual training for childcare providers continued through 2020/21.</li> <li>• A new childcare setting was opened in January 2021 on the grounds of Waunceirch Primary School, which was funded through capital grant from the Childcare Offer for Wales. Further childcare developments will be ongoing during 2021/22.</li> <li>• £75,000 additional funding from Welsh Government enabled us to provide a range of childcare session during the summer of 2020.</li> <li>• £46,000 additional funding from Welsh Government enabled us to provide summer enrichment sessions targeted at</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status	
Tudalen82		<p>pupils in year 5 and 6 from areas of deprivation. Sessions included physical activity, music and play and recreational activities.</p> <ul style="list-style-type: none"> <li>2,413 full day childcare places provided across the borough. Whilst this is lower than our pre pandemic target of 2,450 for 2020/21, it is an increase of 78 places since 2019/20. Registered numbers have fluctuated through the year as a result of COVID-19.</li> </ul>		
	1.1.2	Step - We will review links between early years childcare providers and schools to ensure they are developed to support children's transition to school	AMBER	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Due to COVID- 19, transition has been directly between individual settings and schools. Throughout 2021/22 a cluster based approach will be developed to complement ongoing ALN (Additional Learning Needs) cluster meetings.</li> <li>Early Years &amp; Childcare Transition Officer is currently working with ALN Transition Officer on developing a protocol for NPT. When the ALN Code is published and the protocol is complete, training will be rolled out for all settings and cluster meetings will be implemented.</li> </ul>		
	1.1.3	Step - We will deliver a national programme and targeted intervention through the Bookstart programme to introduce literacy and numeracy for babies and young children	AMBER	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Due to COVID-19 restrictions it has not been possible to hold any activities for children in libraries during 2020/21. Consequently the full programme moved online and was delivered via a dedicated Facebook group and through WhatsApp channels. Between these two platforms we delivered a series of recorded and live song and rhyme</li> </ul>		

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen83		sessions and provided advice and signposting in relation to Bookstart packs, which were also distributed via libraries. In August we were able to deliver some outdoor sessions for adults and children at Victoria Gardens in Neath.	
	1.1.4	Step - We will work with partners to ensure that we target support to those children at risk of adverse childhood experience in the first 1,000 days of their lives	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The Family Information Service (FIS) continued to provide information on services for children and families. During 2020/21, 1,543 enquiries were received by FIS, a 41% reduction on 2019/20.</li> <li>The Early Years Integration Pathfinder programme began delivery of pilot models to improve the co-ordination of services within the early years system. £214,000 was utilised across the NPT and Swansea region to deliver projects, including improving co-ordination of services in non-Flying Start areas, purchase of Wellcomm resources to support speech and language development, and workforce development to support early years physical literacy. Delays in the award of funding from Welsh Government (WG) meant that these did not start until October 2020.</li> <li>A new Child Development Fund was introduced by WG in October 2020 to support early years children whose development had been adversely impacted by COVID-19. £158,000 was awarded which funded projects including speech and language support for parents, early year's nutrition advice for health visitors, outdoor play opportunities, equipment and resources for children with an ALN. Additional funding has been committed to end of September 2021.</li> </ul>	
1.2 Families struggling to provide good	1.2.1	Step - To target early intervention and prevention support to those families who need it, ensuring better local alignment and a co-ordinated approach to providing support to address child adverse experiences	AMBER

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
parenting for their children will be provided with tailored support Tudalen84		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Throughout the lockdown period we provided weekly payments of £19.50 to each FSM (free school meals) child whose family has registered for the payments. We continued to make payments during school holidays and 5,213 pupils claimed free school meals and £3.9 million in payments since 1st lockdown (upto 31<sup>st</sup> March 2021)</li> <li>• 761 referrals were received for Families First services with 1,793 individuals accessing support. All elements of the programme continued through the year with providers adapting their support to be via telephone or remote platforms. The programme saw a higher level of families not engaging or ‘opting out’ than in previous years, which we believe to be as a result of the change to remote delivery. Many families have indicated that they will wait for face to face work to resume.</li> <li>• Early Intervention and Prevention panel continued to meet during 2020/21, moving to Teams for weekly meetings. 1,363 referrals were received and discussed by panel throughout the year.</li> <li>• Flying Start programme has continued with most elements of the programme delivered remotely – Teams, Zoom, What’s App, and increased use of social media. Approximately 1,700 children under 4 were engaged with at least one element of the programme.</li> <li>• Both Flying Start and Families First parenting teams successfully delivered a number of online parenting courses, with some parents reporting that they would prefer this as an option going forward.</li> <li>• Families First Youth Workers continued to support young people (including vulnerable young people referred to the service) throughout the pandemic via a range of methods including virtual sessions, meeting young people in their gardens, walk and talk sessions. Group work was very limited due to the pandemic. 479 young people accessed this service during 2020/21.</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
1.3 Children of school age will be safer, healthier and engaged with their learning	1.3.1	Step - We will ensure communities are empowered to strengthen their own capacity to improve health and wellbeing and all children and young people can fully participate in a range of activities that promote their social, cultural, economic and environmental well-being	Red
Tudalen85	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We continued to support 12 community based Youth Clubs which provides young people aged 11-18 with access to a range of educational, social and recreational activities. Throughout the pandemic the community based youth clubs were closed. We continued to support the young people by opening up virtual youth clubs using Microsoft Teams. The numbers of young people engaging with youth workers virtually was low. 137 young people accessed our virtual youth clubs. Cymmer Youth Club was opened up as a pilot for our youth clubs and proved successful with young people and plans are now in place to open the youth clubs over the summer holidays 2021</li> <li>• Seven young people from Neath Port Talbot have been recognised for their community volunteer work during the COVID-19 pandemic. Each received an '<u>Outstanding Contribution Award</u>' from Neath Port Talbot Council's Youth Service as part of International Children's Day 2020.</li> <li>• We held a <a href="#">school holiday programme</a> for more than 60 children.</li> <li>• A new website has been launched for young people living in Neath Port Talbot. <a href="http://www.nptyoungpeople.co.uk">www.nptyoungpeople.co.uk</a></li> <li>• 46K additional funding from Welsh Government enabled us to provide summer enrichment sessions targeted at pupils in year 5 and 6 from areas of deprivation. Sessions included physical activity, music, play and recreational activities.</li> </ul>		

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen86		<ul style="list-style-type: none"> <li>All Wales Play Opportunities Grant funding (139,939 capital, £22,951 revenue) was utilised to improve opportunities for children's play. Twenty projects were funded, including improvements to fixed equipment sites and outdoor spaces, purchase of play packs for children with disabilities, and delivery of play sessions.</li> <li>Percentage of children hooked on sport - No Quality data available for 2020/21 as all programmes have been closed for 9 out of 12 months due to COVID-19.</li> </ul>	
	1.3.2	Step - We will continue with our Strategic School Improvement Programme of school reorganisation to provide 21 <sup>st</sup> Century teaching and learning facilities and meet 'secure by design' standards	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Work progressed on the new £27 million home for Cefn Saeson Comprehensive School which has now been completed (phase one). Pupils moved into the newly built school on 7 June 2021 - <a href="#">press release</a>. This project brings the total investment (Bands A and B) under the 21st Century Schools programme in modernising Neath Port Talbot's school estate to £150m.</li> <li>Swansea Valley school communities proposal to establish a new English medium 3-11 school consultation took place from 3<sup>rd</sup> November 2020 to 19<sup>th</sup> January 2021, and final determination is expected in September 2021.</li> <li>Abbey Primary new build is on track to open in Spring 2022.</li> <li>Ysgol Gymraeg Ystalyfera Bro Dur – completion is expected Spring 2022.</li> <li>Welsh medium Capital grant projects are all expected to be completed early summer or autumn 2021.</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen87	1.3.3	Step - We will further develop our Welsh in Education Strategic Plan (WESP), 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	AMBER
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Work has begun on drawing up the new 10 year WESP, it is expected that consultation with stakeholders will take place during the autumn term in 2021.</li> <li>• Following the disruption enforced by COVID-19 the WESP forum met in July 2021 and discussed the new arrangements for WESP in Wales and began to plan for the coming year.</li> <li>• Percentage of pupils assessed in Welsh at the end of Foundation phase - Foundation Phase assessments were not undertaken for the 2019/20 academic year due to COVID-19.</li> <li>• 11.3% of pupils studied Welsh first language at year 11 for academic year 2019/20, which is just below target of 11.7% and just below the previous academic year figure of 11.4%.</li> </ul>		
	1.3.4	Step - We will pilot a Children's Community model in the Sandfields West ward	AMBER

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen88		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>An Early Years Engagement Officer post was established and filled in October 2020, funded throughout the Early Years Integration Pathfinder programme. The post aims to engage with hard to reach families and encourage their participation in early years services. Links are being made with partner agencies to help take this forward in 2021/22.</li> <li>A local reference group has been established made up of community residents and a local Councillor, which will ensure we continue to understand the needs of the local community. Meetings have been held remotely through the COVID-19 pandemic.</li> <li>Funding was received through the All Wales Play Opportunities Grant to improve the outdoor garden area, which will enable children to play in a friendly, safe, happy environment where they can learn new skills and enjoy being outdoors.</li> </ul>	
	1.3.5	Step - We will ensure that we effectively implement new statutory duties created by Welsh Government to benefit children and young people with additional learning needs	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The Additional Learning Needs (ALN) service continued to deliver its statutory functions. ALN officers were available throughout the pandemic, providing advice and guidance to families and schools and liaising with partners and the service has continued to provide a comprehensive training menu for school staff and wider partners and provides accredited training courses for school and LA staff.</li> <li>All Headteachers, Additional Learning Needs Co-ordinators (ALNCOs), Chairs of Governors and governing bodies</li> </ul>	



Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen89		<p>have been provided with training and workshops delivered by LA officers, to prepare them for their statutory duties and implementation programme for ALN reform. Schools have been provided with resources and an ALN Implementation Planning Document to support the transformation programme. This has been well received, and evidenced through evaluations.</p> <ul style="list-style-type: none"> <li>• The ALN Complex Needs Grant £355,051 was utilised to fund a range of activities for our children and young people with complex needs. This included facilitating a sustainable transition project between Ysgol Maes y Coed Special School and Neath Port Talbot College in preparation for our additional 16 to 25 years responsibilities for learners with ALN. This allowed pupils to access the college facilities and a wider range of qualifications, develop learner's independence and social skills together with providing an enhanced curriculum and skills programme in an alternative environment. This also further developed the expertise of college staff, while assisting early transition planning. This grant also provided indoor and outdoor sensory provision for pupils across our special school and specialist provisions attached to mainstream primary and secondary schools, along with specialist input from Occupational Therapy commissioned from the Local Health Board (LHB).</li> <li>• Opportunities were provided for outdoor learning across specialist settings, including Forest Schools and Coastal Schools, to support learners' mental, social, emotional and physical well-being and provide accredited training for schools.</li> <li>• Funding was also utilised to further enhance provision for pupils with ASD and other associated needs through professional development, further development of specialist IT provision for communication and engagement and ASD friendly outdoor and sensory experiences. This funding also provided an opportunity to deliver non - verbal therapies including Play Therapy, Music and Art Psychotherapy. Initial work has been undertaken with 45 pupils with complex needs with a view to develop this expertise across specialist settings.</li> <li>• The Inclusion Service has been the regional lead in a number of areas, ensuring the region is well prepared for</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen90		<p>reform. This has included the development and roll out of an Early Resolution and Dispute Prevention training package, which has been shared both regionally and nationally.</p> <ul style="list-style-type: none"> <li>• The Whole School Approach to Emotional and Mental Wellbeing Funding £125,694, has been utilised to develop a school based child therapy service, providing appropriate therapeutic intervention for children from school years 1 to 6, providing an additional 160 sessions of counselling per month. Additional counselling sessions for year 6 onwards has seen a significant reduction in waiting times for the School Based Counselling Service.</li> <li>• The Early Years Additional Learning Needs Liaison Officer has undertaken a range of activities to support colleagues within our Early Years Unit to review and revise pathways and funding arrangements to ensure clear routes for accessing support and securing sustainable funding models</li> <li>• All 11 statements of educational needs (SEN) that did not have exceptions were issued by the Council within 26 weeks.</li> <li>• In May 2020, we set up a new helpline for parents and carers of children with additional learning needs to offer support and advice at this unsettling time.</li> </ul>	
	1.3.6	Step - We will work with schools to ensure all learners are engaged with their learning and all schools move towards self-improvement	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Using local authority and Welsh Government funding we provided 9,500 Chromebooks and 300 laptops to pupils to facilitate wellbeing support and engagement in learning and 940 laptops were purchased for teachers to develop blended and distance practices further and support them to provide pupils with live or recorded sessions</li> <li>• At the start of the school term in September 2020, 45K face masks were provided to pupils.</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen91		<ul style="list-style-type: none"> <li>• Teachers and pupils at Ysgol Hendrefelin were awarded a highly regarded <u>British Council National eTwinning Award and Project of the Year Award 2020</u>.</li> <li>• An online bank of resources and library was established on a range of COVID-19 issues including home learning, bereavement, anxiety, well-being and transition.</li> <li>• An inclusion service parent/carer telephone advice line was established and has supported 25 families since it went live in early May 2020.</li> <li>• We focused support for school-based staff on developing their information, communication and technology (ICT) skills further. Overtime, officers promoted the importance of meaningful and quality distance learning sessions to develop pupils' skill development and progression in learning.</li> <li>• Schools continued to develop their skills to be able to respond to pupils' work using varied techniques such as feedback apps. This contributed to both pupils and their families understanding more clearly the importance of engaging and making progress in developing their skills. Leaders held virtual assemblies to celebrate pupils' good work by presenting awards and certificates to further encourage a high level of engagement.</li> <li>• Officers and school-based staff supported pupils in Nursery and Reception, Year 6 and examination pupils by providing targeted distance learning provision. Officers and specialist support agencies worked collaboratively to support pupils identified as having additional learning needs by providing specific guidance and beneficial ICT resources to best meet their individual needs.</li> <li>• 57.8% (842 pupils of 1456 pupils) achieved 5 GCSEs at grades A*-C, or equivalent, including English or Welsh first language and Maths for 2019/20 academic, which is significantly higher than previous year (45.8%).</li> <li>• The capped 9 score per pupil for Neath Port Talbot for the 2019/20 academic year was 369, higher than target and previous years figure of 342. Data for both the above attainment measures for 2019/20 academic year are based on</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
		<p>a different method i.e. via teacher assessments due to COVID-19.</p> <ul style="list-style-type: none"> <li>Attendance at both primary and secondary schools was affected by the pandemic and academic year data for 2019/20 in this report was only collected up to 13<sup>th</sup> March 2020. Attendance up to this period at 93.3% for primary and 92% for secondary is broadly 1% below previous academic year. Attendance after this period was significantly impacted by the pandemic restrictions.</li> </ul>	
<p>1.4 Children and young people in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a stable family setting</p>	1.4.1	<p>Step - We will develop greater integration of working arrangements between Children &amp; Young People and Adult Services</p>	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>A planned formal launch of the Adults and Children’s ‘Single Point of Contact’ (SPOC) did not take place due to the pandemic, however a publication and awareness raising of the new service model occurred during the Summer period of 2020 with referrals now being received via the integrated referral form. Calls and emails into the service are now being directed into the one team, as opposed to being directed to Adult and Children’s Services respectively. One of the outcomes of a more integrated way of working has been the completion of timely, comprehensive assessments from the point of referral. The purpose of the SPOC service is to act as the initial contact for people who require information and advice relating to the health and wellbeing of children, families and adults. The Adult and Children’s SPOC will be further aligned as part of the remodelling of Adult Social Care, which is due to commence during 2021/22.</li> <li>97.7% of child assessments were completed on time during 2020/21 and have exceeded our target of 94%. We remain well above the All Wales average of 88.9% (latest data 2018-19).</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen93	1.4.2	Step - With our partners, we will further develop our Family Support Strategy to ensure the right range and quality of services are in place to meet need	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The impact of the pandemic during 2020/21 meant that we've had to modify ways of working with children and families, to become more creative and innovative. Partnership working and communication remained central to this approach.</li> <li>• A scrutiny exercise of the caseloads and working practices with the Family Support Services was undertaken and a more goal orientated and outcome focussed way of working developed, which better meets service demand. This approach will be fully implemented from 1<sup>st</sup> April 2021.</li> <li>• Weekly Resource Panel meetings continued to be held with multi-agency partners to ensure the best support is provided from the most appropriate resources, at a time that is right for the needs of children and families.</li> <li>• A Regional Working Group has been set up with Swansea Family Support Services to ensure a more joined up approach is in place to support families with the right range and quality of services.</li> <li>• A range of multi-agency training has been provided across the Family Support Services, to promote individual development and ensure best level of support is afforded to children and families.</li> <li>• The Working Together Service continued to work closely with families during 2020/21 and in doing so, prevented the need for any children the service worked with during this time from being admitted into care.</li> <li>• With the global pandemic still affecting all areas of life, our Integrated Family Support Services (IFSS) has continued to provide a focused approach to reaching families that require support with substance use concerns, so that the children in those families are given the right parenting to thrive.</li> <li>• Ensuring we have a robust, rigorous and consistent Family Support Strategy in place to deliver the right range and</li> </ul>		

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status	
Tudalen94		quality of services to meet the needs of those children and families, support will continue to be a priority for the Service as we move into 2021/22.		
	1.4.3	Step - We will undertake focused work with partners to improve access to the right support for children and young people who have poor emotional wellbeing/mental health	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Peer review meetings takes place fortnightly, which provides a healthy discussion forum with partner agencies. Families that need to access further support are discussed, as well as any disagreements regarding decision making with a view of having a collective agreement and response. Child and Adolescent Mental Health Services (CAMHS) representation in peer review allows for case discussions to consider any emotional health and wellbeing support by either CAMHS or Early Intervention and Prevention (EIP) Service linked to CAMHS.</li> <li>Work is currently being undertaken on a regional basis to further develop the right emotional wellbeing and mental health support services.</li> <li>The Pandemic has had an impact on the emotional health and wellbeing of our children, young people and their families, the effects of which we are likely to see in the coming years, therefore this is something that we will need to consider further moving into 2021/22 and beyond.</li> </ul>		
	1.4.4	Step - 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	AMBER	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen95	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Work has commenced during 2020/21 to map out the Special Guardianship Orders across the service and is being approached on a regional basis to provide consistency with assessments and support plans. This work is being undertaken as part of a review of fostering services and the wider Looked After Children's Strategy. However, the impact of the Pandemic meant a shift in priorities for the Service and as a result, this work will now continue during 2021/22.</li> <li>• Work has also continued on the development of a revised LAC (Looked After Children) strategy. There continues to be close monitoring of the admissions into care along with reviewing the care plans of children already looked after. The LAC strategy will be finalised following the review of the fostering service.</li> <li>• Percentage of children in care who had to move 3 or more times - This information is populated by Welsh Government from the LAC Census later in the year, therefore no data available as yet.</li> </ul>		
	1.5 Young people leaving full-time education will have the opportunity to enter employment,	1.5.1	Step - 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
<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• During the 2020/21 period, the Council supported 40 apprentices of which <b>22</b> were modern apprentices and <b>18</b> employees accessed apprenticeship funding to upskill and develop.</li> </ul>			

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
training or further/ higher education		<ul style="list-style-type: none"> <li>Since September 2020 the Council has been putting in place arrangements to deliver the Government's Kickstart programme. This scheme provides funding to employers to create a 6-month job placement(s) for young people aged 16-24 who are currently on Universal Credit and at risk of long-term unemployment. The jobs will give young people the opportunity to build their skills in the workplace and to gain experience to improve their chances of finding long-term work. The Scheme arrangements were put in place in 2020/21 ready for placements to start in May 2021. Going forward into 2021/22 the Council will be offering over 50 kickstart placements to young people.</li> <li>During 2020/21 although preparations were in place to support opportunities for young people, COVID-19 restrictions impacted on arrangements, and it was not possible to provide safe work placements for traineeships and opportunities for Route- 16 young people. As restrictions lift opportunities for these young people will continue to be sourced.</li> <li>Number of apprenticeships on formal recognised apprenticeships schemes per 1,000 employees - 8.06 (40 apprenticeships) for 2020/21 compares to 6.72 (33 apprenticeships) in the Council on these schemes for 2019/20.</li> </ul>	
Tudalen96	1.5.2	Step - 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	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The Legacy Youth Workers supported year 11 school leavers who have been identified as being most at risk of becoming NEET. 388 young people accessed the Legacy Youth Workers service over the 2020/21 period.</li> <li>The KIT and Cam Nesa teams continued to support young people aged 16-25 and have arranged placements into college, work based learning provision and employment. 201 young people received support from The KIT Team with 135 achieving a successful outcome. 131 young people received Cam Nesa Support.</li> </ul>	



Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status	
Tudalen97		<ul style="list-style-type: none"> <li>The 2.1% (target 3.1%) NEET figure is our lowest ever figure and this was achieved during the pandemic. Legacy staff and Careers Wales have worked hard on achieving this result keeping in touch and supporting young people through a range of COVID-19 safe interventions such as meeting people in gardens, virtual meetings, walk and talk sessions etc.</li> </ul>		
	1.5.3	Step - 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	AMBER	
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Opportunities for care leavers have been impacted by the pandemic. Although the service has strived to maintain and support care leavers during what has been a difficult period for all, opportunities have decreased. This is an area where the local authority will need to focus attention as we start to return to normality and further opportunities become available for our care leavers.</li> <li>Percentage of care leavers who are in education, training or employment continuously at 12 months after leaving care was 44.4% and after 24 months was 41.9%. These figures are below target and significantly below previous year's results.</li> </ul>			
	1.5.4	Step - We will review our Youth Engagement Strategy	Red	
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The Youth Engagement and Progression Framework is due for a national review and we will wait until this is carried out before we change our strategy.</li> <li>The Youth Support Team Multi Agency Group continued to meet virtually throughout the pandemic.</li> </ul>			

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudor 1.6 All children and young people will be helped to have a say in matters that affect them		<ul style="list-style-type: none"> <li>Our youth service designed a new '<a href="#">how to cook</a>' course to inspire and teach young people how to cook during lockdown.</li> <li>Percentage of 11 - 19 year olds in contact with the Youth Service – 9.5% (1,395) of young people engaged with the youth service during 2020/21 compared to 45.8% (6,754) the previous year. The number of young people engaging with the youth service has been significantly reduced due to the pandemic and the closure of schools, youth clubs and group work. Young people struggled to engage with youth workers in the virtual world and our work focused on supporting those most vulnerable.</li> </ul>	
	1.6.1	Step - The Council will review its approach to Children's Rights, ensuring that a rights-based approach is embedded across all of its services and functions	<b>AMBER</b>
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Schools have been supported to embed a rights based approach. Before the pandemic 45 schools signed up to the UNICEF Rights Respecting Schools Award, this included all our secondary schools and special schools, with 3 schools achieving the gold award.</li> <li>Childrens Rights is covered in training offered to schools, it is embedded in processes and any new strategies being developed. The directorate Participation Strategy was paused due to the pandemic. It is currently being reviewed in line with the new guidance on embedding a whole school approach to emotional and mental wellbeing, along with the new curriculum and ALN reform, which all have childrens rights as central.</li> <li>Childrens rights, participation and the voice of children and young people were embedded throughout support offered to children and young people, in particular our most vulnerable.</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen99	1.6.2	Step - 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	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Bespoke questionnaires continue to be devised to support specific thematic audits and will be incorporated as part of the process where relevant. For example, the views of children and young people were sought as part of the Looked After Children's Assessment and Family Contact Audit. The findings from this audit were disseminated through to all teams and managers including the Looked After Children Team and Fostering Team. A further survey to gain the views from Adult Service Users on the support they receive from their allocated worker was also underway at the start of the COVID-19 pandemic, which unfortunately had to be deferred. However, extensive links are now in place between Quality Assurance and Engagement and Participation Teams with the Audit Programme for 2021/22 having a number of audits scheduled that involves feedback from service users, such as the COVID-19 response in Children and Adult Services and Exploitation/Youth Justice Service Audit.</li> <li>We will continue to review and make improvements to the way we collect service user feedback to ensure all children and young people have a say in decisions that affect them.</li> </ul>		
	1.6.3	Step - We will work with our Think Family partners to ensure children and young people can shape and develop services	Red
<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Engagement with children and families participating in Families First services was paused due to the pandemic. Re-engagement is planned for 2021/22 to help inform the future direction of the programme.</li> </ul>			

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen100		<ul style="list-style-type: none"> <li>Children and young people across Neath Port Talbot were urged to take part in a Wales-wide survey taking in their views on the COVID-19 pandemic.</li> </ul>	
	1.6.4	Step - We will encourage young people to exercise their right to vote and participate in local democracy	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>On 6 May 2021, for the first time, 16 and 17 year olds could vote in Senedd elections. As part of our work from July 2020 onwards, we: <ul style="list-style-type: none"> <li>Liaised with local schools and Neath Port Talbot College providing them with election resources for their online learning platforms;</li> <li>Had ongoing partnership working with Swansea University to encourage and promote student registration including specific activity around registration of qualified foreign students;</li> <li>Targeted messaging utilising the authority's corporate social media platforms and website and local promotion of Electoral Commission and Welsh Government National Voter Registration campaigns scheduled for spring 2021. This included the 'Welcome to your Vote' campaign which commenced from March 2021 onwards and the 'Got 5' Campaign from April 2021;</li> <li>Continued engagement with local Black Minority Ethnic (BME) and Youth Stakeholder groups to enable 'registration' and 'welcome to your vote' messaging via various communication channels, assisted by Neath Port Talbot Council for Voluntary Services and NPT Youth Council.</li> </ul> </li> <li><a href="#">Five members of Neath Port Talbot's Youth Council</a> have won a mock election that was hosted virtually by the Senedd in February 2021 as part of Vote 16 Week.</li> </ul>	

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
		<ul style="list-style-type: none"> <li>A new Youth Mayor &amp; Deputy Youth Mayor were inaugurated at a virtual ceremony (due to the COVID-19 restrictions) on 10 December 2020. The new Youth Mayor has pledged to champion the rights of children and young people. The positions are elected annually by Neath Port Talbot's Youth Council to give young people a voice and help them to have their say on local issues.</li> </ul>	
1.7 Children and young people are safe and feel safe	1.7.1	Step - 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)	Green
Tudalen101		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The annual Crucial Crew event for Year 6 pupils includes a suitable programme to increase awareness of domestic abuse. This event was not held during 2020/21 due to COVID-19, however during 2021/22 we have developed a virtual Crucial Crew which has been uploaded to the Hwb for all primary schools to access.</li> <li>Community Safety coordinate and support the Relationship and Sexuality Education (RSE) Group, which is chaired by the Senior Youth and Community Officer. This group has direct responsibility and oversight of the Healthy Relationship lesson being delivered in schools.</li> <li>Youth Practitioners delivers the Healthy Relationships and Sexuality Education (RSE) Lessons to young people within secondary educational settings in NPT.</li> <li>Youth Practitioners (RADS Advisors) raise awareness and support young people with healthy relationships within the Relationships Advice Drop in Service (RADS) throughout NPT Youth and college settings.</li> <li>Percentage of schools that have adopted suitable programmes to address violence against women, domestic abuse and sexual violence (VAWDASV) – Actual 98.3%, target 45%. All primary schools and almost all secondary schools</li> </ul>	





Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status	
Tudalen102		are now delivering age appropriate Healthy Relationship lessons.		
	1.7.2	Step - We will ensure all children and young people know how to stay safe when on-line	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Extensive information and training has been supplied to schools and pupils in relation to on-line security and safety.</li> <li>• The annual Crucial Crew event for Year 6 pupils includes a suitable programme to increase awareness of cyber-crime and online safety. This event was not held during 2020/21 due to COVID-19. Going forward, during 2021/22 we have developed a virtual Crucial Crew which has been uploaded to the Hwb for all primary schools to access.</li> </ul>		
	1.7.3	Step - We will ensure all Council services follow rigorous and consistent safeguarding practices	Green	
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• All staff are now working to the new All Wales Safeguarding Procedures with progress against implementation being monitored by the Safeguarding Board. Training material has been developed and rolled out by the training department. Robust, rigorous and consistent safeguarding practices will continue to be a priority for the service moving into 2021/22.</li> <li>• Significant work has been undertaken to ensure a consistent response to safeguarding at the ‘front-door’ with Children and Adults Services now operating as one in response to safeguarding reports. A Self-Neglect Policy has been introduced across NPT through the Safeguarding Board and further work continues to ensure a robust and consistent response to all safeguarding reports. A decision-making tool is being trialled across Adult Services.</li> </ul>			

Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
Tudalen103		<ul style="list-style-type: none"> <li>• A programme of Multi-Agency Audits stemming from the Safeguarding Board was undertaken to review the changes made as a result of the new procedures across children and adults services.</li> <li>• Welsh Government Funding acquired to advance plans to develop a Family Group Conferencing Service. Further funding has been secured and the local authority has now commissioned a service and is now utilising Family Group Conferencing.</li> <li>• All forms of exploitation (extra-familial harm) are now managed at the outset by the respective Area Teams, including Strategy Meetings for Child Sexual Exploitation, thus creating the space to embed the Contextual Safeguarding approach across practice. A toolkit is currently being piloted to support and strengthen the response to harm outside the family home.</li> <li>• The percentage of re-registrations of children on the local authority child protection register has reduced from 13.9% in 2019-20 to 7.4% in 2020/21. The lower number of re-registrations may reflect better quality planning and support at the point of deregistration.</li> </ul>	
	1.7.4	Step - We will work with our partners to implement our Road Safety Strategy	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• There has been significant reductions across all our road safety corporate plan key performance indicators compared to 2020 Welsh Government targets. Please see page 4 of our <b>full suite of performance indicators report.</b></li> <li>• In March 2021, we received a <a href="#">road safety funding boost</a> of over £1 Million from Welsh Government for 2021/2022.</li> <li>• The pandemic had an impact on delivering road safety training across all age groups, however, despite the restrictions of the pandemic the Road Safety School Team moved their training online and when restrictions were lifted in Summer 2020 were able to deliver a range of training (mostly online) including Kerbcraft – Child Pedestrian</li> </ul>	















Well-being Objective 1 Improvement Priority	Step ref	Step	RAG Status
		<p>Training for 5- 7 years olds to 737 pupils, Cycle Training to 81 pupils, education delivered to 4,186 3-11 year olds and over 100 secondary school pupils via Microsoft Teams and trained 11 newly qualified young drivers.</p> <ul style="list-style-type: none"> <li>We cascaded information to the public and schools via social media as a way of keeping the public safe and informed and we utilised the schools HWB system, to directly deliver worksheets and information to pupils, parents / carers and teachers.</li> <li>In addition, our Road Safety Manager's hard work has been rewarded with a MBE (<a href="#">press release</a>).</li> </ul>	

Tudalen104

More detailed information with comments on performance is included within our **full suite** of performance indicators:

Performance Indicator	2018/19 Actual	2019/20 Actual	2020/21 Actual	2020/21 Target	Perf. RAG against 20/21 Target	Perf. RAG against 19/20 Actual
<b>1 Well-being Objective 1 - To improve the well-being of children and young people</b>						
CP/002 - Number of full day childcare places provided	2228	2335	2413	2450	 Amber	 Green
CP/003 - Percentage of children hooked on sport (based on number of occasions of participation per week =3)	50.00	Data not collected	No data available due to Covid		<b>N/a</b>	<b>N/a</b>
CP/005 - PAM/007 - Percentage of pupil attendance in primary schools	94.14 17/18 AY	94.02 18/19 AY	93.33 19/20 AY	95.50 19/20 AY	 Amber	 Amber



CP/006 - PAM/008 - Percentage of pupil attendance in secondary schools	93.48 17/18 AY	93.46 18/19 AY	92.01 19/20 AY	95.00 19/20 AY	 Amber	 Amber
<i>Data reported in 2020/21 for primary and secondary schools relates to the 2019/20 academic year. Due to COVID 19, figures for the 2019/20 academic year are reported up to the 13th March 2020.</i>						
CP/007 - PAM/033 - Percentage of pupils assessed in Welsh at the end of Foundation phase	15.78 17/18 AY	16.63 18/19 AY	Not available	15.90 19/20 AY	N/a	N/a
CP/008 - PAM/034 - Percentage of year 11 pupils studying Welsh first language	12.85 17/18 AY	11.40 18/19 AY	11.33 19/20 AY	11.70 19/20 AY	 Amber	 Amber
CP/009 - PAM/029 - Measure 33 - Percentage of children in care who had to move 3 or more times	7.44	7.77	Available October 21	7.50	N/a	N/a
CP/011 - PAM/028 - Measure 24 - Percentage of child assessments completed on time	94.93	98.76	97.71	94.00	 Green	 Amber
CP/013 - PAM/046 - Percentage of young people who are NEET - Year 11 leavers not in education, training or employment (NEET)	2.90	2.15	2.12	3.10	 Green	 Green
CP/014 - Percentage of 11 - 19 year olds in contact with the Youth Service	35.03	45.75	9.47	44.00	 Red	 Red
CP/015 - Percentage of schools that have adopted suitable programmes to address violence against women, domestic abuse and sexual violence (VAWDASV)	12.12	13.64	98.33	45.00	 Green	 Green
CP/018 - Road Safety - Killed or seriously injured: Child casualties (0 -15 years) <b>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</b>	1	3	0	WG Targets achieved		N/a
CP/019 - Road Safety - Killed or seriously injured - Pedal cyclist casualties (All Ages) <b>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</b>	3	0	1	WG Targets achieved		N/a
CP/020 - Road Safety - Killed or seriously injured - Young Drivers (16 -24 years) <b>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</b>	3	1	1	WG Targets achieved		N/a
CP/108- PAM/032 - Capped 9 score	341	342	369	348	 Green	 Green

CP/109 -PAM/044 - Number of apprenticeships on formal recognised apprenticeships schemes per 1,000 employees	N/a New	6.72	8.06	No target set	N/a	 Green
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Tudalen 106

**5 Well-being Objective 2 – Progress in 2020/21**

**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”*



<b>How this well-being objective contributes to the seven national well-being goals:</b>	
<b>A prosperous Wales</b>	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.
<b>A healthier Wales</b>	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.
<b>A Wales of cohesive communities</b>	The importance of "community" is particularly emphasised in relation to the way the Council plans to meet the care and support needs of more vulnerable residents.
<b>A resilient Wales</b>	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.
<b>A more equal Wales</b>	There is a clear focus on work to address inequality across people of all different types of backgrounds 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.
<b>A Wales of vibrant culture and thriving Welsh language</b>	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.

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

**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. The Council is signed up to the Ethical Supply Chains Programme. This makes a commitment to ensuring that the Council actively examines where it sources its goods and services from to ensure those arrangements are ethical.

Tudalen 108

**Case Study: Neath Port Talbot Council's IDVA (Independent Domestic Violence Advisors) Service**

**Background:**

Neath Port Talbot Council updated VAWDASV Strategy 'Healthy Relationships for Stronger Communities' Strategy was approved by [Cabinet on 25 June 2020](#). The strategy has been developed in partnership with local service providers and survivors of VAWDASV to meet the requirements of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

The Act was introduced to improve arrangements for the prevention of gender-based violence, domestic abuse and sexual violence; improve arrangements for the protection of victims of such abuse and violence. The Act placed a new general duty on local authorities to have regard (along with all other relevant matters) to the need to remove or minimise any factors which increases the risk of violence against women and girls or, exacerbate the impact of such violence on victims.

The Strategy uses the nationally used term "Violence Against Women" which refers to the range of crime types which are predominantly, but not exclusively, experienced by women and girls. However the strategy also address the needs of everyone else affected by this agenda including abuse directed towards men and boys or other groups and individuals who experience these forms of violence.

Neath Port Talbot Council's IDVA (Independent Domestic Violence Advisors) team can help victims of domestic violence with appropriate safety planning to reduce the risk they face. This can include support through court processes, support to find alternative accommodation, target hardening (strengthening security) of their home, and help to access other support services.

Neath Port Talbot Council supported White Ribbon Day which was held on 25 November 2020. The UK-wide campaign which aims to raise awareness of male violence towards women. Last year, Neath Port Talbot Council became the first Council in England and Wales to introduce a "safe leave" policy which means victims of domestic abuse working for the Council have the right to take up to five days of paid "safe leave" enabling them to access support without having to sacrifice their pay or annual leave.

During 2020/21 we supported 437 high risk referral cases into the IDVA service.

**How does this work meet the [5 ways of working](#) of the sustainable development principle:**

- **Long-term** – The Healthy Relationships for Stronger Communities Strategy is a three year strategy with a mixture of short term and longer term actions. The strategy focuses on future generations and ensuring we work with, support, and educate those of all ages and all backgrounds. The strategy has regard to the changing picture around all forms of Violence Against Women, Domestic Abuse and Sexual Violence, and how we can shape services going forward to better meet demand.
- **Integration** – All aspects of the Healthy Relationships for Stronger Communities Strategy are developed and delivered in partnership, with a wide range of

agencies, as well as with the involvement of survivors of abuse. Survivor involvement is absolutely critical in shaping services to support victims. They are best placed to tell us what works well, where there are gaps and how we can continuously improve. This work has specific steps within the corporate plan to deliver outcomes for **Well-being Objective 1: To improve the well-being of children and young people** and **Well-being Objective 2: To improve the well-being of all adults who live in the county borough.**

- **Involvement** – During the development of the Healthy Relationships for Stronger Communities Strategy, stakeholder events and consultations were organised to ensure all relevant people and services were involved. This extends into the delivery of the strategy, ensuring all relevant partners are included in the work. Everyone is aware of their individual roles and how they best contribute to the varied elements of the strategy and its work.
- **Collaboration** – Relationships with partner agencies are excellent. Over the past few years there has been a sustained effort to really build the partnership into its current strong position. All involved in this work do so collaboratively, bringing their expertise to the table to strengthen and improve our practices and/or research, ultimately working towards better services and outcomes for those affected by VAWDASV.
- **Prevention** – The Healthy Relationships for Stronger Communities Strategy is heavily centred on the prevention of VAWDASV. We recognise that a lot of our work is victim centred, and rightly so, but we need to do more to tackle the root cause of the problem and hold perpetrators to account for their behavior and offer opportunities for them to change and make better choices. We are also focusing on education from a very early age, and whenever possible encouraging victims to seek help at the earliest possible time, before the violence and abuse escalates

#### Outcomes:

- [The IDVA team was recognised for its potentially life-saving work](#) at the 2021 High Sheriff of West Glamorgan Awards.
- The IDVA team, along with their counterparts in Swansea Council and South Wales Police’s Domestic Abuse Unit, received an award for their partnership work in supporting victims of domestic violence throughout the pandemic.
- Feedback from an anonymous survivor of domestic abuse said: **“thank you for everything you have done for me, you’ve been such a big help since the start. I am grateful for that and appreciate everything so much.”**

Link to access information and support: <http://www.safernpt.org/1123>

## Overall progress for Well-being Objective 2:

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
2.1 Local people can access sustainable, local, quality employment	2.1.1	Step - Support existing and new businesses to help create and sustain local employment opportunities for local people	Green
Tudalen111	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The economic development team have had a busy year during the pandemic with unprecedented levels of enquires. We significantly increased our support for existing business with 2,242 business enquires being assisted resulting in advice, information or financial support, significantly higher than the previous year of 728. We also processed 1,520 applications from small businesses for emergency funding on behalf of Welsh Government and received 320 Covid related enquiries from local businesses.</li> <li>• £47M COVID grants paid out to local businesses.</li> <li>• We urged local businesses to join our NPTBuyLocal campaign which is aimed at linking shoppers to businesses based within the county borough. With local restrictions in place in NPT from time to time during the pandemic, we want to continue to support local traders in any way we can. There are 290 businesses listed on the website.</li> <li>• 199 new business start-up enquires were assisted during 2020/21 - despite being lower than the pre-pandemic target of 340, this was expected as economic conditions were not favourable for new businesses and staff resources were allocated to administering applications from local businesses for emergency payments via the various Welsh Government grants schemes, introduced to coincide with the various lockdown periods. Despite this, the economic</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen112		<p>uncertainties of the past 12 months and team's inability to have face-to-face contact, we were still able to 'virtually' support a high number of local residents considering starting up in business. In addition, the economic development team administered Welsh Government's £5m start-up fund for new businesses which provided support to help new businesses deal with the severe impact of coronavirus.</p> <ul style="list-style-type: none"> <li>• We held 9 'virtual' enterprise events during 2020/21 to provide support to local residents considering starting up their own business</li> <li>• Businesses within Neath voted not to renew the Neath Business Improvement District (BID) 'Neath Inspired'. Going forward this has the potential to impact local businesses as there may be less support in organising events such as the Music Festival, Food and Drink Festival and Real Ale and Cider Festival, there will no longer be a dedicated website and social media accounts promoting the town, events and its businesses and no BID Manager on hand to deal with day to day issues. This will probably lead to the Council's Town Centre Manager and the Business Team needing to fill the void that is left because of this decision.</li> </ul>	
	2.1.2	Step - Maximise strategic funding available to deliver employability programmes such as Workways+ and Communities for Work to assist economically inactive and unemployed to obtain and sustain employment	<b>Amber</b>
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• A new STU (Short Term Unemployed) service was launched to ensure short term unemployed people in South West Wales get the practical hands on support needed to get into work. The service can now support people that have been unemployed for a day or years, thanks to an additional investment of £3m EU funds provided through the Welsh Government.</li> <li>• A virtual jobs fair arranged by Communities for Work Plus scheme took place on 4 June 2020. More than 30</li> </ul>	



Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen113		<p>jobseekers had the opportunity to speak to 17 different organisations that included a combination of employment support services and businesses.</p> <ul style="list-style-type: none"> <li>We act as a gateway representative (local agent) for the <a href="#">Kickstart programme</a> in the county borough, this is supporting young people to gain employment, and businesses to recruit with a financial incentive of the salary being covered for 6 months.</li> <li>For 2020/21, 87 people participating in the Communities for Work scheme were helped back to work, training or volunteering and 258 people participating in the Communities for Work plus scheme were helped back to work, training or volunteering, both considerably lower than previous year partly due to the pandemic and partly due to Welsh Government changes in how information is recorded for these KPIs.</li> <li>For 2020-21, the focus for Workways turned to supporting people remotely and ensuring unemployed people accessed the most appropriate support. 1,298 people were triaged by Workways and 58 people participating in the Workways + scheme were helped to progress back to work, training or volunteering, whilst below the target of 72 (achieving 81%) and below 2019/20, output of 127 was a massive achievement. Outcomes were affected by the pandemic specifically as the target audience for Workways are those with Work Limiting Health Conditions or a Disability therefore this period was a very difficult time to consider work, due the vulnerability of the individuals.</li> </ul>	
	2.1.3	Step -The Council will seek to avoid compulsory redundancies to the maximum extent possible	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>We will continue our commitment to minimising compulsory redundancies and ensuring employment continuity for our employees by focusing on redeployment activities, utilising the Voluntary Redundancy Scheme, which is now an open-ended scheme since 17 September 2019, and limiting the number of posts which are advertised externally.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status	
Tudalen114		<ul style="list-style-type: none"> <li>There were 2 compulsory redundancies during 2020/21 compared to 9 in both the previous years.</li> </ul>		
	2.1.4	Step -Maximise employment and training opportunities for local people through community benefits and supporting new investments in the county borough	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>2,026 completed training weeks for apprenticeship, traineeships and work experience during 2020/21, a significant increase on 771 for 2019/20.</li> <li>Despite the COVID-19 situation, 2020/21 was an extremely busy year with 12 projects progressing at varying stages compared to 4 project the previous year.</li> </ul>		
	2.1.5	Step -We will promote social enterprise	Amber	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>We continue to support the 3rd sector voluntary organisations to assist, advise and inform the promotion of social enterprises. Unfortunately, as a result of the pressures of COVID-19, this objective has been delayed. This work is pivotal to the success of the various on-going community initiatives such as Building Safe &amp; Resilient Communities, however, because of COVID-19, community pilot programmes had to be paused to allow us to focus on our safeguarding responsibilities. This will be revisited in 2021/22 as part of the ongoing development of Early Intervention Prevention (EIP) support within Adults Social Care. Our procurement processes also take into account the promotion of Social Enterprises.</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
2.2 Local people can access quality affordable housing	2.2.1	Step - 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.	Amber
Tudalen115	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The LDP (Local Development Plan) Review Report was approved at a meeting of <a href="#">full Council on 2nd July 2020</a> and subsequently submitted to Welsh Government (WG). The Review Report is a critical part of the review process and forms an integral part of the evidence base. The next step is for the Council to prepare a Draft Delivery Agreement (DA) which will, with agreement from the WG, formally set out the review timetable, the Community Involvement Scheme (CIS) and the resources the Council will commit to developing the Replacement Local Development Plan (RLDP). Since the commencement of the Review, the COVID-19 pandemic has restricted the movement of people, accessibility to public buildings and the ability to undertake public engagement events resulting in significant implications for setting the timetable for the RLDP. Whilst work has commenced on the preparation of the Draft DA, the CIS and the timetable for the RLDP, it cannot be finalised until the wider implications of the pandemic are known. Moving forward, this position will be kept under constant review as restrictions are lifted, and whilst the formal commencement of the review process will now be delayed, work on the LDP evidence base will continue to progress as planned.</li> <li>Delivery of new affordable homes for previous years remains significantly below the LDP target. The rate of affordable housing delivery has been influenced by the low levels of market housing delivered in recent years and due to issues with viability. These issues will be addressed through the LDP review. 2020/21 data is currently being collected and</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen116		<p>assessed for inclusion within the LDP Annual Monitoring Report (AMR) to be published in October 2021.</p> <ul style="list-style-type: none"> <li>• There is currently no unmet need for gypsy and traveller pitches within the county borough. The extension to Cae Garw (11 new residential pitches) was completed in 2016. The 2016 Gypsy &amp; Traveller Accommodation Assessment (GTAA) found that there was a sufficient number of pitches to meet the needs of the community in Neath Port Talbot up to 2021. A new GTAA survey is planned to determine the need beyond 2021</li> <li>• Our Housing Renewal Team has now installed more than 60 free central heating systems thanks to the Warm Homes Fund. Since launching, the Neath Port Talbot Council managed scheme has funded more than £450,000 worth of installations and energy saving measures across the county borough.</li> <li>• During 2020/21, 2 long term problematic properties were brought back into use by direct action by the Council. This work was impacted by the pandemic.</li> <li>• Neath Port Talbot Council has entered into a provisional agreement with Persimmon Homes West Wales to build almost <a href="#">140 houses on the site of the former Afan Lido Leisure Centre on the Aberavon Seafront.</a></li> <li>• Data for the percentage of empty private properties brought back into use was not collected due to the current COVID-19 situation.</li> </ul>	
	2.2.2	Step - Working with strategic housing partners we will continue to prevent homelessness	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• 66.7% (226 of 339) of households were successfully prevented from becoming homeless (Corporate Plan Key Performance Indicator target: 60%), compared to 51.5% for the same period of 2019/20.</li> <li>• Permanent accommodation was secured for 258 homeless individuals or households.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen117		<ul style="list-style-type: none"> <li>Due to urgent changes in legislation at the end of March 2020 as a result of COVID-19, temporary accommodation demand has increased by 140% in comparison with the usual average and new accommodation sites have had to be sourced. This includes an additional 18 RSL (Registered Social Landlords) units which are on short term leases initially but reviewed regularly in line with the demand.</li> <li>Regular liaison meetings take place with RSL's both at management and operational levels to ensure continued communication and that all processes reflect the new level of demand. This ensures that RSL's and Local Authorities are working in the most efficient way possible when working towards rehousing vulnerable individuals.</li> <li>Due to the ban on evictions, successful prevention was higher than predicted. However, a further increase in demand is expected when the ban is lifted in summer 2021 and prevention tools for that will be determined at that time alongside discussions with RSL's to eradicate evictions into homelessness.</li> </ul>	
	2.2.3	Step - We will target available funding to provide effective housing support for people identified as in need of additional help and support	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Due to the increased demand as a result of COVID legislation changes, there has been a requirement to increase resources within the Housing Options service to meet that demand. An increase in the Housing Support Grant (HSG) has enabled the service to do that, 13 additional posts have been approved and recruitment will be finalised by end of summer 2021. This includes additional capacity for both prevention work and support within the service. There are also new projects funded via the HSG where partners will deliver specialist support which will assist Housing Options in meeting their statutory requirements.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen 118	2.2.4	Step - We will continue to provide Disabled Facilities Grants within the limits of the funding available to the Council	Amber
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The delivery of Disabled Facilities Grants (DFG's) has been disrupted by the COVID-19 pandemic during 2020/21. There were sustained periods of inactivity due to the numerous COVID-19 lockdowns and shortages in the supply of materials and labour have also caused significant delays. This resulted in increased time taken to deliver a DFG from an average of 196 in 2019/20 to 363 in 2020/21 and a reduction in the number of completed DFG's from 212 in 2019/20 to 97 in 2020/21. The target for 2020/21 was 230 average days to complete a DFG.</li> <li>The demand for DFG's also reduced as people were shielding and in lockdown and didn't contact the authority. This demand is expected to come into the service in 2021/2022, additional to the normal demand.</li> </ul>		
2.3 People are safe and feel safe	2.3.1	Step - 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)	Amber
<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Following a delay due to COVID-19, the updated VAWDASV Strategy 'Healthy Relationships for Stronger Communities' Strategy was approved by <u>Cabinet on 25 June 2020</u>. The strategy has been developed in partnership with local service providers and survivors of VAWDASV.</li> <li>Neath Port Talbot Council Community Safety Team <u>co-ordinated the White Ribbon Day</u> campaign which was held on 25 November 2020. This was largely virtual due to COVID-19 restrictions, however for 2021 it is hoped we can hold face to face engagements with members of the public.</li> </ul>			

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen119		<ul style="list-style-type: none"> <li>• Neath Port Talbot Council's IDVA (Independent Domestic Violence Advisors) team has been recognised for its potentially life-saving work at the 2021 High Sheriff of West Glamorgan Awards (<a href="#">press release</a>).</li> <li>• During the COVID-19 pandemic, nationally there was a significant increase in disclosures of domestic abuse across all services, and this was widely anticipated. There was a 40% increase in referrals to the IDVA (Independent Domestic Violence Advisors) service during the pandemic. This service supports those at highest risk.</li> <li>• During 2020/21, 37% of incidents of the highest risk domestic abuse were repeat victims, which is higher than our target of 33% but lower than the previous two years. During the first six months of 2020/21, despite seeing a rise in the number of cases to the IDVA service, many of our repeat victims were not in contact. There is a piece of work for the service to do in order to understand the reasons for this. In the latter part of the year, the number of known, repeat victims accessing the service increased.</li> <li>• In addition please see case study on page 49 and 50.</li> </ul>	
	2.3.2	Step - We will support and protect people who are vulnerable to being drawn into terrorism and extremism	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The NPT Channel Panel has been developed to ensure the authority is able to support those who have been identified as vulnerable to radicalisation. This Panel is coordinated and supported by the Community Safety Team, and chaired by the Principal Officer for Safeguarding. The Community Safety Partnership works closely with South Wales Police and WECTU (Wales Extremism and Counter Terrorism Unit) to ensure referrals are appropriately assessed. Relevant low level cases are discussed at Channel, with higher risk cases being dealt with by Police. Cases discussed at Channel are then offered, where appropriate, support from a Home Office accredited intervention provider, with regular progress updates being shared. Channel Panel is accountable to the Regional CONTEST Board and Community Safety</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen120		Partnership.	
	2.3.3	Step - We will continue to monitor anti-social behaviour across the county borough in collaboration with our community safety partners and ensure effective response when required	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The Paws on Patrol scheme increased its membership by 96 during 2020/21 and now has 1,100 members signed up to the scheme. Community conscious dog walkers help their local neighbourhood by being the eyes and ears of the community and report issues such as Graffiti, Dog Fouling, Faulty Street Lighting, Fly Tipping, Anti-Social Behaviour (ASB) and Criminal Activity. The Safer NPT Partnership believes that the 1000's of dog walkers within the county borough can play an important part in keeping neighbourhoods safer and cleaner.</li> <li>• During most of the first lockdowns usual ASB had not been prevalent, however all COVID-19 breaches were classed as ASB – so the Community Safety Team then formed part of the Regional Joint Enforcement Team with South Wales Police and Swansea Council. Upon lifting restriction we saw an increase in incidents, particularly in our town centre areas. There was a serious concern regarding under reporting, as the picture portrayed on social media was not reflected in police or council statistics. The Community Safety Partnership continues to work hard to encourage reporting of incidents through to the right agencies.</li> <li>• Specific sub groups have been setup to deal with particular issues of ASB, including Neath Town Centre, Port Talbot Town Centre and Briton Ferry. These meetings are well attended by relevant partners and supported by relevant Ward Councillors and Cabinet Members. The groups look at targeted action plans to address concerns, including longer term more strategic actions, where relevant.</li> </ul>	



Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen121	2.3.4	Step - We will work within the Area Planning Board (APB) Partnership to implement the Commissioning Strategy for Substance Misuse Services, prioritising the reduction of drug-deaths, improving service responses for people who have co-occurring mental health and substance misuse issues; and supporting the introduction of new minimum unit price legislation	Amber
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• In February 2020 the APB agreed to commence a transformation project to work towards implementing a fully integrated public health substance misuse service model. The APB team has also carried out some service reviews and has implemented a number of changes to provision to plug gaps such as a new first point of contact service, increase in the number of prescribing places, introduction of a new rapid access prescribing service.</li> <li>• <u>Prioritising the reduction of drug-deaths</u> - There has been a significant reduction of activity across the Needle and Syringe Programme in Western Bay. At present it is impossible to tell whether the significant decrease in engagement has been due to the pandemic. This will be analysed and evaluated in more depth through 2021/22.</li> <li>• During the pandemic we saw the use of prescribed, illicit and novel benzodiazepine type drugs increase significantly to problematic levels appearing in a large majority of our fatal and non-fatal drug poisoning cases.</li> <li>• The Swansea Bay University Health Board was tasked with leading on the development of a revised Co-occurring Strategy. This work commenced in 2019 and an action plan and task force were established to take this forward. However due to COVID-19 the Health Board alongside other statutory and non-statutory organisations made a decision to stand down all non-essential projects and programmes to divert resources into the COVID-19 response.</li> <li>• 22 APB commissioned substance misuse services were successfully maintained in the year (target 21).</li> <li>• 72 monitoring visits undertaken (many of which were done virtually due to the pandemic) to APB commissioned</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen122		<p>substance misuse services.</p> <ul style="list-style-type: none"> <li>The service utilised 100% of its 2.9M budget supporting over 3,000 service users during 2020/21 with 1,466 being new service users (figures are for Western Bay - Swansea and NPT).</li> <li>The Drug Poisoning Task Force continued to meet during the year and 64% of non-fatal overdose cases were followed up with contact from the outreach and engagement services to provide harm reduction advice and guidance. The task force also maintained their reviews of fatal cases and made 5 recommendations during the year. The fatal drug poisonings for Swansea Bay have risen compared to 2019.</li> <li>The minimum unit price (MUP) legislation has been fully implemented by WG across Wales. During 2020/21 the Harm Reduction Lead worked with Trading Standards to ensure that local retailers were fully aware of the implications of the MUP bill on selling alcohol in their stores. Work was also undertaken with service providers to ensure that they were made aware of any changes to referral rates, nature of referrals that the bill may have on their alcohol service users.</li> </ul> <p>Some achievements during the year:</p> <ul style="list-style-type: none"> <li>Morrison General Hospital is the first hospital in Wales providing naloxone to people at risk of overdose.</li> <li>Development of a Local Drug Information System (LDIS) Model to allow for concise and accurate drug alerts and harm reduction messages to be circulated across the region.</li> <li>Naloxone distribution in Western Bay - During 2020/21 Western Bay recorded only a 6% decrease in naloxone distribution which an excellent result given the pandemic.</li> <li>Creation of The Newid website - The website offers a central point of information on how to access services.</li> </ul>	
	2.3.5	Step - We will work with our partners to implement our Road Safety Strategy	Green

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen123			
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Police recorded road accident and casualty numbers throughout most of 2020 were affected by the COVID-19 pandemic which saw restrictions on how, where and why people could travel within Wales. The restrictions generally resulted in reduced traffic volume for all types of motorised vehicles. The fall in traffic volume consequently led to a decrease in road accidents and casualties.</li> <li>• In Neath Port Talbot there was a 44% reduction in police recorded road accidents between 2019 and 2020. Analysis of police recorded accidents in Neath Port Talbot (all severities) show a steady year on year decline since 2015. There were 216 recorded accidents in 2015 and 82 in 2020.</li> <li>• Motorised traffic in Wales decreased by 23.4% compared with 2019, the largest decrease out of the UK countries.</li> <li>• The easing of restrictions during 2020 enabled some training to resume for a short period. During this time the following delivered training included: 51 people for Dragon Rider Cymru (Enhanced Motorcycle Scheme), 89 people attended Adult Cycle Training and 249 signed up to the Cycle to Work Scheme in 2020 amounting to over 800 staff since 2014.</li> <li>• The Dragon Rider Cymru scheme is an Enhanced Motorcycle Rider scheme, developed by Neath Port Talbot's Road Safety Team in 2010/2011, it is accredited by the Driving Vehicle Standards Agency (DVSA) and supported annually by Welsh Government grant as part of its drive to reduce motorcycle casualties across Wales. The scheme, adopted by other local authorities across Wales, seeks to develop a rider's skills, knowledge and confidence. <i>Feedback from attendees shows Dragon Rider Cymru is a highly valued scheme with frequent user feedback such as: "Just though I'd reach out after a month of riding and tell you how much I've benefited from attending the Dragon Rider course. I enjoyed the day immensely and continue to build my skills; as a new rider I gained far more than just riding to take the</i></li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen124		<p><i>test. Can you also send on my thanks to the instructors as they were very professional and their feedback was both helpful and constructive. I enjoyed the whole day tremendously, gaining valuable knowledge and will be recommending to all my fellow biker friends!"</i></p> <p>In addition please see progress of Step <b>1.7.4</b> above.</p>	
	2.3.6	Step - We will work with our partners to ensure those with the most complex needs are safeguarded, strengthening our vulnerable adults safeguarding arrangements	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We continue to work towards streamlining the Adult Safeguarding Pathway to bring consistency across Children's and Adult Services. All Safeguarding Reports received on closed cases are now responded to at the front door up until determination of the s126 enquiries (Safeguarding enquiries are made under section 126 of the Social Services and Well-being (Wales) Act 2014).</li> <li>• All open cases continue to be overseen by the Adult Safeguarding Team.</li> <li>• The Corporate Safeguarding Group and Safeguarding Board are now tracking all Safeguarding training across the local authority. Further training material will be developed in due course to respond to the launch and implementation of the Liberty Protection Safeguards in March 2022. A working group has been set up under the Safeguarding Group to oversee this work.</li> <li>• Quality Assurance for Adult Services is overseen by the Quality Practice Strategic Group (Local Authority) and the Safeguarding Board. The audit programme specific to Adult at Risk (AAR) was disrupted as a result of COVID-19 but this is now on track with S126 enquiries and Case conferences next in line to be audited.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen125	2.3.7	Step - Food premises are regulated to ensure that the food provided is fit for human consumption and the premises from which it is sold are hygienic	Red
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Just 14% (51 of 367) of high risk businesses that were liable to a programmed inspection were inspected for Food Hygiene during 2020/21. Ordinarily 100% of these premises are visited in the year. Most of the Food &amp; Health Protection team were tasked with supporting infection control efforts for Care Homes and for the Regional Test Trace &amp; Protect (TTP) service, leaving a very depleted resource to undertake Food Hygiene inspections, however, this was in line with a modified expectation from the Food Standards Agency. Some element of back filling of posts via Locums was achieved, although the demand for Locums far exceeded availability.</li> <li>2020/21, 96% (959 of 999) food premises meet food hygiene standards in the county borough i.e. have a Hygiene Rating of 3, 4 or 5. Our target for 2020/21 was 95%. During the COVID-19 pandemic, not all premises were routinely inspected, but any food premises who requested a statutory re-score assessment were prioritised, and this has led to a slight increase in performance.</li> </ul>		
	2.3.8	Step - We will investigate breaches in the integrity of the food chain, from farm to fork (feed, animal health and food standards)	Amber
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>3 of 6 (50%) of high risk inspections for Animal Health were carried out during 2020/21 due to the pandemic lockdowns, restrictions and spread of the new variant (Kent variant), ordinarily all would have been inspected. Telephone and internet based inspections and monitoring were carried out to establish levels of compliance, albeit in a limited way. Inspections outstanding from 2020/21 will be rolled over to the new financial year. Physical inspections</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen126		<p>recommenced from 1<sup>st</sup> April 2021.</p> <ul style="list-style-type: none"> <li>85.4% (35 of 41) of detected breaches in animal health, feed and food standards that have been rectified (target for the year was 80%). Despite the lockdown, staff were able to carry out reactive work, responses to complaints and intelligence received. The consultant hired to fill the staffing gap caused by sickness and maternity leave identified many breaches and these were passed to NPT officer staff to investigate.</li> </ul>	
	2.3.9	Step - 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	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>8 of 23 (35%) of high risk inspections for businesses were carried out during 2020/21 due to the pandemic lockdowns, restrictions and spread of the new variant (Kent variant), ordinarily all would have been inspected. Telephone and internet based inspections were being carried out to establish levels of compliance, albeit in a limited way. Inspections outstanding from 2020/21 will be rolled over to the New Year. Physical inspections recommenced from 1<sup>st</sup> April 2021.</li> <li>37% (7 of 19) breaches in consumer fraud investigations successfully concluded. There has been a recent surge in "green deal" scams, an increase in counterfeiting activity on social media and a rise in rogue trader style breaches. Many of these investigations are still ongoing. We issued advice to residents and to be vigilant when accepting offers from people posing as legitimate waste disposal businesses on social media, the advice is particularly relevant during COVID-19 emergency lockdown restriction periods when many may start garden and home DIY projects.</li> <li>Trading Standards Wales has joined forces with the charity Crimestoppers to <a href="#">provide a service</a> which enables members of the public to provide valuable information to help keep communities safe and healthy anonymously.</li> <li>Trading standards successfully prosecuted a number of traders including a home improvement business and two</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status	
Tudalen127		fraud investigations relating to used cars have been concluded resulting in refunds to the complainants.		
	2.3.10	Step - We will work with all stakeholders to deliver a safe and sustainable built environment	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We ensured that all controlled building work meets the requirements of the Building Regulations to safeguard the health and safety of people in and around buildings.</li> <li>• Due to the nature of the work we continued to provide cover throughout 2020/21 relating to dangerous structures and building regulation applications continued as normal.</li> <li>• Due to the pandemic, physical site inspections were limited to statutory notifications only, however all other inspections were carried out remotely with the use of photographs and video evidence.</li> <li>• 98.7 % of building control ‘full plan’ applications are checked within 15 days</li> <li>• 94.9% of ‘full plan’ applications were approved first time</li> </ul>		
2.4 People unable to work can maximise their income	2.4.1	Step - People will be supported to receive the UK Government benefits they are entitled to	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We continue to update our website to ensure we give relevant advice in relation to Housing Benefit, Council Tax</li> </ul>		

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status	
Tudalen128		<p>Support and Discretionary Housing Payments. Use of digital channels is continually encouraged in contact with residents. The availability of support is also promoted on all relevant documentation and signposting to support agencies is also provided.</p> <ul style="list-style-type: none"> <li>• An additional 500 claimants received Council Tax Support during 2020/21.</li> <li>• We administered the Welsh Governments £500 COVID-19 Self-Isolation Scheme and the £500 Social Care Bonus Scheme.</li> <li>• 99.8% of benefit grants are correctly granted and on average throughout the year it takes 3.1 days to assess new claims and changes of circumstances, which is well below our target of 6 days.</li> </ul>		
	2.4.2	Step - We will implement the Welsh Government's Scheme to relieve the Council Tax burden on those with the lowest income	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Provided £19.3M Council Tax support to 17,552 households (maximum number of claimants during 2020/21).</li> <li>• In addition, following the 2021/22 budget consultation during 2020/21, we listened carefully to what people had to say and it was clear that financial concerns over the proposed rise in Council Tax were one of the main issues people had with our proposals. We were able to reach a position in which we could lower the proposed Council Tax increase to 2.75%, one of the lowest in Wales.</li> </ul>		
	2.4.3	Step - We will implement the new pay and grading structure for staff which will help to raise the net income of those who are the lowest paid	Green	
	<p><b>This work was completed in 2019/20</b> - The National Joint Council for Local Government Services (the NJC) confirmed in April 2018 that agreement had been reached between the National Employers and the NJC Trade Unions Side on rates of</p>			



Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen129		pay applicable from 1 April 2018 and 1 April 2019. A full equality impact assessment was carried out on the preferred pay model (agreed by the Trade Unions locally) and this was sent to the Trade Union Regional Officers, with no adverse comments being received. We implemented the new LGS pay spine, fully equality proofed by 1 April 2019.	
	2.4.4	Step - We will work with Chwarae Teg to understand why we have a gender pay gap and what we could do to close that gap	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Since 2019, the Council has worked with Chwarae Teg, as a member of their Fair Play Employer Scheme. Our Gender Diversity Action Plan, which includes key actions that focus on low paid women in the Council, as achieving gender balance amongst the lowest paid employees, is key to eliminating the gender pay gap. In recognition of this work, the Council was delighted to be nominated for the FairPlay Employer Award in Chwarae Teg's Womenspire Awards 2020, reaching the final shortlist of 6, out of hundreds of entries.</li> <li>• Over the last year, the Corporate Training team have worked with Chwarae Teg to implement online Career Development sessions for lower paid women, aimed at increasing skills and confidence. Sessions included: Work Smarter Not Harder, How to say no brilliantly, Speak Up, Stand Out, Change your thinking, Get Results and Managing Challenging Behaviour. 83 employees completed this course. An online session for men was also held, 'Men and Gender Diversity'.</li> <li>• Importantly, the Council's gender pay gap is reducing. In 2017/18, we reported a gender pay gap of 4.17%. In 2018/19 and 2019/20, we reported a gender pay gap of 3.93%. In 2020/21, we reported that our gender pay gap had reduced further to 3.44%.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen 139 2.5 People who need care and support will be	2.4.5	Step - We will commission research to identify the impact of the welfare benefit reforms being introduced by UK government on local people and work with partners to identify how we can alleviate financial hardship	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Policy in Practice were commissioned in April 2019 to develop a low income family tracker for Neath Port Talbot. Based largely on housing benefit and council tax support claimant information the tracker is updated on a quarterly basis to identify low income households. This data is regularly monitored to ensure we understand the vulnerabilities and are able to inform strategic planning whilst providing suitable support to those in most need. A contract has been renewed with Policy in Practice for the provision of the tracker for the 2021/2022 period.</li> </ul>		
	2.5.1	Step - We will further develop the “front door” to social services, ensuring that we provide a coherent, information, advice and assistance service	Green

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
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		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• A single referral form has been finalised for use by both Children and Young People Services and Adult Services. This referral form emanated from a collaboration between cross-sections of Social Services and Health staff. The form facilitates the opportunity to capture adult safeguarding concerns (these were previously recorded separately). The single referral form was launched on 4 February 2020 and began to be implemented across partner agencies.</li> <li>• The formal launch of the Adults and Children’s ‘Single Point of Contact’ was due to take place on 1 April 2020 but it was delayed due to COVID-19, however a publication and awareness raising of the new Service Model occurred during the summer period of 2020 with referrals now being received via the integrated referral form. Work has continued to take place in order to integrate the front door service as much as practicably possible and communications have been released to stakeholders so that they are aware of our integrated referral form and contact details. The service has also moved to a single integrated telephone number and email address to respond to all referrals into Social Services.</li> </ul>	
	2.5.2	Step - 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	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• 33 care home beds were block purchased to support hospital flow at the beginning of the pandemic.</li> <li>• Weekly provider meetings took place in 2020/21 to support the care market and daily contact was maintained with providers that experienced a COVID-19 outbreak.</li> <li>• Processes were established in order to provide the care sector with additional Welsh Government Funding to support additional cost pressures arising from COVID-19.</li> </ul>	










Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen132		<ul style="list-style-type: none"> <li>• A process for distributing PPE to the care sector was established.</li> <li>• A volunteer's register of people within the directorate was established in order to support care providers with acute staff shortages arising from COVID-19.</li> <li>• A regional commissioning group was established to support the sustainability of the sector.</li> <li>• Contingency plans for services were developed to ensure continuity of care services throughout the pandemic.</li> <li>• All domiciliary care staff (in-house &amp; external) are now registered with Social Care Wales and 200+ COVID-19 trained homecare staff undertook 10,700+ monthly visits to service users</li> </ul>	
	2.5.3	Step - We will further develop our intermediate care services to enable more people to retain and regain their independence by implementing the hospital to home recovery model	Green
Tudalen132		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Hospital 2 Home model was reviewed during the pandemic and re-launched into Rapid Discharge based on the Discharge to Recover and Assess model.</li> <li>• In July 2020, a multi-disciplinary team was established to triage and screen all hospital referrals into the local authority to ensure people are seen by the right service at the right time and hospital discharges are safely supported. Between July 2020 – March 2021, we have supported 571 hospital discharges.</li> <li>• Due to the COVID-19 pandemic, no data is available for the rate of people kept in hospital whilst waiting for social care.</li> </ul>	

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen133	2.5.4	Step - We will further develop our progression-based model of care for people with mental health needs, learning disabilities and physical disabilities	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• A progression pathway working group meet to look at how to support people’s progression into more independent living services and ensure that we commission the right care models.</li> <li>• We continue to work with RSLs (Registered Social Landlords) and providers to develop new care models that better support progression.</li> <li>• We have established 3 units of supported accommodation for people with mental ill health and 2 people were moved into this scheme in 2020/21.</li> <li>• Work is progressing to develop a specialist supported living service for 3 people with complex ASD needs.</li> <li>• A provider has been commissioned to deliver care in the new extracare service that is anticipated to go live in 2021/22.</li> <li>• We developed a unit for emergency placements.</li> <li>• Our employment and training service for adults with disabilities known as Bspoked Enterprises, supported service users during the lockdown period by carrying out quizzes, games, support chats and virtual learning sessions. Plus, staff have been making weekly video chats and phone calls to check on their general welfare.</li> </ul>		






Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen134	2.5.5	Step - We will review the services we provide for people with the most complex needs to ensure that they remain fit for purpose	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The Commissioning for Complex Needs Programme (Regional approach) continues with its agenda to deliver on a shared approach for commissioning, procurement and market arrangements for meeting the needs of individuals with complex needs which includes: <ul style="list-style-type: none"> <li>➤ Regional brokerage system for mental health and learning disability services in place to secure good quality care at a sustainable cost</li> <li>➤ Development of supported living schemes – growth in capacity and in models of service delivery to meet the needs of growing population of young people in transition</li> <li>➤ Links with commissioning to develop models of service delivery and identifying gaps to support the changing needs/priorities of those individuals we support with a focus on progression based model of service as well as specialist good quality provision for learning disabilities and mental health</li> </ul> </li> <li>• We continue to measure outcomes for people with the most complex needs on a case by case basis and the focus remains on quality outcome assessments, care planning and reviews.</li> </ul>		
2.6 People will be able to have their say in matters that affect them and	2.6.1	Step - We will implement the Regional Joint Carers' Strategy with our health partners	Green
<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Neath Port Talbot Council invited residents to join in Carers Week (8 – 14 June 2020) campaign to recognise the vital contribution made by the boroughs 20,000 unpaid carers.</li> </ul>			

Well-being Objective 2 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
<p>where people need help to voice their opinions, advocacy support will be available</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen135</p>		<ul style="list-style-type: none"> <li>• PPE was provided to unpaid carers via the Carers Service</li> <li>• A five year West Glamorgan Regional Carers Strategy has been developed and regional working groups have been established to take forward the priorities within the strategy</li> <li>• The Council signed up to the principles of the emergency action planning guidelines, to ensure that carers are considered in the development and implementation of emergency measures relating to COVID -19.</li> <li>• A new ID card has been launched in Neath Port Talbot to ensure young carers are recognised for their role in looking after family members.</li> </ul>	
	2.6.2	Step - 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	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Where it is identified that someone requires an advocate, arrangements are made for one to be appointed. The Council has a contract in place for an advocacy service. We have adopted a rights-based approach across the service.</li> </ul>	

More detailed information with performance comments is including within our **full suite** of performance indicators:

Performance Indicator	2018/19 Actual	2019/20 Actual	2020/21 Actual	2020/21 Target	Perf. RAG against 20/21 Target	Perf. RAG against 19/20 Actual
<b>2 Well-being Objective 2 - To improve the Well-being of all adults who live in the county borough</b>						
CP/019 - Road Safety - Killed or seriously injured - Pedal cyclist casualties (All Ages) <i>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</i>	3	0	1	<b>Targets achieved</b>		<b>N/a</b>
CP/021 - Number of new business start-up enquiries assisted	392	273	199	340	 Red	 Red
CP/024 - Communities for work - Number of people helped back to work, training or volunteering	260	434	87	290	<b>N/a Not comparable</b>	<b>N/a Not comparable</b>
Target of 290 is the Corporate Plan target set in Spring 2019. This has since been revised by Welsh Government to 88 following a change in the way data is recorded for this measure.						
CP/025 - Number of compulsory redundancies made by the Council	9	9	2	No target set	<b>N/a</b>	 Green
CP/031 - PAM/012 - Percentage of households successfully prevented from becoming homeless	53.14	51.50	66.67	60.00	 Green	 Green
CP/032 - PAM/015 - Average calendar days taken to deliver a Disabled Facilities Grant	232.43	196.00	363.20	230.00	 Red	 Red
CP/034 - Percentage of incidents of domestic abuse where people are repeat victims - Independent Domestic Violence Advisor (IDVA) Service - highest risk victims	38.56	40.05	37.3	33.00	 Red	 Green
CP/040 - Road Safety - Killed or seriously injured: Older Drivers (75 years and over) <i>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</i>	2	0	0	<b>WG Targets achieved</b>		<b>N/a</b>
CP/041 - Road Safety - Killed or seriously injured: Motorcyclists - all Ages <i>Data is for calendar year i.e. 2020/21 data is for 2020 calendar year.</i>	8	6	1	<b>WG Targets achieved</b>		<b>N/a</b>



CP/042 - PAM/023 - Percentage of food establishments that meet food hygiene standards	93.92	95.15	96.00	95.00	 Green	 Green
CP/048 - PAM/025 - Measure 19 - Rate of people kept in hospital while waiting for social care per 1,000 population aged 75+	6.29	10.05	No data due to COVID-19	3.50	<b>N/a</b>	<b>N/a</b>
CP/110 - Workways + - Number of people helped back to work, training or volunteering	139	127	58	72	 Red	 Red
CP/111 - Communities for Work Plus - Number of people helped back to work, training or volunteering	N/a new	844	258	150	 Green	<b>N/a</b> <b>Not comparable</b>
CP/112- PAM/013 - Percentage of empty private properties brought back into use	0.57	No data due to COVID-19	No data due to COVID-19	4.30	<b>N/a</b>	<b>N/a</b>

Tudalen137

6. Well-being Objective 3 – Progress in 2020/21

**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”*



Tudalen 138

How this well-being objective contributes to the seven national well-being goals:	
A prosperous Wales	The wellbeing objective 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.

**Case Study:** Active Travel – 3.1km improvement to the route NCN47/46 Neath Canal (Neath to Tonna)

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

<b>A resilient Wales</b>	<p>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 social, cultural, economic and environmental well-being of its residents.</p>
<b>A more equal Wales</b>	<p>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</p>
<b>A Wales of vibrant culture and thriving Welsh language</b>	<p>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.</p>
<b>A globally responsible Wales</b>	<p>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.</p>

**Background:** 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.

**'Active Travel'** means walking and cycling in order to get to a destination (also called ‘purposeful journeys’), this includes journeys to school, work or for access to shops or services. During 2020/21 we increased accessible cycle routes by 3.75Km, 6.63Km including 2019/20. Of which 3.1km improvement to the route NCN47/46 Neath Canal (Neath to Tonna) and 3.5km improvement to the route NCN43 Pontardawe.

**How does this work meet the [5 ways of working](#) of the sustainable development principle:**

- **Long-term** – The draft Revised Active Travel Network Map (ATNM) identifies existing routes and aspirations. Active Travel is an important positive factor in improving people’s well-being in the long term through helping to reduce vehicular traffic on the roads and promoting outdoor exercise.
- **Integration** – The draft Revised ATNM has been prepared in the context of existing plans and proposals ensuring that it will be fully integrated with all other relevant plans, initiatives and strategies, working towards the same well-being objectives. Active Travel has a specific step within the Council’s corporate plan to improve Well-being objective 3 - To develop the local economy and environment so that the well-being of people can be improved.
- **Involvement** – The draft Revised ATNM has been developed in consultation with officers across the Council, elected members, adjoining authorities and the Welsh Government. A full public consultation will provide further involvement of the general public, other bodies and organisations and stakeholders to influence changes and amendments to the Network Map.
- **Collaboration** – The consultation processes undertaken during the preparation of the draft Revised ATNM will ensure that there has been full collaboration with stakeholders and partners in the development of the revised maps, including organisations from the public, private and community/voluntary sectors.
- **Prevention** – The ATNM ensures the network map remains relevant, useable and accessible and is developed in the future to meet changing needs and aspirations. The consultation proposed should help to ensure that this continues to be addressed and that problems are identified and can be dealt with where possible and relevant, helping to prevent problems from arising or increasing in the future.

**Service user outcome:**

**Feedback from resident of Neath Port Talbot:** “I have cycled the canal towpath between Tonna and Briton Ferry over many years for both commuting and leisure. The recent Tarmacking of the towpath is a major improvement compared to the old surface which was very rough and uneven. The old surface was only rideable with a mountain bike or a hybrid, whilst the new surface opens up the path to all types of bikes including road bikes with narrow tyres. This new surface has now made it possible for people to commute to work without the danger of picking up punctures along the way. My advice to the Council is that this improvement must now be maintained, it needs to be swept regularly to avoid any glass build up which will ruin the hard work that has been put into this improvement.”

## Overall progress for Well-being Objective 3:

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
3.1 We will provide an environment where new businesses can establish themselves and existing businesses can grow	3.1.1	Step - We will deliver strategic regeneration programmes	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Work on regenerating the Harbourside Strategic Employment Site in Port Talbot’s former docks area began in March 2021.</li> <li>• Work to transform the iconic former Metal Box factory in Neath (Crown Building) into a business zone for job creation is progressing well with a number of refurbished offices at the site available to let. By the end of March 2021, half of the industrial space is occupied by a local company.</li> <li>• Following public consultation, building work started on development of the multi-million pound regeneration of Neath town centre. 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 floorspace and a modern library. Steel-work is being erected, and the project is progressing to plan.</li> <li>• Work has been continuing on the transformation of Port Talbot’s Grade II listed Plaza Cinema building into a community hub with a café, gym, office space, hall, multi-purpose rooms, a conference area, digital recording studio and shops. By the end of March 2021, work on site progressed well with the steel-work erected.</li> <li>• Works are also underway for the redevelopment of 8 Wind Street, Neath for new business space. Refurbishment</li> </ul>	

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen142		<p>was set-back due to a number of unforeseen structural issues, but by the end of March 2021 these had all been addressed, and work on site was progressing well.</p> <ul style="list-style-type: none"> <li>• In total 38,000 square metres of high quality office and light industrial space was brought forward for inward investment expansion.</li> <li>• 25,000 square feet of new office and laboratory space is being created on Baglan Energy Park in the form of the Bay Technology Centre, which will be a carbon positive building as part of the City Deal. By the end of March 2021, the steel-work had been erected and the build was progressing well.</li> <li>• Town Centre power supplies are in the process of being installed in Neath, Pontardawe and Glynneath in order to encourage more on-street events and markets. In addition, vehicular mitigation barriers are being erected in Neath and Port Talbot for the same reason.</li> <li>• The Port Talbot monthly market on the Transport Hub continues to be a success.</li> </ul>	
	3.1.2	Step - We will maximise funding opportunities to support the delivery of the Council's strategic regeneration programmes	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We continue to liaise with Welsh and UK Government to ensure we apply and secure funding for regeneration programmes. This includes:</li> <li>• £850k via the Property Enhancement Development Grants (PEDG) element of the Targeted Regeneration Investment (TRI).</li> <li>• £250k from the Sustainable Living Grants (SLG).</li> <li>• We started developing 2 bids for submission UK Government under the Levelling Up Fund in order to improve our urban environments and Community Renewal Fund for projects to support business growth and innovation and</li> </ul>	

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen143		<p>providing employment support to those looking to enter the labour market.</p> <ul style="list-style-type: none"> <li>We will be submitting bids for funding in relation to the Welsh Government's Transforming Towns Programme.</li> <li>We continue to monitor alternative strategic funding to replace European Structural and Investment (ESI) funds post Brexit to support the council's prioritised regeneration proposals. We continue the development of the business cases and governance arrangements to secure funding Swansea Bay City Deal funding for: Homes as Power Stations and Supporting Innovation and Low Carbon Growth.</li> </ul>	
	3.1.3	Step - We will support existing and new businesses to grow the local economy and attract new investment	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Construction started In September 2020 on a state of the art, self-powering technology centre building at Neath Port Talbot Council's Baglan Energy Park. The flagship, green facility will provide flexible office space for start-up companies and growing local businesses with a focus on (but not exclusively) the Research and Development and Innovation sectors.</li> <li>The negotiations to redevelop the Burrows Yard site are at an advanced stage. It is anticipated that the developers will make a planning application in 2022.</li> <li>We have worked with 37 new inward investment and indigenous companies investing in growth and diversification plans to help secure their future or encourage relocation to NPT and create/safeguard in excess of 220 jobs.</li> <li>470 jobs had been created or safeguarded as a result of financial support by the local authority, above target of 280. Despite the economic uncertainties of COVID-19 and the difficulties that many of our local businesses have faced throughout the pandemic, many local manufacturing companies have been investing in growth and diversification</li> </ul>	

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Tudalen 14		plans to help secure their future.		
	3.1.4	Step - We will identify supply chain opportunities for local companies within major developments in the county borough	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• Despite the COVID-19 situation, 2020/21 was an extremely busy year with 12 projects with numerous sub contracts progressing at varying stages, compared to 4 project the previous year. Despite some projects initially slowing down in the first quarter of 20/21, activity substantially increased as the year progressed resulting in 57% of all contracts being awarded to local companies</li> </ul>		
3.2 We will work with communities to increase reuse, recycling and composting	3.2.1	Step - We will review and refine our waste management strategy in the context of delivering against statutory targets	Green	
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• 2020/21 waste data is provisional data</li> <li>• Notwithstanding the COVID-19 pandemic the Council's actions under its waste strategy, assisted by residents and business customers who have been operating, have delivered an improvement of over 5% in the headline recycling figure. 67.56 % of waste has been reused, recycled or composted in the last year, such that the Council's position is comfortably above the current statutory target of 64%.</li> <li>• We did however see an increase in kilograms of residual waste generated per person for 2020/21 to 210 kilograms (182 kilograms in 2019/20). As a result of the COVID- 19 outbreak, more people were restricted to work or stay at home which resulted in more recycling and waste being presented for collection at the kerbside. Whether this trend</li> </ul>		



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Tudalen145		<p>is sustained will become more apparent as we move forward.</p> <ul style="list-style-type: none"> <li>• In March 2020 we closed our Waste Recycling Centres. The Recycling Centres re-opened to the public on 26 May 2020 with a number of COVID-19 measures in place and now have an online booking system for residents who want to use this service.</li> <li>• Decision by Cabinet on <u>25 June 2020</u> regarding the future use of the Materials Recovery and Energy Centre a Transfer Station with enhanced recycling capability. A project to re-model the interior of the facility is currently in detailed design and is expected to be completed in 2022.</li> <li>• On average we reduced the time taken to clear fly tipping from 2.97 days in 2019/20 to 2.84 days for 2020/21. We did however see an increase in fly tipping from 901 in 2019/20 to 1,566 in 2020/21, this increase occurred at the start of the global pandemic lockdown despite the Council suspending restrictions on excess waste presentation.</li> <li>• We continued to take enforcement action where waste has been dumped illegally. During 2020/21, enforcement action was taken against 13 individuals.</li> <li>• We also took part in a <u>multi-agency operation</u> to tackle illegal waste carriers.</li> <li>• 91% of our streets are clean which is just below 2019/20 outturn of 94%.</li> </ul>	
	3.3 Local people and visitors can access good quality leisure and community facilities,	3.3.1	<p>Step - We will identify tourism investment opportunities for both the private and public sector</p> <p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• The Tourism Team provided continued advice and guidance to tourism sector businesses relating to COVID-19 financial support and operating in accordance with the Welsh Government's Tourism and Hospitality Sector guidance. Many of these 53 businesses were assisted multiple times during year.</li> <li>• The team managed the process for issuing Exemption Certificates (in partnership with Environmental Health) to</li> </ul>

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
country parks and countryside		<p>allow accommodation providers to accommodate eligible individuals (such as key workers) during COVID-19 lockdown periods.</p> <ul style="list-style-type: none"> <li>The Team also conducted two online training events relating to social media and marketing campaigns. Due to the economic impact of COVID-19, enquiries from new tourism businesses decreased in comparison to the previous year, however, 3 new tourism operators were assisted in 2020/21.</li> </ul>	
Tudalen146	3.3.2	Step - We will work with partners to refurbish, repair and maintain locally important buildings and structures	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>A multi-million pound coastal defence work project on the Aberavon Seafront was completed in June 2020, 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. The work was part of the Welsh Government's Wales-wide Coastal Risk Management Programme.</li> <li>Work continues on the former Plaza Cinema in Port Talbot. The project to create a new multi-use cultural and business centre, includes the renovation of the iconic art-deco frontage and entrance vestibule.</li> <li>We are undertaking renovation works to various areas of stonework at Margam Castle as an ongoing maintenance programme.</li> <li>The historic Turbine House project at Margam Park is nearing completion. It will provide a unique and educational insight into one of the earliest attempts in the UK to provide electricity for domestic use via hydro-power.</li> <li>In November 2020, the replacement Blaengwrach River Bridge was lifted into place restoring the vital link between</li> </ul>	

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Tudalen 147		<p>Blaengwrach, Cwmgwrach and Glynneath.</p> <ul style="list-style-type: none"> <li>We carried out 41 principal bridge inspections and 192 general bridge inspections during 2020/21.</li> </ul>	
	3.3.3	Step - We will develop and promote the local tourism sector	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Work started on exciting Splash Pad to replace Aquasplash. The new attraction will include a range of more than 30 exciting water features including fountains, jets and “waterfalls”.</li> <li>Cabinet Board approved a masterplan of enhancements at <a href="#">Neath’s historic Gnoll Estate Country Park</a> – the prioritised enhancements will be delivered during 2021/2022.</li> <li>A project to re-design mountain bike trails at Margam Country Park has been completed.</li> <li>Margam Park’s newly designed, free to use Adventure Playground suitable for children aged 6 – 12 opened in the summer 2020.</li> <li>The Tourism Team worked with destination partners such as Natural Resources Wales and Brecon Beacons National Park to manage visitor flows during the various COVID-19 lockdowns and during the reopening of the visitor economy. This involved publicising route closures due to COVID-19 lockdown and delivering measures to reduce the impacts of significant visitor numbers on local communities once lockdown restrictions lifted.</li> <li>Work was completed on the Vale of Neath Hub at Resolven Canal Car Park. The works created renewed public toilet facilities and a new on site café provision. Funding for this scheme was secured during 2019/20 from Visit Wales’ Tourism Amenity Infrastructure Scheme with match funding from the Council.</li> <li>We secured £268,000 funding from Valleys Regional Park to designate Afan Forest Park as a Valleys Regional Park Gateway, the investment will see the refurbishment of on-site public toilet and shower facilities, creation of an</li> </ul>	

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Tudalen148		<p>accessible children’s play area, improved car parking capacity, the installation of an EV charging point and 2/3 motor home hook up points.</p> <ul style="list-style-type: none"> <li>We have worked in partnership with Natural Resources Wales to begin the process of devising a ‘masterplan’ for the future development of Afan Forest Park as a visitor destination. Consultation on the masterplan will happen in 2021/2022.</li> <li>A bed stock survey was also completed to establish an accurate picture of accommodation provision within Neath Port Talbot.</li> <li>The Neath Food and Drink Festival, normally staged over three days in October was cancelled this year due to the pandemic. The festival has been a great success since it was established in 2009.</li> </ul>	
	3.3.4	Step - 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	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The provision of leisure services was due to go to the market in September/October 2020 with the aim of entering into a new contract in January 2021. However, this has been delayed and it is planned that a new contract is in place by end 2021/ Jan 2022.</li> <li>We issued a press release during the October 2020 firebreak lockdown, highlighting our libraries range of online free books and on 1 March 2021, our library service launched PressReader, a free subscription service for local library members.</li> <li>Due to the pandemic no visitor data was reported for 2020/21 for our leisure centres. Data relating to the percentage of quality indicators achieved by the library service will be available in November 2021.</li> </ul>	

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Tudalen 149	3.3.5	Step - We will develop the offer of our theatres to attract a wide range of acts and performances	Red
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Due to the pandemic our theatres remained closed throughout 2020/21 and as such we have no data for 2020/21 that measures number of visitors to our theatres.</li> </ul>		
	3.3.6	Step - Work and engage with local communities and wider partners to deliver a programme of activities that will support the participation of local people in our natural environment	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The grant funded 'Working with Nature Project' was completed and over the three years, engaged with 776 people through participation in well-being and conservation activities in the natural environment. Over 30 people signed up for volunteering, with a regular group actively involved in managing sites throughout Neath Port Talbot, supporting nature conservation management of 21 sites.</li> <li>Increased support for the NPT Local Nature Partnership (LNP) has been achieved through the partnership LNP Cymru project, funded by the Welsh Government Enabling Natural Resources and Well-being fund. The project has put in place a LNP Coordinator to support the partnership in taking forward biodiversity research and action to further the conservation of biodiversity in NPT.</li> <li>Funding has been secured from the National Lottery Heritage Fund to deliver the Lost Peatlands project in the upper Afan and Rhondda Valleys. The project will deliver landscape scale peatland restoration, supporting natural carbon sequestration and biodiversity enhancement, alongside community engagement, training and well-being activities.</li> </ul>		

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Tudalen150		<p>The development phase of the project started in June 2019, working towards a funding submission for a 4 year delivery phase starting July 2021.</p> <ul style="list-style-type: none"> <li>Working alongside the Friends of Craig Gwladus, a programme of volunteer support, community engagement and well-being activities have been delivered at Craig Gwladus Country Park. Grant funding has been secured to employ a Project Manager to oversee grant funding requirements, support the group and take forward ideas for more long term funding opportunities for the park.</li> <li>Our Countryside and Wildlife team encouraged families to take part in their daily wildlife challenge with the aim to raise spirits during the first nationwide lockdown.</li> <li>We celebrated Wales Nature Week (30 May – 7 June).</li> <li>In December, Margam Country Park was voted among the top ten most popular parks and green spaces in the UK after a month long public vote and Margam Park Beech crowned Wales’s Tree of the Year. A survey found Neath Port Talbot was among the best county boroughs in Britain (and by far the best in Wales) for having the <a href="#">best tree cover</a>.</li> <li>Keep Wales Tidy has unveiled this year’s Green Flag Award winners – the international mark of a quality park or green space has been awarded to Margam Country Park, Gnoll Estate Country Park, Talbot Memorial Park, Victoria Gardens and Swansea University’s Bay Campus with Community Awards going to the Amman Valley Trotting Club and Riverside Park, Pontardawe. Sites are judged against eight strict criteria, including biodiversity, cleanliness, environmental management, and community involvement.</li> </ul>	
	3.4 To identify and develop opportunities	3.4.1	Step - 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

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for sustainable economic growth in our valley communities		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• <b>Coed Darcy Urban Village</b> - the Council and the developer/St Modwen Developments Ltd continue to work together on discussions about development phasing, the overarching masterplan and the S106 Legal Agreement for the provision of necessary infrastructure and amenities. The rate of delivery on site in terms of housing and key strategic infrastructure will continue to be closely monitored going forward.</li> </ul>	
Tudalen151		<ul style="list-style-type: none"> <li>• <b>Redevelopment of Baglan Bay</b> is a long term aspiration that is likely to take several years to deliver, with areas within the allocation potentially suitable to facilitate the growth in the knowledge based economy. The increase in research and development facilities in smaller units at the Swansea University Science and Innovation Campus and at Harbourside will potentially need larger units, as these sites continue to develop, and therefore Baglan Bay provides adequate space and infrastructure to allow for their expansion. The site benefits from enterprise zone status helping to encourage investment to the area.</li> <li>• Within the <b>Harbourside Strategic Redevelopment Area</b> work is progressing to address flooding issues and prepare sites for development to facilitate realisation of the proposals for mixed use redevelopment of the area. Parallel work in respect of the Port Talbot Waterfront Enterprise Zone will feed into realising aspirations for this area.</li> <li>• Infrastructure Masterplan being developed for the Port Talbot Waterfront Enterprise Zone</li> <li>• <b>Outline planning application for the Afan Valley Adventure Resort</b> - the applicant has continued to engage with the Council to make us aware of their considerable further efforts to drive this development forward. These discussions have been positive, and in light of the potentially transformational impacts of this development, additional latitude has been given for the applicant to finalise their package and to submit such final details. It is understood that further submissions will be forthcoming in the near future to further demonstrate the financial viability and deliverability of the proposal, which will then be the subject of further assessment and a report presented to the</li> </ul>	

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Tudalen152		<p>Planning Committee during summer 2021 for a final resolution.</p> <ul style="list-style-type: none"> <li>We are further developing the Supporting Innovation and Low Carbon Growth programme business case.</li> <li>723 of 742 (95.4%) of all planning applications were determined within time for 2020/21. Target for 2020/21 was 95%.</li> </ul>	
	3.4.2	Step - Promote and protect a diverse portfolio of employment land and employment opportunities in the right places	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>An 'Economic Assessment and Employment Land Provision Study' was jointly commissioned previously by NPT and Swansea to inform the Local Development Plans (LDPs) for both authorities. This identified employment need and the link to housing demand. Work delivered includes ongoing discussions centred on the following three key collaborative studies (across South West Wales region) and all three studies will inform reviews of individual LDPs and also contribute positively as a potential baseline for future work on Strategic Development Plans (SDPs):</li> </ul> <ol style="list-style-type: none"> <li><b>Regional Employment Study (RES)</b> – Will identify the need and supply of employment land. This is currently on hold due to resource / capacity issues within those Councils that are focusing their efforts and attention on putting in a place an evidence base for their respective LDPs. Notably, 'Regional Officer' posts have recently been created within the Welsh Government and as such, it is the intention that the RES be re-visited in the future.</li> <li><b>Regional Viability Study (RVS)</b> – The RVS has been completed and the Final 'Site Specific Viability Model' agreed by the South West Wales region. A number of officer training sessions are being held by the consultants 'Burrows-Hutchinson' for LA officers that will be using the model to assess sites / planning applications.</li> <li><b>Joint Local Housing Market Assessment (LHMA)</b> – The Joint LHMA study has been completed (October 2020).</li> </ol>	



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Tudalen153		<p>ORS (the consultants commissioned to undertake the study) have produced a Final overarching Regional Housing Report (Main Report) and several Sub Area Reports for each of the Local Authorities (LA) that make up the Mid &amp; South West Wales (M&amp;SWW) regional group (<i>now comprising just SWW Authorities in line with the regions set out within Future Wales</i>).</p> <ul style="list-style-type: none"> <li>NPT LDP policies seek to promote and protect a diverse portfolio of employment land and premises in the Valleys Strategy Area through allowing employment uses adjoining a settlement limit subject to sustainability and amenity considerations.</li> </ul>	
	3.4.3	Step - Develop a prioritised programme of initiatives to deliver economic growth in our valley communities	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Work was ongoing to prepare a planning application for the £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and in South Powys (conditional planning was approved in July 2021). This project will create high quality jobs with additional employment from large contracts in the construction phase. The UK government will provide a £30M contribution to the scheme. In addition: <ul style="list-style-type: none"> <li>➤ Welsh Government have entered into a Joint Venture Agreement (JVA) with Neath Port Talbot and Powys local authorities to develop a site masterplan.</li> <li>➤ Celtic Energy's planning application for earthworks so the land can be adapted for future use including rail testing and storage was approved in summer 2020.</li> <li>➤ UK government confirmed its support and a funding commitment to help deliver the project in the March 2021 budget.</li> </ul> </li> </ul>	

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Tudalen154		<ul style="list-style-type: none"> <li>We delivered business support to 67 Valley based companies helping to create and/or safeguard 26 jobs.</li> <li>We continue to deliver and work with applicants on the Property Enhancement Development Grant (PEDG) and Sustainable Living Grants (SLG) to refurbish and redevelop commercial properties in our valleys areas. There has been strong take up in our Valley areas for both the PEDG and SLG, and projects are due for completion by the end of 2021 in the towns and villages of Ystalyfera, Pontardawe, Cilfrew, Seven Sisters, the Afan Valley and Glynneath.</li> </ul> <p>Please refer to step <b>3.3.3</b> above for tourism related initiatives in the valleys.</p>	
	3.4.4	Step - Identify and secure funding to deliver the prioritised programme of initiatives in our valley communities	Amber
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Work commenced on preparing a bid for funding from the Community Renewal Fund (CRF) to set up a Business Forum aimed at businesses operating within the retail, hospitality, leisure and tourism sector (many of these businesses will be located within valley communities). This aim is to help the Council gather “grass roots” information around skills and recruitment needs, emerging technologies and what business support interventions are needed to support economic recovery.</li> <li>The team have continued to deliver the Welsh Government funded “COVID-19 Emergency” payments to eligible businesses within our valleys communities.</li> </ul>	
3.5 To protect, conserve and	3.5.1	Step - All services work together to deliver the Biodiversity Duty Plan and green infrastructure across the county borough	Amber

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enhance our natural environment (including important landscapes, countryside, habitats and species) and increasing awareness of its value and encouraging wider participation		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The service was impacted during the pandemic with site visits only deemed essential being undertaken early on.</li> <li>Service areas across the Environment Directorate were due to be assessed in order to determine the potential for work undertaken by such services to have an impact on biodiversity in 2020. However, due to their increased workload due to COVID-19 it was felt appropriate to delay this to subsequent years.</li> <li>The Biodiversity Duty Plan (2017) Implementation Report which sets out progress of the Plan was approved at <a href="#">Council on 2 December 2020</a> and was well received.</li> <li>Through the Welsh Government 'Local Places for Nature' Funding a number of projects to improve the biodiversity value of sites have been delivered. Projects include planting of wildflowers and trees at various locations such as Gnoll Country Park and installation of a Green Roof at Craig Gwladus.</li> <li>There are 43 biodiversity rich areas protected and/or enhanced. The list of nature conservation sites, which includes Local Nature Reserves, 'Working with Nature' sites and areas that have previously been managed as part of the conservation verge/area scheme. Following a review of the list of sites, a number of sites were removed, hence lower than target of 50.</li> </ul>	
	3.5.2	Step - We will use our statutory powers to challenge unacceptable levels of pollution	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Air quality monitoring continues to be carried out throughout NPT and the most recent Local Air Quality Monitoring Progress Report was considered at <a href="#">Cabinet on 10 December 2020</a>. The Port Talbot/Taibach area continues to be</li> </ul>	

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Tudalen156		<p>declared an AQMA (Air Quality Management Area). One of our Corporate Plan KPIs measures the number of PM10 breaches in the Air Quality Management Area (Port Talbot / Taibach). Our annual target for the number of days that we exceed the PM10 pollution limit has been set at 35 days. There were 16 exceedances during 2020/21.</p> <ul style="list-style-type: none"> <li>• No risk assessments were undertaken on private water supplies during 2020/21 due to COVID-19 restrictions, however, alternative means of intervention is undertaken in accordance with instruction from the Drinking Water Inspectorate.</li> <li>• We published our new <a href="#">Decarbonisation and Renewable Energy (DARE) Strategy</a> outlining what the Council has done so far to tackle climate change while unveiling a series of ambitious alternative fuel projects. The strategy was approved by Cabinet on 21 May 2020. The aim of the new Decarbonisation and Renewable Energy strategy (branded Project DARE) is to make Neath Port Talbot a dynamic centre for fuels of the future capitalising on its industrial and natural assets and central position in the heart of South Wales.</li> </ul>	
	3.5.3	Step - We will work and engage with local communities and wider partners to deliver a programme of activities that will support the participation of local people in and accessibility of our natural environment	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>• We provided advice to the public on using our Rights of Way network safely during the pandemic.</li> <li>• 50 playgrounds were made COVID-19 safe</li> </ul>	

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		<ul style="list-style-type: none"> <li>Four improvement projects on our public rights of way network were completed in 2020/21 which were: footpath 41 in Cilybebyll, footpath 32 in Tonna, bridleway 8 in Port Talbot and bridleway 10 in Dyffryn Clydach</li> </ul> <p>Please see step 3.3.6 above and step 3.7.1 below.</p>	
3.6 To deliver a positive contribution to the regional planning agenda	3.6.1	Step - We will work collaboratively with neighbouring authorities to scope and deliver a Strategic Development Plan	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>The Local Government and Elections Bill provides the legal framework for regional collaboration through the creation of Corporate Joint Committees (CJCs) and requires the preparation of Strategic Development Plans (SDPs). Discussions between the constituent local planning authorities across the region have continued to determine how the preparation of a SDP should progress, including consideration of the governance arrangements, the resources available (staff/finance), and the timing of plan preparation.</li> <li>Work has continued in respect of supporting and contributing to the regional agenda. Discussions between Heads of Service and Policy Officers have taken place on a regular basis to establish the future role of authorities, the scope of work required in any future SDP and the potential for future collaboration initiatives and studies.</li> </ul>	
3.7 To promote and deliver	3.7.1	Step - We will work with developers and partners to improve accessibility and active travel across the county borough and wider City Region through the delivery of key transport infrastructure	Green

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sustainable accessibility and improve connectivity and communication links Tydalen 158		<p><b>Step Progress:</b></p> <p>In 2020/21 Neath Port Talbot was awarded £465k core funding for design work, minor improvement works, land negotiations and promotion of schemes. In addition, £515k was awarded for Phase 1 of the Vale of Neath Active Travel Route – Neath to Tonna. Works during 2020/21 include:</p> <ul style="list-style-type: none"> <li>• <b>Vale of Neath Active Travel Route (Phase 1)</b> – improvements to the Active Travel Route on the National Cycle Network (NCN) between Neath and Tonna (building on work already completed on the NCN between Neath and Briton Ferry).</li> <li>• <b>Update of NPT’s Active Travel Network Map (ATNM)</b> – to comply with the Act, the Council is in the process of reviewing its ATNM (to be submitted to Welsh Government on 31 December 2021). The first active travel</li> </ul>	

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen159		<p>consultation took place between 27 November 2020 to 15 January 2021 with 2,642 contributions received.</p> <ul style="list-style-type: none"> <li>• A consultation draft ATNM has now been prepared which has taken into consideration the responses from the first consultation, background data, audit results from site visits, linking key destination points and current routes on the existing ATNM.</li> <li>• <b>Pontardawe Active Travel Route (Phase 3 of 3)</b> – works included widening the active travel route, resurfacing, clearance of encroaching vegetation and obtaining landowner agreements. This completes the works to the route from the administrative boundary in Trebanos through Pontardawe to Ystalyfera providing an off road surfaced route.</li> <li>• <b>Godre'r Graig Active Travel Route</b> – the scheme involved construction of a small section of route between the National Cycle Network and Godre'r Graig. Works included</li> <li>• <b>Newbridge Road Bridge Alternative Route</b> – a feasibility study is ongoing into providing an alternative Active Travel diversion route for the closed Newbridge Road Bridge, Port Talbot.</li> <li>• <b>Removal of Access Control Measures (Phase 2)</b> – to date phase 2 has resulted in the replacement of 11 non-compliant barriers/gates.</li> <li>• In summary, we have increased accessible cycle routes by 3.75Km, 6.63Km including 2019/20. See case study on page 80.</li> <li>• In addition, on November 2020, the replacement Blaengwrach River Bridge was lifted into place restoring the vital link between Blaengwrach, Cwmgwrach and Glynneath. : A local resident commented: “The new bridge has made it safer for me and my children to walk to the shops. It was a worrying time when we thought we may lose the bridge as I don’t drive.”</li> </ul>	

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen160	3.7.2	Step - We will endeavour to maintain and expand the current transport network and explore alternative transport solutions where conventional transport services are no longer sustainable	Green
	<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>NPT has been working with Welsh Government (WG), Transport for Wales (TfW), and operators to sustain bus services throughout the pandemic and we have continued to support operators and make payments to operators for contracts even where those services are not being operated or are operating at reduced frequency.</li> <li>£5,598,372 of Welsh Government financial support has been delivered In Neath Port Talbot via a Bus Emergency Scheme (BES) which has brought together the various funds (including Bus Services Support Grant and for Concessionary Fares) to provide continued income to operators. Under a 'BES2' agreement local authorities and operators have been asked to sign up to new ways of working which include developing networks via agreement that cover socially necessary as well as commercial routes and also achieve improved integration with rail services and introduce integrated ticketing. The Lead authority for South West Wales has signed the agreement and NPTCBC and local operators have signed back-to-back agreements.</li> <li>In 2020/21 we improved the condition of A roads, B roads and C roads and achieved the Corporate Plan targets for all three road categories.</li> </ul>		
3.8 We will work with partners to improve connectivity	3.8.1	Step - We will work with partners to improve digital infrastructure and connectivity throughout the county borough	Green
<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>On <a href="#">21 October 2020, Cabinet</a> approved the Swansea Bay City Deal Digital Infrastructure Business Case and</li> </ul>			























Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
and infrastructure across the county borough		<p>subsequent investment in Digital Infrastructure across the Swansea Bay City Region. This includes but is not limited to full fibre fixed connectivity and associated infrastructure, 4G, 5G and Internet of Things wireless networks.</p> <ul style="list-style-type: none"> <li>Commenced the development of a Business Case to apply for Welsh Government funding to improve broadband provision and connectivity to 26 existing business units on Mardon Park Industrial Estate on Baglan Energy Park, a key strategic employment site within Port Talbot Waterfront Enterprise Zone.</li> </ul>	
Tudalen161	3.8.2	Step - We will help promote the Welsh Government's Superfast Broadband Cymru Programme	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Work continues to identify "not" spot areas (where there is no network availability) and explore options to increase network availability. This work has links to Swansea Bay City Deal Infrastructure programme see step 3.8.1 above.</li> </ul>	
	3.8.3	Step - We will support the third sector to enable more people to access on-line services	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>Continue to keep in touch with community organisations throughout Neath Port Talbot keeping them up to date on any training opportunities and offering support where needed.</li> <li>Continue to be an active member of the community safety panel with members from other organisation including SWP, Trading Standards, DCW (Digital Communities Wales), CVS (Council for Voluntary Services).</li> <li>Attended meetings with the Safe and Well Partnership offering support.</li> <li>Continue to share good practice and exchange information with 3<sup>rd</sup> sector organisations. Compiled a presentation on</li> </ul>	

Well-being Objective 3 Improvement Priority	Step Ref.	2020/21 Steps Progress	RAG Status
Tudalen162		<p>digital safety during the pandemic and how to keep safe avoiding scams and online fraud. Delivered 6 sessions via Microsoft Teams to internal and external groups comprising of 40 people on the effect of Scam awareness during the pandemic and how to keep safe online.</p> <ul style="list-style-type: none"> <li>As part of the smart and connected sub group we have trained 30 Digital Partners with the support of Digital Communities Wales to help and support those who may be digitally excluded from using digital technology as well as supporting colleagues with new systems and procedures. As part of the Community of Practice Group working with partners to plan strategy of way to support residents within our communities to deliver a first class service that meets our community's needs.</li> </ul>	
	3.8.4	Step - We will promote the importance of having effective digital strategies, including measures to address digital exclusion, to Public Services Board partners	Green
		<p><b>Step Progress:</b></p> <ul style="list-style-type: none"> <li>All Public Services Board partners that were able to sign up to the Digital Inclusion Charter have done so. Effective digital strategies have proved more important than ever during 2020/21 and some elements have moved on rapidly in terms of communication between agencies and with members of the public. PSB partners will continue to prioritise digital inclusion in their response to the COVID -19 pandemic as they support individuals, communities and businesses in recovery.</li> </ul>	

### Well-being Objective 3 Key Performance Indicators:

More detailed information with performance comments is including within our **full suite** of performance indicators:

Performance Indicator	2018/19 Actual	2019/20 Actual	2020/21 Actual	2020/21 Target	Perf. RAG against 20/21 Target	Perf. RAG against 19/20 Actual
<b>3 Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved</b>						
CP/063 - The number of jobs created/safeguarded as a result of financial support by the local authority	456	610	470	280	 Green	 Red
CP/067- PAM/030 - Percentage of waste, reused, recycled or composted	60.81	61.74	67.56 Provisional data	64.00	 Green	 Green
CP/068 - PAM/043 - Kilograms of residual waste generated per person	216.46	182.02	209.7	No target set		 Red
CP/069 - PAM/010 - Percentage of streets that are clean	93.57	93.84	90.65	93.86	 Amber	 Amber
CP/070 - PAM/035 - Average number of days to clear fly-tipping	3.21	2.97	2.84	No target set		 Green
CP/072 - Number of visits to our theatres	239,481	217,161 9 months data due to COVID-19	No data due to COVID-19	240,000	<b>N/a</b>	<b>N/a</b>
CP/073 - PAM/040 - Percentage of quality Indicators achieved by the Library Service	75	66.67	Data available November 2021	65	<b>N/a</b>	<b>N/a</b>
CP/074 - PAM/017 - Number of visits to leisure centres per 1,000 population	8064	7758 9 months	No data due to COVID-19	8700	<b>N/a</b>	<b>N/a</b>

		data due to COVID-19				
CP/077 - Number of biodiversity rich areas protected and/or enhanced	43	43	43	50		
CP/078 - Number of PM10 breaches in the Air Quality Management Area (Port Talbot / Taibach)	19	7	16	35		
CP/083 - PAM/020 - Percentage of A roads in poor condition	5.22	4.99	3.38	5.00		
CP/084 - PAM/021 - Percentage of B roads in poor condition	3.28	2.84	2.40	5.00		
CP/085 - PAM/022 - Percentage of C roads in poor condition	4.90	5.68	4.78	10.00		
CP/113- PAM/018 - Percentage of all planning applications determined in time	96.71	97.44	95.4	95.00		

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## 7. Securing Good Governance and Continuous Improvement:

In this section we have detailed the work that has been undertaken during 2021/2021 in the core activities that underpin the governance of the Council. At the end of the section we have included some performance measures that provide an assessment of some of our governance arrangements.

### ➤ **Corporate Planning**

The onset of the COVID-19 Pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan for 2020/21. For 2020/21, the well-being objectives and priorities for improvement set out in the 2019/22 Plan remained the same.

### ➤ **Performance Management**

During 2020/21, Audit Wales undertook a review of the Council's Corporate Performance Management System (CPMS). The review examined whether system is strengthening the Council's 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, the review also found the information could be used more effectively to support strategic direction and risk management arrangements still need strengthening. The review identified a number of opportunities for improvement all of which were accepted by the Council and included in an action plan which was reported to Cabinet on 30 June 2021. The actions for improvement relating to risk management were included in the action plan. The actions relating to planning and performance will be developed as part of the Council's review of the Council's corporate performance management framework during 2021/2022.

During 2020/21, 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 corporate performance management framework to enable progress towards the Council's longer term priorities and the alleviation of short term pressures to be measured.

➤ **Governance - Annual Governance Statement (AGS) 2020/2021**

On 12 May 2021, Cabinet approved the Council's Annual Governance Statement (AGS) 2020/21 which was prepared by the Council's Corporate Governance Group and complies with the Delivering Good Governance in Local Government Framework: (CIPFA/SOLACE, 2016). The Annual Governance Statement demonstrates the system of internal controls which have been in place within the Council for the year ending 31 March 2021 and provides examples of how the Council demonstrates compliance with good practice and meets the core and sub principles of effective governance. The AGS also provides details on the assurances taken during the year on the effectiveness of our governance arrangements. An update on the progress made during 2020/21 against the improvement areas that were identified during the development of the 2019/20 AGS was also included along with a number of improvement areas to be actioned during 2021/22. A progress update on the implementation of those improvement areas will be presented to Cabinet towards the end of the calendar year. However, the Corporate Governance Group will keep this improvement work under review as the Council progresses recovery planning during 2021/22 and if necessary will prioritise the work which may result in some improvement areas rolling into the early part of 2022/2023. In addition, as the Council moves forward its plans in terms of recovery the Council's governance arrangements will continually be kept under review by the Corporate Governance Group to ensure that they remain effective.

➤ **Financial Planning and Expenditure**

The budget for 2020/21 was prepared in the context of the Corporate Plan 2019/2022 and prior to the pandemic, based on the three well-being objectives, and included:

- protection for some services that enable early intervention and prevention activities that reduce demand on public services whilst promoting well-being;
- protection for integrated services that have been established to deliver more joined up services for citizens;
- protection for services that have a long term impact on sustainability; and
- protection for key collaborative arrangements.

For 2020/21, our original budget savings target for the year was £1.973m million, in addition to the cumulative spending reductions to c£95 million since 2010. However, 2020/21 has been an extraordinary year in terms of managing the impacts of COVID19, supporting the health service and residents through providing a Test Trace and Protect and vaccination support, protecting vulnerable people, maintaining critical services, providing additional payments to businesses, families, and individuals and for many staff by working digitally from home. The Council has also received extra ordinary financial support from the Welsh Government much of which was confirmed in the last quarter of the financial year 2021/22. This has impacted favourably on schools and the Council's closing financial position. The Council's Net Budget for 2020/21 was £304.082m. The Actual Net Expenditure, or Outturn position for the Council, shows a net under spend of £720k. The Council received COVID-19 Grant funding of £80m in year of which £50m had been paid out to support businesses and individuals in the county borough.

Our Capital Programme, also delivered £59m of capital investment during the pandemic to improve facilities across the county borough. This includes progressing works to near completion at Cefn Saeson School, commencing works at the new Abbey Primary School and Phase 3 works at Ysgol Gymraeg Ystalyfera, various other school improvements and provision of IT kit for teachers and learners, regeneration, drainage, flood improvements and disabled facility grants to enable people to remain to live at home. This has been an extraordinary achievement during many phases of lockdown. The Council updated its [Forward Financial Plan](#) in March 2020 to deliver financial savings and has produced a [supplementary budget for 2020/21](#) as a result of the COVID-19 pandemic.

Due to the operational and financial challenges arising from COVID-19 the frequency of budget monitoring reports to the Executive was increased from quarterly to bi-monthly.

On [9 March 2021, Council approved the 2021/2022 budget](#) following stakeholder consultation. The budget included savings of £0.135m relating to multi-year proposals agreed in 2020/21. Additional funding of £3.1m from reserves was incorporated to set a balanced budget.

### ➤ **Workforce**

In June 2018, the Council approved a Corporate Workforce Plan. The purpose of the Workforce Plan is to enable us to keep pace with the workforce implications of our Corporate Plan and it sets out the actions we need to take to achieve our priorities and objectives. The aim of the plan is to enable us to identify any gaps between our workforce of today and the workforce we need looking forward over the next five years and beyond – ensuring the Council has the right number of people with the right skills and attitudes in place at the right time to deliver its services and functions. The Plan and the actions to achieve the plan were reviewed by Personnel Committee on 7 June 2021, to ensure that it remains fit for purpose and aligned to the priorities of the Council.

Since 2019, the Council has worked with Chwarae Teg, as a member of their Fair Play Employer Scheme. Chwarae Teg carried out a gender diversity audit of the Council's policies and practices, and a gender diversity survey of employees. Following the audit, Chwarae Teg awarded the Council the Silver Award for Gender Diversity, which confirms the Council's commitment to gender diversity in the workplace. The audit led to the development of a Gender Diversity Action Plan, which includes actions to close the Council's gender pay gap. Key actions focus on low paid women in the Council, as achieving gender balance amongst the lowest paid employees, is key to eliminating the gender pay gap. In recognition of this work, the Council was delighted to be nominated for the FairPlay Employer Award in Chwarae Teg's Womenspire Awards 2020, reaching the final shortlist of 6, out of hundreds of entries.



Over the last year, the Corporate Training team have worked with Chwarae Teg to implement online Career Development sessions for lower paid women, aimed at increasing skills and confidence. 83 employees completed this course. Sessions included:

- Work Smarter Not Harder
- How to say no brilliantly
- Speak Up, Stand Out
- Change your thinking, get results
- Managing challenging behaviour
- An online session for men was also held, 'Men and Gender Diversity'.

Importantly, the Council's gender pay gap is reducing. In 2017 / 18, we reported a gender pay gap of 4.17%. In 2018 / 19 and 2019 / 20, we reported a gender pay gap of 3.93%. In 2020/21, we reported that our gender pay gap had reduced further to 3.44%.

**Sickness Absence** – Sickness absence for employees during 2020/21 shows a significant reduction compared to 2019/20, from 12.13 FTE days lost due to sickness absence per employee to 8.13 days. Both short-term absences and long-term absences have significantly reduced over the year, and absence decreased across all service areas. The decrease is due to a number of factors including unusually high sickness levels in 2019/20, homeworking had an impact and social distancing and associated regular hygiene practices e.g. wearing face masks, hand washing etc. would also have had an impact in the reduction.

More information can be found in our [Workforce Information Report](#), reported to personnel committee on 7 June 2021.

➤ **Asset Management**

Arrangements for asset management are well-established with clear links to strategic and service planning and the Council's capital and revenue budget arrangements. Our asset management plans provide information on the number and conditions of the following classes of assets: highways, fleet, bridges and structure, property and information and communications technology. The reduction in financial resources available to the Council is placing considerable pressure on this area of work. The associated risks are set out in the Council's Strategic and Operational Risk Registers which in turn informs the allocation of revenue and capital resources. However, we will need to ensure the effective use and management of our assets as we reshape our services and functions over the longer term.

➤ **Risk Management**

The outbreak of the pandemic in 2020 posed a significant risk to the Council. During 2020/21, the Council's Strategic Risk Register was updated with a specific COVID-19 risk which highlighted all risk management in relation to the pandemic has been carried out through the Local Resilience Forum (LRF) and appropriate command structures (including Emergency Planning / Incident Management Team arrangements).

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.

➤ **Procurement**

The role of procurement plays an important part in how the Council allocates resources under the Well-being of Future Generations (Wales) Act 2015. During 2019/2020, we developed new Contract Procedure Rules which were approved by Council in November 2019 and was implemented from 1 September 2020. The Contract Procedure Rules incorporates the obligations of the Wales Procurement Policy Statement. The Policy adopts the following

definition of sustainable procurement “the process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generation benefits to the organisation, but also to society and the economy, while minimising damage to the environment”.

The revised Contracts Procedure Rules also place more emphasis on the consideration of the five ways of working and include signposting to the relevant technical officers for advice. The following elements have been included: community benefits; environmental and sustainability benefits; market testing provisions to emphasis pre-engagement with local suppliers so as to make local suppliers aware of upcoming opportunities; and the ability to divide contracts into smaller lots when tendering so as to encourage the involvement of small and local suppliers. In addition, the Council’s Tender Strategy Documents have been further developed to include provision to ensure ‘Service Users’ give due consideration to the five ways of working under the Well-being of Future Generations (Wales) Act 2015 at the procurement planning stage (e.g. market research/supplier days; community benefits; environmental and sustainability benefits; reserved contracts; ‘letting’ structure; and the Council’s Integrated Impact Assessment which directly requires officers to consider the five ways of working).

The Council has also drafted a Procurement Guidance Document setting out the seven well-being goals and the five ways of working and placing them in the context of procurement. The aim of the guidance is to highlight awareness of the goals and the ways of working and to present them in the context of procurement with the view that such considerations can be taken on board at the procurement planning stage so that appropriate provisions may be included in the procurement exercise.

➤ **What our regulators have said**

On 26 May 2021, Colin Davies (Regional Manager – Audit Wales) presented to Council the Annual Audit Summary 2020 which 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. The Annual Audit Summary set out the work completed by Audit Wales since the last Annual Improvement Report was issued in September 2019. 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. During the course of the year (2020/2021), no formal recommendations were made by the Auditor General deriving from the following local work undertaken by the Audit Wales in Neath Port Talbot Council.

During 2020/21 Estyn issued [a national thematic report](#) that provided an overview of how local authorities and regional consortia have worked with schools and pupil referral units (PRUs) to promote learning and support vulnerable pupils during the pandemic. Page 4 of the report details the main findings and page 8 lists 5 recommendations for Welsh Government to work with regional consortia, local authorities and partners. In response, our Director of Education Leisure and Lifelong Learning has provided an update on our progress against the five recommendations set by Estyn. Our progress report can be found here ([link when available](#))

CIW (Care Inspectorate Wales) – We await the CIW annual review letter which summarises their evaluation of our performance of social services (adults and children’s services) for 2020/21. The [2019/20 letter](#) is available to view on the CIW website.

#### ➤ **Monitoring and Review**

During 2020/21, due to the pandemic, service performance was not routinely reported to Cabinet, Cabinet Boards and relevant sub scrutiny committees. For transparency, the full suite of performance indicators that would ordinarily be reported to Cabinet, relevant Cabinet Boards and relevant sub scrutiny committees will be included with this Annual Report and published on our website.

➤ **Consultation, Engagement and Reporting**

To support the Council's response to the pandemic, the Communications and Digital Services Team delivered a communications service from 8am to 9pm, 7 days a week in the early weeks of the pandemic and issued regular COVID-19 related press releases to update our residents throughout 2020/21. In addition we issued regular press releases to update residents following the Skewen flooding in January 2021.

The Communications & Digital Services Team scooped silver at the coveted Public Service Communications Awards 2020 its communications campaign around the NPT Safe & Well scheme that was set up at the start of the pandemic. The awards ceremony is held annually to recognise the achievements of communicators across the public sector who have delivered innovative and impactful communications, to support policy delivery at a national, regional and local level.

➤ **Collaboration**

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

In early 2020, the Council's scrutiny committees were going to review existing collaborations to make sure they were all on strong footing and are 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. This work has been delayed due to the COVID-19 pandemic and will be progressed as part of the Council's reset and renew work.

### ➤ **Public Services Board**

In July 2020, the Neath Port Talbot Public Services Board (PSB), published its second Annual Report which provided an overview of progress and how member organisations across the public, voluntary and community sectors are working together to improve wellbeing in the county borough. The Report sets out great progress in some areas, less in others and demonstrates how relationships between partner agencies have developed positively. The full report is available in [English](#) or [Welsh](#), or at <http://www.nptpsb.org.uk/> where you can also find out more about the PSB and its work.

In order to have a fuller understanding of the extent the pandemic was affecting our communities, the Public Services Board commissioned a multi-agency group to collate, analyse and synthesize a range of qualitative, quantitative and anecdotal data to create a Community Impact Assessment. In addition, a wide ranging public survey was undertaken to determine how services could work with residents and businesses to shape their recovery efforts. The feedback from the survey will help shape the Council's Reset, Renew work and inform the priorities that will be included in the Council's Corporate Recovery Plan to be published in 2022.

### ➤ **Equality**

The inexorable challenges faced by us all over the last 12 months have been unprecedented and have tested us all. We began the work of revising the Strategic Equality Plan during 2019 little knowing or fully understanding the changes that would take place before its completion in 2020.

With the delays in finalising our revised Strategic Equality Plan, necessitated by the outbreak of COVID-19, we had the opportunity to revisit our equality objectives, and associated actions, to fully address the unfolding impacts it and the Black Lives Matter movement had on our communities. The Strategic Equality Plan 2020-2024, along with the equality objectives, was published by 1 October 2020 (the revised publication date as advised by the Equality and Human Rights Commission) with the associated actions, which required a more detailed review, published following approval by Council on 27 January 2021. ([link](#))

This is not the end of our work. Not only do we need to implement and make progress but we are mindful that the actions, like our ever changing society and circumstances, are not set in stone. They will be reviewed on a regular basis to ensure they remain relevant and appropriate to the needs of our communities. This work has already begun with the consideration of the survey findings of the BME Community Association's recent work to help inform the Welsh Government's Race Equality Plan, ensuring they fit with and are embedded into a comprehensive approach to recovery. Consequently, timelines for actions, and any new or amended measures, will be added when the detail of this work becomes clearer. The Strategic Equality Plan Annual Report 2020-2021([link](#)) provides information as to the development of the equality objective and associated action as well as an over view of progress up to 31 March 2021.

➤ **Welsh Language**

Neath Port Talbot County Borough Council is committed to the principle of the Welsh language standards and strives to comply with the standards as applied to us in what continues to be a difficult financial and resource limiting environment. The outbreak of the COVID-19 pandemic has had significant impact on our services during 2020/21 with services being affected, many of our workforce being redeployed to other service areas as part of the Council's response to the outbreak and to support our residents in these unprecedented times and new ways of working becoming the norm.

The [Welsh Language Standards Annual Report 2020-2021](#) highlights our work in implementing the Welsh language standards as applied to the Council as well as identifying areas where more work is required.

With all that has taken place over the last year we are mindful that the Welsh language cannot be considered in isolation of the wider equality agenda and the impacts of the events that took place during 2020/21 resonate with us all. Language and cultural awareness are key elements of the wider conversation that are taking place across society and the Welsh language and culture must be included in this. To this end we will work to ensure initiatives

are developed, material is available and events are held (when restrictions are lifted) to help foster a better understanding and celebrating of our diverse communities.



- This work will be inform the review of the [Welsh Language Promotion Strategy](#) due to take place during 2022-2023. Progress on the Strategy can be found [here](#).

### Governance and Resources - Key Performance Indicators:
















- Sickness rates significantly improved
- On-line transactions have increased significantly, an impact of the pandemic.
- The percentage of people aged 3 or over who can speak Welsh has increased
- No data for some customer services measures as face to face visits were suspended as civic buildings were closed
- Average times to answer telephone calls increased for Welsh calls but reduced for English calls
- NNDR and council tax recovery rates marginally below the below the previous year
- No statutory recommendations relating to our planning and performance arrangements

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More detailed information with performance comments is including within our **full suite** of performance indicators:

Performance Indicator	2018/19 Actual	2019/20 Actual	2020/21 Actual	2020/21 Target	Perf. RAG against 20/21 Target	Perf. RAG against 19/20 Actual
<b>Governance and Resources (cross cutting) - To ensure the business of the Council is managed to maximise the long term benefit for the citizens of Neath Port Talbot</b>						
CP/086 - PAM/001 - Number of working days lost to sickness absence per employee - Sickness FTE days lost	9.79	12.13	8.13	9.00	 Green	 Green
CP/087 - Percentage of eligible people registered to vote	94.29	96.13	See	94.30	<b>N/a</b>	<b>N/a</b>



			below			
The way this measure is collected changed during 2020/21. The new measure going forward and included in the 2021-23 Corporate Plan is : % Local Government Electors (via all routes) verified and registered to vote: <b>Baseline data for 2020/21 for this new measure is 96.2%</b>						
CP/088 - Number of statutory recommendations made by the Council's external auditors on strategic and operational planning arrangements	0	0	0	0	 Green	 Green
CP/097 - CS/001 - Customer Services - Average customer waiting times (face to face)	6.50	8.00	No data due to COVID-19	8.00	<b>N/a</b>	<b>N/a</b>
CP/098 - CS/004 - Customer Services - Percentage of customers leaving before being seen	0.13	0.34	No data due to COVID-19	0.25	<b>N/a</b>	<b>N/a</b>
CP/101 - CS/002a - Customer Services - Average time (seconds) to answer telephone calls in Welsh	20	45	51	25	 Red	 Red
CP/102 - CS/002b - Average time (seconds) to answer telephone calls in English	22	52	43	25	 Red	 Green
CP/103 - DBC/001 - Percentage of transactions completed on-line (new on-line services)	76.42	78.17	89.33	85.00	 Green	 Green
CP/105 - CFH/008 - Percentage of non-domestic rates due for the financial year which were received by the local authority	98.08	98.71	98.06	98.00	 Green	 Amber
CP/106 - PAY/001 - Percentage of invoices paid within 30 days	93.22	94.25	93.35	95.00	 Amber	 Amber
CP/107 - CFH/007 - Percentage of council tax due for the financial year which was received by the authority	98.05	98.07	97.54	98.00	 Amber	 Amber
CP/114 - Percentage of people aged 3 and over who can speak Welsh	25.26	20.62	22.47	No target set for 2020/21	<b>N/a</b>	 Green

## 8. Have your say on what matters to you

We welcome feedback on the information contained in this Annual Report via:

Email: [policy@npt.gov.uk](mailto:policy@npt.gov.uk) or post: Chief Executive, Neath Port Talbot County Borough Council, Civic Centre, Port Talbot, SA13 1PJ

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 [here](#).

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>



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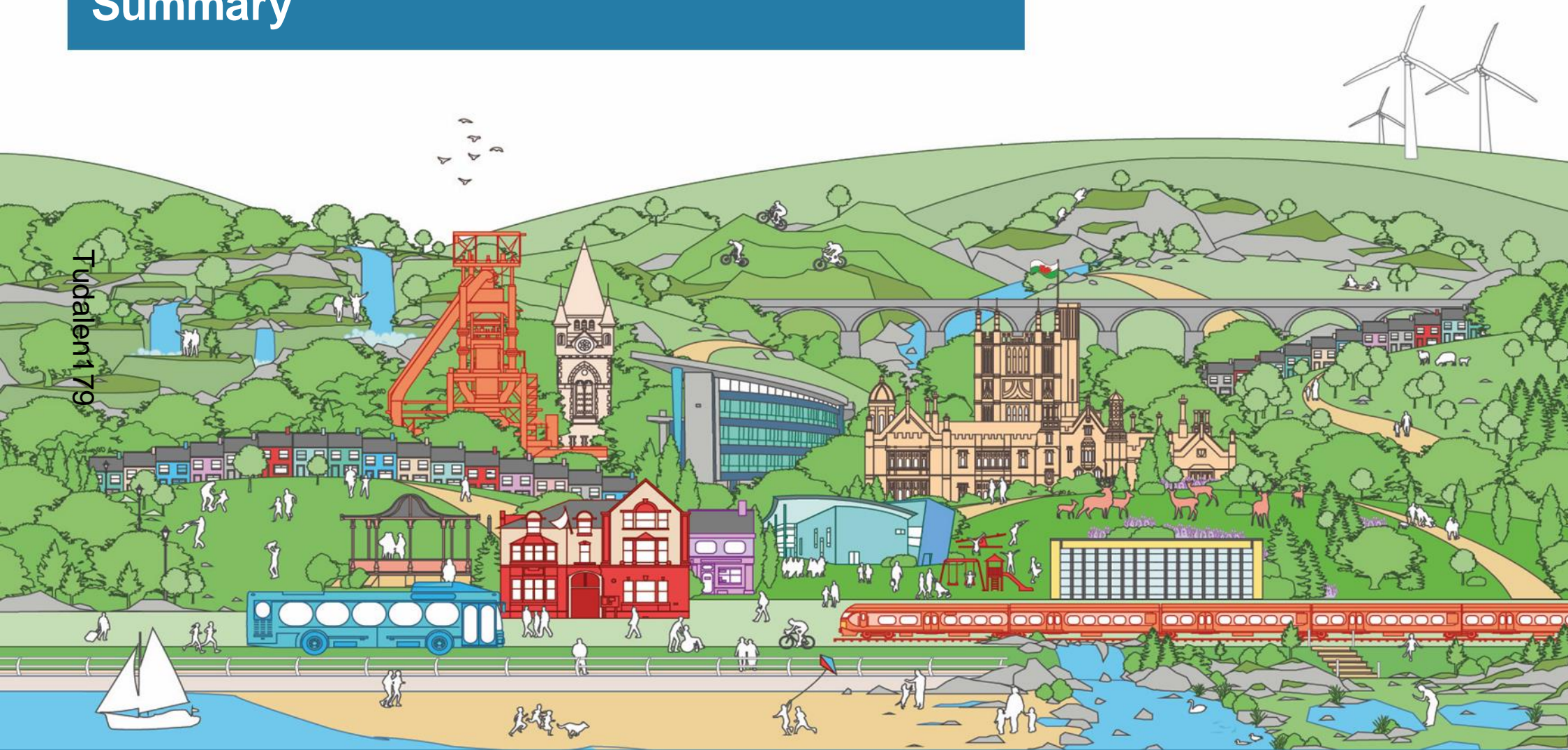
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# Corporate Plan Annual Report Summary

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Period: 1 April 2020 to 31 March 2021



## FOREWORD

During 2020/2021 we faced some of the toughest challenges we could imagine. 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, elected members and our communities adapted to the severe restrictions placed on us all.

In June 2020, Council officers were part of a multi-agency response to a major incident in Seven Sisters, caused by a propane gas cylinder explosion. Partners supported residents at the time of the incident, and afterwards as a number of properties needed remedial work to enable safe return. The support from the community was nothing short of remarkable and I would like to pay tribute to the community spirit, so typical of people in our county borough, which came to the fore throughout.

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.

Whilst dealing with those emergencies, the Council kept working - delivering services and making progress towards the Council's well-being objectives and associated improvement priorities we set out in our 2019/2022 Corporate Plan.

In this Annual Report you will find more information on that work and the difference we made which included providing Chromebooks to 9,500 pupils to support their learning at home, the regeneration work which continued across the county borough including Neath Town Centre and Plaza Cinema refurbishment, business support delivered to 67 valley based companies and securing permanent accommodation for 258 homeless individuals or households. In addition, work was ongoing to prepare a planning application for the £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and South Powys and conditional planning was approved in July 2021. This project will create high quality jobs with additional employment from large contracts in the construction phase.

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. At the time of writing this Annual Report we are focused on the development of the Council's Corporate Recovery Plan which will be published in 2022. That Plan will set out a revised vision and a set of updated well-being objectives and

priorities for delivery over the next five years, which will have been shaped by the Council's Let's Talk Campaign, which is an opportunity for people living in Neath Port Talbot to set the agenda and shape what we do as Council going forward.

**Cllr Edward Latham, Leader of Council**

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This Report is available in Welsh ([add link when available](#)) and on our website. More detailed progress is reported within our 2020/21 Annual Report ([link](#)).

## Overall Summary of Progress and Performance for 2020/21:

**Well-being objectives and Improvement Priorities** – Progress on achieving our well-being objectives was not as good as the progress made over the two previous financial years. This was due to the impacts of the COVID-19 pandemic and the focus on responding to the pandemic.

Under each well-being objective there are improvement priorities and steps. The improvement priorities set out the overall improvement we are aiming to achieve and the steps set out the actions we will take to deliver that improvement.

Across the three well-being objectives, 64% (53 of 83) of our 'steps', i.e. the strategic actions we set to deliver our improvement priorities are on track, 24 of the steps are 'just off' track and 6 are off track. For 2019/20 we reported 83% (68 of 83) of 'steps' on track, 13 were 'just off' track and 2 were off track.

Assessment for 2020/21 is that **Well-being Objective 1 is 'just off track'** and **Well-being objectives 2 and 3 are 'on track'**.

Summary progress of each well-being objective and our improvement priorities is detailed from page 8 below.

**Key Performance indicators** - Our current suite of 55 Corporate Plan Key Performance Indicators (KPIs) is the same set as in 2019/20. The summary below shows an improvement against targets but a decline in performance.

\*Caution should be taken with such a comparison as there are fewer performance indicators that have comparable data and performance for some measures has been impacted by the COVID-19 pandemic.

- In summary, during 2020/21, of the Corporate Plan KPIs that had comparable targets, 61% (23 of 38) achieved target, 18% (7 of 38) were within 5% of target and 21% (8 of 38) were 5% or more below target. This compares to 2019/20 where just over half (54%), 26 of 48 achieved target, 21% (10 of 48) were within 5% of target and 25% (12 of 48) were 5% or more below the target set.
- In 2020/21, 57% (24 of 42) improved or maintained performance, 24% (10 of 42) marginally declined but within 5% and 19% (8 of 42) declined by 5% or more. This compared to 2019/20 where 63% (32 of 51) improved or maintained performance, 14% (7 of 51) marginally declined and 23% (12 of 51) declined by 5% or more.

**Public Accountability Measures (PAMs)** – Previously, we have compared our performance with other local authorities across Wales against the national set of Public Accountability Measures (PAMs).

However, due to the COVID-19 pandemic the 2019/20 PAM data set was not collected and published by Data Cymru. Data Cymru have recently put arrangements in place so that local authorities can share their PAM performance for both 2019/20 and 2020/21 and we have agreed to sign up to this process. However, not all authorities will be providing data, not all PAMs will have data due to the pandemic and Data Cymru will not be publishing the data. The data will be used for benchmarking purposes only.

Performance of our Corporate Plan KPIs, our PAMs and Service KPIs for 2020/21 is included in our full suite of key Performance Indicators report [\(link\)](#).

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**Financial Expenditure** - The Council's Net Budget for 2020/21 was £304.082m. The Actual Net Expenditure, or Outturn position for the Council, shows a net under spend of £720k. The Council received COVID Grant funding of £80m in year of which £50m had been paid out to support businesses and individuals in the County Borough.

**Recovery** - In preparing this Annual Report for 2020/2021, the Council is required to consider whether the current well-being objectives remain relevant or whether changes to those objectives should be considered. This consideration is currently underway as part of the preparation of the Council's Corporate Recovery Plan which will be published in 2022.

In the summer of 2021 the council launched the ['Let's Talk'](#) campaign which is an opportunity for residents and stakeholders to set the agenda and to provide their views, concerns, and ideas to help shape what the council does in the future. The feedback will help shape the above Corporate Recovery Plan from 2022/23 onwards.

# Council response during the pandemic

## NPT Safe & Well Service



Our NPT Safe & Well Service supported **2,600+** residents

**698** volunteers registered



**450+** food parcels delivered weekly



**400+** weekly prescriptions delivered



**Over 6,000** welfare calls to residents

## Business Support

**£47m** Covid grants paid out to local businesses



**2,242** business enquiries assisted resulting in advice, information or financial support

**88** CHARITY/SPORTS CLUBS received £10k each in grant support



Provided **£45m** Business Rates grant relief and **£8.9m** High Street Business Rates relief



## Pupil Support



...and 300 laptops provided to pupils and 940 laptops for teachers



Delivered road safety training via TEAMS to **over 5,000** pupils

**5,213** pupils are claiming free school meals and **£3.9 million** in payments since first lockdown (up to 31st March 21)

**8** hubs provided daily support to up to **250** children



**45k** face masks provided to pupils in September 2020



# Council response during the pandemic

## NPT Staff Support

1st council in England and Wales to introduce a "safe leave" policy for victims of domestic abuse working for the council who can take up to five days of paid "safe leave" to access support



**OVER 700**

laptops provided to staff enabling homeworking

**85** online employee training courses delivered to 3,809 attendees



**800 NPT staff** offered to step into different roles to help with COVID-19

## Other Support

**470 jobs**



created/safeguarded as a result of financial support by the council

**£19.4m**

Council Tax support to 17,389 households



**113,888** COVID-19 webpage views



Permanent accommodation secured for 258 homeless individuals or households

Accessible cycle routes increased by

**6.6km**

(during 2019/20 and 2020/21)



Homecare Staff; 200+ COVID trained and 10,700+ monthly visits to service users

50 playgrounds were made COVID safe



## Working with Partners



Project managed construction of 340-bed field hospital at Llandarcy



used as a Mass Vaccination Centre



NPT Test, Trace and Protect Service contacted

**31,079** people

up to 31st March 2021



**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”*

We set out 27 steps to help us deliver the 7 improvement priorities under **Well-being Objective 1**.

For 2020/21, 15 (56%) of the 27 steps were on track, 9 just off track and 3 off track. This compares to 23 (85%) on track, 2 just off track and 2 off track in 2019/20. 5 of the 7 improvement priorities were just off track and 2 were on track. **The overall assessment of progress for 2020/21 for Well-being Objective 1 is just off track.**

The main reason for this is due to the impact of the COVID-19 pandemic, the national restrictions and subsequent impact on the levels of contact and engagement with children and young people, especially in the Youth Service.

However, significant support was provided to pupils including £3.9million of free school meal payments, 9,500 pupils provided with Chromebooks and 300 laptops to support learning. We also continued with our Strategic Schools Improvement Programme which included continuing phase 1 of the new £27 million home for Cefn Saeson Comprehensive School. In addition, a number of support grants from Welsh Government were administered by the Council to support the childcare sector and our N.E.E.T (not in education, employment or training) figure of 2.1% was the lowest (best) ever figure for this council. Road Safety outcomes continue to improve year on year and the majority of the Children and Young People Services steps remained on track.

<b>Improvement Priority 1.1</b> - Children in their early years will benefit from integrated and effective pre-school programmes that maximise their well-being and their readiness for learning	<b>Amber</b>
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- Childcare provision was affected by the COVID-19 pandemic and a number of support grants from Welsh Government were administered by NPT Council.
- 824 children in Neath Port Talbot were approved for the Coronavirus Childcare Assistance Scheme (CCAS).
- Eight hubs established at the start of the pandemic providing care for up to 250 children.
- 2,413 full day childcare places were provided across the county borough.

- Face to face activities for children in libraries was impacted but much of this work moved to online settings.
- Family Information Service (FIS) supported 1,543 enquiries from children and families (a 41% reduction on 2019/20).
- A number of projects commenced to support early years development.

**Improvement Priority 1.2** - Families struggling to provide good parenting for their children will be provided with tailored support

**Amber**

- 761 referrals for Families First services and 1,793 accessing support. More families not engaging or ‘opting out’ than in previous years.
- 5,213 pupils claimed free school meals and £3.9 million in payments since the first lockdown (upto 31 March 21). Payments have continued during school holidays.
- The Flying Start Programme delivered most elements of the programme remotely – The programme engaged with approximately 1,700 children under the age of four.
- Families First Youth Workers contact was limited due to the pandemic with 479 young people accessing this service during 2020/21.

**Improvement Priority 1.3** - Children of school age will be safer, healthier and engaged with their learning

**Amber**

- Community based youth clubs remained closed, we opened up virtual youth clubs, however numbers engaging were low.
- We held a school holiday programme for more than 60 children.
- Our Strategic School Improvement Programme remains on track which includes completion of phase 1 of the new £27 million home for Cefn Saeson Comprehensive School and Ysgol Gymraeg Ystalyfera Bro Dur completion is expected in Spring 2022.
- Welsh in Education Strategic Plan (WESP) and Children’s community model in Sandfields West Ward - steps were just off track for the year.
- On track to implement new statutory additional learning needs (ALN) duties to benefit children and young people and ALN officers were available throughout the pandemic, providing support, advice and guidance.
- School attendance was significantly impacted by the COVID-19 pandemic however we provided pupils with 9,500 Chromebooks and 300 laptops. In addition, 940 laptops were purchased for teachers to support and enable learning.

**Improvement Priority 1.4** - Children and young people in need of protection, care and support will be protected and safeguarded and more of those children will be able to grow up in a stable family setting

**Green**

- Adults and Children’s ‘Single Point of Contact’ (SPOC) service is in place.

- We continued to ensure the right range and quality of services are in place to meet need and 97.7% of child assessments completed on time.
- Work is being undertaken on a regional basis to further develop the right emotional wellbeing and mental health support services.
- Work commenced during 2020/21 to map out the Special Guardianship Orders across the service but this was delayed due to the pandemic.

**Improvement Priority 1.5** - Young people leaving full- time education will have the opportunity to enter employment, training or further/higher education

**Amber**

- The council supported 40 apprenticeships.
- 2.1% NEET (Not in Education, Employment or Training) figure is the Council’s lowest (best) ever figure.
- Opportunities for care leavers have been impacted by the pandemic. 44.4% care leavers were in education, training or employment after 1 year.
- Number of young people engaged with the youth service during 2020/21 was 1,395 compared to 6,754 in 2019/20.

**Improvement Priority 1.6** - All children and young people will be helped to have a say in matters that affect them

**Amber**

- Childrens Rights is embedded in processes and any new strategies being developed.
- The Education Directorate Participation Strategy was paused due to the COVID-19 pandemic and it is currently being reviewed.
- Engagement with children and families participating in Families First services was also paused. Re-engagement is planned in 2021/22.
- Views of children and young people were sought as part of the Looked After Children's Assessment and Family Contact Audit.
- We continued to encourage young people to exercise their right to vote and participate in local democracy.

**Improvement Priority 1.7** - Children and young people are safe and feel safe

**Green**

- 98% schools now delivering age appropriate Healthy Relationship lessons.
- Percentage of re-registrations of children on the local authority child protection register reduced from 13.9% in 2019/20 to 7.4% in 2020/21.
- Extensive information and training has been supplied to schools and pupils in relation to on-line security and safety.
- Road Safety achieved Welsh Government 2020 KPI targets and mostly virtual road safety education and training delivered to over 5,000 pupils.



**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”*

We set out 31 steps to help us deliver the 6 improvement priorities for **Well-being Objective 2**.

For 2020/21, 20 (65%) of the steps were on track, 10 just off track and 1 off track. This compares to 26 (84%) on track, 5 just off track and zero off track in 2019/20. 4 of the 6 improvement priorities were on track and 2 were just off. **The overall assessment of progress for 2020/21 for Well-being Objective 2 is on track.**

The COVID-19 pandemic and the national restrictions had a significant impact on a number of services that deliver the steps for Well-being Objective 2 such as Environmental Health and Trading Standards work and completion of Disabled Facilities Grants. The impacts of the pandemic can also be linked to some of our Community Safety work relating to domestic abuse, substance misuse and an increase in anti-social behaviour in our towns. However, the Council provided significant support to businesses and individuals during the pandemic, significant support and better outcomes for our homeless and we continued to support service users across Adults Services.

**Improvement Priority 2.1** - Local people can access sustainable, local, quality employment

**Green**

- 2,242 business enquires assisted resulting in advice, information or financial support, processed 1,520 applications from small businesses for Welsh Government emergency fund, 199 new business start-ups were assisted and £47M COVID grants were paid out to local businesses.
- A new STU (short term unemployed) service was launched thanks to an additional investment of £3m EU funds provided through the Welsh Government.
- Communities for Work, Communities for Work Plus and Workways outputs were lower than the previous year partly due to the COVID-19 pandemic and partly due to Welsh Government changes in how information is recorded for these measures.
- 2,026 completed training weeks for apprenticeship, traineeships and work experience across 12 projects.
- Some work promoting social enterprises was paused due to the pandemic.

<b>Improvement Priority 2.2 - Local people can access quality affordable housing</b>	<b>Amber</b>
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- The lower than Local Development Plan targets rate of affordable housing delivery has been influenced by the low levels of market housing delivered and due to issues with viability also some work relating to the Replacement Local Development Plan has been delayed due to the COVID-19 pandemic.
- Housing Renewal Team has now installed more than 60 free central heating systems thanks to the Warm Homes Fund.
- 66.7% of households were successfully prevented from becoming homeless and permanent accommodation was secured for 258 homeless individuals or households.
- Due to the pandemic there has been an increase in Housing Support Grant to meet demand.
- Average days to complete a disabled facilities grant increased significantly to 363 days due to impacts of the pandemic.

<b>Improvement Priority 2.3 - People are safe and feel safe</b>	<b>Amber</b>
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- Road Safety - Analysis of police recorded accidents in Neath Port Talbot (all severities) show a steady year on year decline since 2015. There were 216 recorded accidents in 2015 and 82 in 2020. Welsh Government 2020 targets achieved across all key corporate plan indicators.
- Building Control continued to provide cover throughout 2020/21 relating to dangerous structures and building regulation applications.
- Despite good work and support provided by our IDVA (Independent Domestic Violence Advisors), Substance Misuse Services and the Community Safety Team, as a result of impacts of the pandemic there has been a national increase in disclosures of domestic abuse across all services. Upon the lifting of restrictions, we saw an increase in Anti-Social Behaviour incidents (particularly in our town centre areas) and we saw the use of prescribed, illicit and novel benzodiazepine type drugs increase significantly.
- Some quality assurance work for Adult Services Safeguarding was disrupted as a result of COVID-19 but this is now on track in 2021/22.
- Environmental Health and Trading Standards work was impacted by the pandemic which saw most of the Food & Health Protection team tasked with supporting infection control efforts for care homes and working for the Regional Test Trace & Protect (TTP) service.

<b>Improvement Priority 2.4 - People unable to work can maximise their income</b>	<b>Green</b>
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- We continued to support people to receive benefits they are entitled to and processed claims in 3 days. 99.8% are correctly granted.

- Provided £19.3M Council Tax support to 17,552 households.
- We worked with Chwarae Teg to implement online career development sessions for lower paid women and we are reducing the Council's gender pay gap.
- We regularly monitor data to ensure we are able to inform strategic planning whilst providing suitable support to those in most need.

**Improvement Priority 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

**Green**

- Adults and Children's 'Single Point of Contact' (SPOC) service is in place.
- Hospital 2 Home model was reviewed during the pandemic and re-launched into Rapid Discharge based on the Discharge to Recover and Assess model.
- Multi-disciplinary team established in July 2020 to triage and screen all hospital referrals to ensure people are seen by the right service at the right time and hospital discharges are safely supported. Between July 2020 and March 2021, we supported 571 hospital discharges.
- 33 care home beds were block purchased to support hospital flow at the beginning of the pandemic.
- Weekly provider meetings took place to support the care market and daily contact was maintained with providers that experienced a COVID-19 outbreak.
- 200+ COVID-19 trained homecare staff who undertook 10,700+ monthly visits to service users.
- Established three units of supported accommodation for people with mental ill health and two people were moved into this scheme in 2020/21.
- We continued to review the services we provide for people with the most complex needs to ensure that they remain fit for purpose.

**Improvement Priority 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

**Green**

- We continued with our work to implement the Regional Joint Carers' Strategy with our health partners.
- We continue to 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.

**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”*

We set out 25 steps to help us deliver the 8 improvement priorities for **Well-being Objective 3**.

For 2020/21, 19 (76%) of the steps were on track, 5 just off track and 1 off track. This is broadly the same as in 2019/20 which had 19 (76%) on track, 6 just off track and zero off track. 6 of the 8 improvement priorities were on track and 2 were just off. **The overall assessment of progress for 2020/21 for Well-being Objective 3 is on track.**

The COVID-19 pandemic and national restrictions had a significant impact on a number of services that deliver the steps for well-being objective 3 such as leisure services, theatres, libraries and tourism. However, despite this impact we delivered most of what we had planned to do under this well-being objective. We achieved the statutory recycling target. Regeneration work continued across the county borough including Neath Town Centre, Plaza Cinema refurbishment and conditional planning consent was given in July 2021 for a £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and South Powys. We made improvements to our parks and green spaces, increased accessible cycle routes by 6.6km (over the last two years) and improved the condition of our roads.

<b>Improvement Priority 3.1</b> - We will provide an environment where new businesses can establish themselves and existing businesses can grow	<b>Green</b>
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- Regeneration work continued, including Neath town centre, the Harbourside strategic employment site, the former Metal Box factory in Neath, transformation of Port Talbot’s Grade II listed Plaza Cinema building and redevelopment of 8 Wind Street for new business space.
- Secured funding of £850k via the Property Enhancement Development Grants (PEDG) and £250k from the Sustainable Living Grants (SLG).
- Construction started In September 2020 on a state of the art, self-powering technology centre building at Baglan Energy Park.
- 470 jobs created or safeguarded as a result of financial support by the local authority and 57% of all contracts were awarded to local companies.

<b>Improvement Priority 3.2</b> - We will work with communities to increase reuse, recycling and composting	<b>Green</b>
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- Increased waste, reused, recycled or composted by over 5% to 67.56% for 2020/21 and is above statutory target of 64%.
- Fly tipping incidents increased at the start of the COVID-19 pandemic despite the Council suspending restrictions on excess waste presentation. Incidents have now dropped back to usual levels. Despite the increase, on average we cleared each fly tipping incident in



2.8 days, which was quicker than the previous year. We also took enforcement action against 13 individuals where waste had been dumped illegally.

**Improvement Priority 3.3** - Local people and visitors can access good quality leisure and community facilities, country parks and countryside **Amber**

- Despite the COVID-19 pandemic restrictions we continued providing advice and guidance to 53 tourism sector businesses, however enquiries from new tourism businesses decreased on the previous year.
- We secured £268,000 funding from Valleys Regional Park to designate Afan Forest Park as a Valleys Regional Park Gateway.
- Work started on a new splash pad at Aberavon, we opened a new adventure playground at Margam Park, completed re-designed mountain bike trails at Margam Park and completed the Vale of Neath hub at Resolven Canal Car Park.
- Leisure centres and library services were significantly impacted during the pandemic with libraries still providing an online service.
- Theatres remained closed throughout the pandemic.
- We continued to deliver a programme of activities to support participation of local people in our natural environment.
- Keep Wales Tidy Green Flag Award awarded to Margam Country Park, Gnoll Estate Country Park, Talbot Memorial Park, Victoria Gardens and Swansea University's Bay Campus with Community Awards awarded to Amman Valley Trotting Club and Riverside Park, Pontardawe.

**Improvement Priority 3.4** - To identify and develop opportunities for sustainable economic growth in our valley communities **Amber**

- We continued to work with developers and partners to deliver key strategic development sites along the coastal corridor including Coed Darcy, Port Talbot Harbourside and Baglan Energy Park. However, some of this work is progressing at a slower pace than anticipated.
- 95.4% of all planning applications were determined within time.
- Work was ongoing to prepare a planning application for the £150 million Global Centre for Rail Excellence (GCRE) project at the top of the Dulais Valley and in South Powys (conditional planning was approved in July 2021).
- Delivered business support to 67 Valley based companies helping to create and/or safeguard 26 jobs.
- Property Enhancement Development Grant (PEDG) and Sustainable Living Grants (SLG) projects to refurbish and redevelop commercial properties is due for completion by the end of 2021 in Ystalyfera, Pontardawe, Cilfrew, Seven Sisters, the Afan Valley and Glynneath.

**Improvement Priority 3.5** - To protect, conserve and enhance our natural environment (including important landscapes, countryside, habitats and species) and increasing awareness of its value and encouraging wider participation **Green**

- Published our new [Decarbonisation and Renewable Energy \(DARE\) Strategy](#) outlining what has been done so far to tackle climate change.
- Air quality monitoring continues to be carried out throughout Neath Port Talbot. The Port Talbot/Taibach area continues to be declared an AQMA (Air Quality Management Area) but remains well within air quality exceedances target.
- 50 playgrounds were made COVID-19 safe.
- Four improvement projects completed on our public rights of way network in Cilybebyll, Tonna, Port Talbot and Dyffryn Clydach.
- Some biodiversity work was impacted by the COVID-19 pandemic however, projects were completed that improved biodiversity at various locations including Gnoll Park and Craig Gwladus Country Park.

**Improvement Priority 3.6** - To deliver a positive contribution to the regional planning agenda **Green**

- We worked with neighbouring authorities to scope and deliver a Strategic Development Plan which is on track.

**Improvement Priority 3.7** - To promote and deliver sustainable accessibility and improve connectivity and communication links **Green**

- We increased accessible cycle routes by 3.75Km in 2020/21, 6.63Km including 2019/20.
- The replacement Blaengwrach River Bridge was lifted into place restoring the vital link between Blaengwrach, Cwmgwrach and Glynneath.
- £5,598,372 of Welsh Government financial support has been delivered In Neath Port Talbot via a Bus Emergency Scheme (BES).
- We improved the condition of A roads, B roads and C roads and achieved the corporate plan targets for all three road categories.

**Improvement Priority 3.8** - We will work with partners to improve connectivity and infrastructure across the county borough **Green**

- On [21 October 2020, Cabinet](#) approved the Swansea Bay City Deal Digital Infrastructure Business Case and subsequent investment in Digital Infrastructure across the Swansea Bay City Region.
- Work continues to identify internet "not" spot areas (where there is no network availability) to increase network availability.
- We continued to support the third sector to enable more people to access on-line services.
- Public Services Board partners continue to prioritise digital inclusion in their response to the COVID-19 pandemic as they support individuals, communities and businesses in recovery.

**Have your say on what matters to you**

We welcome feedback on the information contained within this report via:

Email: [policy@npt.gov.uk](mailto:policy@npt.gov.uk) or post: Chief Executive, Neath Port Talbot County Borough Council, Civic Centre, Port Talbot, SA13 1PJ

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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>

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Mae'r dudalen hon yn fwiadol wag



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

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## Key Performance Indicators 2020/21

Neath Port Talbot Council

### Appendix 3 - Full suite of Key Performance Indicators - Full Year (1 April – 31 March ) - 2020/21









Performance Indicators key:









- **CP reference** - Corporate Plan Key Performance Indicators
- **PI reference** – Service Performance Indicators
- **PAM reference** - Public Accountability Measures - National Indicators (up to date All Wales information not available for comparison purposes due to the pandemic)

RAG (Red, Amber Green) key:

- **Green:** achieved target 2020/21/ maintained or improved on 2019/20
- **Amber:** Within 5% of target/within 5% of previous years performance
- **Red:** 5% or more below target/ 5% or more below previous years performance
- **N/a** – no comparable data or no target set

## How will we know we are making a difference (01/04/2020 to 31/03/2021)?

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
<b>1 Well-being Objective 1 - To improve the well-being of children and young people</b>						
CP/002 - Number of full day childcare places provided	2228	2335	2413	2450	 Green	 Amber
Registered numbers have fluctuated through the year as a result of COVID- 19. We have seen numbers increase and stabilise throughout the end of quarter 3 and 4.						
CP/003 - Percentage of children hooked on sport (based on number of occasions of participation per week = 3)	50				N/a	N/a
No Quality data available for 2020/21 as all programmes have been closed for 9 out of 12 months due to COVID-19-19. No data due for 2019/20 as data is collected and reported every two years.						
CP/005 - <b>PAM/007</b> - Percentage of pupil attendance in primary schools	94.14	94.02	93.33	95.50	 Amber	 Amber
Data reported in 2020/21 relates to the 2019/20 academic year. Due to COVID-19, figures for the 2019/20 academic year are reported up to 13 March 2020 All Wales data for 2019/20 (2018/19 academic year) is 94.6%.						
CP/006 - <b>PAM/008</b> - Percentage of pupil attendance in secondary schools	93.48	93.46	92.01	95.00	 Amber	 Amber
Data reported in 2020/21 relates to the 2019/20 academic year. Due to COVID-19-, figures for the 2019/20 academic year are reported up to 13 March 2020. All Wales data for 2019/20 (2018/19 academic year) is 93.8%.						
CP/007 - <b>PAM/033</b> - Percentage of pupils assessed in Welsh at the end of Foundation phase	15.78	16.63		15.90	N/a	N/a
Foundation phase assessments were not undertaken due to COVID-19.						
CP/008 - <b>PAM/034</b> - Percentage of year 11 pupils studying Welsh first language	12.85	11.40	11.33	11.70	 Amber	 Amber
For the Academic Year 2019/20, there were 171 pupils studying Welsh first language from a cohort of 1,509 pupils compared to 166 from a cohort of 1,456 for 2018/19. Whilst the overall percentage has dropped marginally from the previous year, the number of pupils studying Welsh as a first language has increased slightly. The figure is likely to rise steadily for the next 4 years.						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/009 - <b>PAM/029</b> - Measure 33 - Percentage of children in care who had to move 3 or more times	7.44	7.77		7.50	N/a	N/a
This information is populated by Welsh Government from the Looked After Child (LAC) Census later in the year (2021), therefore no data is available at the time of producing this report.						
CP/011 - <b>PAM/028</b> - Measure 24 - Percentage of child assessments completed on time	94.93	98.76	97.71	94.00	 Amber	 Green
2,608 out of 2,669 for the full year 2020/21 compared to 2,621 out of 2,654 in the same period 2019/20. This continues to be a priority for Children's Services. There has been an increase of 15 assessments completed compared to last year. Wales Average is 88.9%.( latest available data).						
CP/013 - <b>PAM/046</b> - Percentage of young people who are NEET - Year 11 leavers not in education, training or employment (NEET)	2.90	2.15	2.12	3.10	 Green	 Green
The 2.1% NEET figure is our lowest ever figure and this was achieved during the COVID-19 pandemic. Legacy staff and Careers Wales have worked hard on achieving this result keeping in touch and supporting young people through a range of COVID-19 safe interventions such as meeting in people in gardens, virtual meetings, walk and talk sessions etc.						
CP/014 - Percentage of 11 - 19 year olds in contact with the Youth Service	35.03	45.75	9.47	44.00	 Red	 Red
The number of young people engaging with the youth service has significantly reduced due to the COVID-19 pandemic and the closure of schools, youth clubs and group work. Young people struggled to engage with youth workers in the virtual world and our work focused on supporting those most vulnerable.						
CP/015 - Percentage of schools that have adopted suitable programmes to address violence against women, domestic abuse and sexual violence (VAWDASV)	12.12	13.64	98.33	45.00	 Green	 Green
All primary schools in Neath Port Talbot are now delivering age appropriate Healthy Relationship lessons. These lessons start in year 2 and go through to year 6, as agreed by the NPT Relationship and Sexuality Education Group. Due to the COVID-19-19 pandemic, face to face lesson delivery was paused, but in September 2020 we resumed face to face lesson delivery and appropriate risk assessments have been drawn up to allow this. This is a very positive step in the right direction as there are concerns of the rise of domestic abuse during lockdown, with children not having a safe space away from home to be free from fear or be able to make safe disclosures. Almost all comprehensive schools within the county borough are now receiving Healthy Relationship Lessons. As with primary schools, face to face lesson delivery was paused due to the COVID-19-19 pandemic but these are now able to resume. The age appropriate lessons form part of the Healthy Relationships pack that was developed with the Neath Port Talbot/Swansea/Bridgend Healthy Schools Team and in partnership with both education and health staff, launched in the summer of 2018. Local specialist domestic abuse providers were also key to the development of this lesson. Hafan Cymru's Spectrum Programme continue to deliver in schools in addition to the above programme.						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/018 - Road Safety - Killed or seriously injured: Child casualties (0-15 years)	1	3	0	Please see comment below	N/a	N/a
CP/019 - Road Safety - Killed or seriously injured - Pedal cyclist casualties (All Ages)	3	0	1		N/a	N/a
CP/020 - Road Safety - Killed or seriously injured - Young Drivers (16-24 years)	3	1	1		N/a	N/a

The recently released Welsh Government (WG) data for 2020 brings to an end the five year targets set for Local Authorities in relation to casualty reduction.

We have seen a significant decrease across all categories based on the 2004 – 2008 baseline figures; and we await WG new targets imminently.

**CP/018 : No child casualties killed or seriously injured in 2020**

**CP/019: 93% decrease against 2020 target**

**CP/020 : 93% decrease against 2020 target**

Over the last five years we've been tasked with the following National Targets to be achieved by 2020:

- **A 40% reduction in the total number of people killed and seriously injured on Welsh roads based on the average figures for 2004-08.**
- **A 25% reduction in the number of motorcyclists killed and seriously injured on Welsh roads based on the average figures for 2004-08.**
- **A 40% reduction in the number of young people (aged 16-24 years) killed and seriously injured on Welsh roads based on the average figures for 2004-08.**










Furthermore, we have set in house targets through our own Road Safety Strategy, addressing our own locally identified issues to run concurrently with Welsh Government:






- **A 40% reduction in 'all casualties' across NPT**
- **A 25% reduction in all pedal cyclist casualties across NPT**







Police recorded road accident and casualty numbers throughout most of 2020 were affected by the COVID-19 pandemic which saw restrictions on how, where and why people could travel within Wales. The restrictions generally resulted in reduced traffic volume for all types of motorised vehicles. The fall in traffic volume consequently led to a decrease in road accidents and casualties.

In Neath Port Talbot there was a 44% reduction in police recorded road accidents between 2019 and 2020; whilst, analysis of police recorded accidents in Neath Port Talbot (all severities) show a steady year on year decline since 2015; with 216 recorded accidents in 2015 and 82 in 2020, a reduction of 62% overall.














Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/108- <b>PAM/032</b> - Capped 9 score	341.00	342.09	369.00	348.00	 Green	 Green
<p>Data reported in 2020/21 relates to the 2019/20 academic year.            Comparison with previous year caution as data is based on a different method i.e. via teacher assessments, due to COVID-19.            All Wales data for 2018/19 (2017/18 academic year) is 349.</p>						
CP/109- <b>PAM/044</b> - Number of apprenticeships on formal recognised apprenticeships schemes per 1,000 employees		6.72	8.06		 Green	N/a
<p>40 apprenticeships for the period 1 April 2020 to 31 March 2021, an increase on 2019/20 where there were 33 apprenticeships in the council on these schemes.            Of the 40 apprenticeships: 22 were modern apprentices and 18 employees accessed apprenticeship funding to upskill and develop.            The Council employee headcount (excluding teachers) as at 31 March 2021 is 4,960.            The full year 2019/20 figure of 5.44 reported last year was incorrect and has been adjusted to 6.72.</p>						
New Indicator for 2019/20, no comparable data for 2018/19.						
ELL - EDU/015a - The percentage of final statements of special education needs issued within 26 weeks including exceptions. (measured over the calendar year - quarterly)	60.00	48.94	34.38	48.00	 Red	 Red
<p>11 statements of SEN, including exceptions, were issued within the 26-week timescale, out of a possible 32.            Due to the COVID-19 pandemic, professionals, particularly our colleagues in Health, are continuing to have difficulty in assessing the needs of the children and young people and submitting the requested advice within the prescribed timescales.</p>						
ELL - EDU/015b - The percentage of final statements of special education needs issued within 26 weeks excluding exceptions. (measured over the calendar year)	100.00	100.00	100.00	100.00	 Green	 Green
100% of final statements of SEN (11 of 11), excluding exceptions, were issued within 26 weeks .						
ELL - PI/444 - Percentage of Year 11 pupils achieving 5 GCSEs at grades A*-C, or equivalent, including English or Welsh first language and Maths	52.02	45.81	57.83	47.00	 Green	 Green
<p>Data reported in 2020/21 relates to the 2019/20 academic year. 842 pupils achieved this indicator from a cohort of 1456 pupils.            Comparison with previous year caution as data is based on a different method i.e. via teacher assessments, due to COVID-19.</p>						





Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/239 - % of children supported to live with their family.	68.21	67.00	67.81	68.4	 Green	 Amber
615 out of 907 for full year 2020/21 compared 601 out of 897 for 2019/20. Performance has remained the same, despite the challenges of the pandemic. Childrens Services remain vigilant in ensuring that children who can remain at home do so with full support from the service.						
PI/240 - % of looked after children returned home from care during the year	11.79				N/a	N/a
This information is populated by Welsh Government from the LAC Census data and will not be available until late 2021. 2019/20 data not available yet due to the pandemic. No target set for 2020/21.						
PI/241 - % of re-registrations of children on the local authority child protection register	6.88	13.93	7.38	7.38	 Green	 Green
17 out of 149 for full year 2020/21 compared to 17 out of 122 in the same period 2019/20. Whilst this performance measure is subject to fluctuation, it is pleasing to note that data for 2021 is down by nearly half from 13.9% to 7.4%. It should however be noted that children whose names are entered onto the Child Protection Register are regularly reviewed by a Multi -Agency Child Protection Panel and the decision to remove a child's name is only agreed once the panel has agreed that they are no longer at risk of significant harm. The low number of re-registrations may reflect better quality planning and support at the point of deregistration.						
PI/242 - Average length of time (in days) for all children who were on the child protection register during the year.	267.00	264.60	257.70		 Green	N/a
257.7 days 2020/21 compared to 264.6 days in the same period in 2019/20. The All Wales average is 253.3 days. The number of days that children's names remained on the Child Protection Register continues to reduce. There has been a change to the internal system whereby cases are flagged when children's names remain on the register past the 2 <sup>nd</sup> review (9 months). A case consultation with the responsible Principal Officer is triggered at that point to make a decision whether the case needs to be heard in legal surgery or further support to the family is needed. Cases that remain on the register at the 3 <sup>rd</sup> review (15 months) will trigger a referral to legal surgery. It should however be noted that children and young people will remain on the Child Protection Register whilst all agencies believe the risk(s) remain. Should a child become 'stuck' on the Child Protection Register owing to professional differences, such as perception of risk(s), then such cases will be escalated to Peer Review and there is a process to allow children and families to challenge registration. No target set for 2020/21.						






Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/243 - % of children receiving the core subject indicators at Key Stage 2	58.97				N/a	N/a
This information is provided by Welsh Government, no data has been released for 2019/20 (2018/19 academic year) 2020-21 (2019/20 academic year) due to the COVID-19 pandemic. No target set for this measure.						
PI/244 - % of children receiving the core subject indicators at Key Stage 4	9.62				N/a	N/a
This information is provided by Welsh Government, no data has been released for 2019/20 (2018/19 academic year) 2020-21 (2019/20 academic year) due to the COVID-19 pandemic. No target set for this measure.						
PI/245 - % of children seen by a registered dentist within 3 months of becoming looked after.	64.71	68.57	25.71	58.4	 Red	 Red
20 out of 35 for 2020/21 compared to 25 out of 35 in 2019/20. There has been a significant decrease in the number of children seen by a registered dentist in 2020/21 at only 25.7% in comparison to 2019/20 where 68.6% were seen within 3 months of becoming looked after. This is due to the amount of dental practices that were closed for routine appointments during the pandemic.						
PI/246 - % of children looked after at 31 March registered with a GP within 10 working days of the start of their placement.	98.79	97.66	96.95	90.9	 Amber	 Green
127 of 131 in 2020/21 compared to 167 out of 171 in 2019/20. In 2019/20, 97.7 % of looked after children were registered with a GP within 10 working days of the start of their placement compared to 96.9% in 2020/21. Eight of our children were not registered within the time frame. Children Services aims to ensure that all children are registered within 10 working days of the start of their placement.						
PI/247 - % of looked after children who have experienced one or more changes of school during a period or periods of being looked after which were not due to transitional arrangements in the 12 months to 31 March.	7.62	3.06	3.91	11.5	 Red	 Green
7 out of 179 looked after children have experienced one or more changes in school in 2020/21 compared to 6 out of 196 in 2019/20. The local authority continue to strive to minimise the number of placement changes and subsequent school changes for our children, and working closely with the regional Multi Agency Placement Support Service (MAPSS). A therapeutic service that works holistically with looked after children to avoid school and placement breakdowns.						






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2020/21

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/248 - % of care leavers who are in education, training or employment continuously at 12 months after leaving care	65.38	74.19	44.44	51.4	 Red	 Red
8 out of 18 in 2020/21 compared to 23 out of 31 in the same period in 2019/20. Opportunities decreased due to the COVID-19- pandemic. This is an area where the local authority will need to focus attention as lockdown ends and further opportunities are available for our care leavers.						
PI/249 - % of care leavers who are in education, training or employment continuously at 24 months after leaving care	48.00	57.69	41.94	51.4	 Red	 Red
13 out of 31 in 2020/21 compared to 15 of 26 in 2019/20. 57% percentage of care leavers who were in education, training or employment for 12 months continuously for 24 months after leaving care in 2019/20 compared with 42% in 2020/21. This is a decrease in care leavers accessing education, training and employment, however, opportunities decreased due to the pandemic. This is an area where the Local authority will need to focus attention as lockdown discontinues and further opportunities are available for our care leavers.						
PI/250 - % of care leavers who have experienced homelessness during the year.	0.35	1.87	1.97	9.4	 Amber	 Green
The percentage of care leavers who have experienced homelessness during 2020/21 broadly remains the same as in 2019/20. Work is being undertaken with children and adult services looking at youth homelessness to improve services and prevent any care leavers from becoming homeless.						
PI/466 - Percentage of children and young people who have participated in a suitable programme that addresses VAWDASV	39.00	63.64		60.00	N/a	N/a
Due to the COVID-19 pandemic, the annual Crucial Crew event for Year 6 pupils could not be held. Similarly, the It's Your World events for Year 8 pupils could not be held. The team are exploring ways to ensure pupils still receive these lessons by alternative means. No data will be reported during 2020/21. Going forward, during 2021/22 we have developed a virtual Crucial Crew which has been uploaded to the Hwb for all Primary Sch ools to access.						
PI/467 - Percentage of year 6 children and young people who have participated in a suitable programme to address cyber-crime	97.98	96.97		98.00	N/a	N/a
Due to the COVID-19 pandemic, the annual Crucial Crew event for Year 6 pupils could not be held. Similarly, the It's Your World events for Year 8 pupils could not be held. The team are exploring ways to ensure pupils still receive these lessons by alternative means. No data will be reported during 2020/21. During 2021/22 we have developed a virtual Crucial Crew which has been uploaded to the Hwb for all Primary Schools to access.						






Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
<b>2 Well-being Objective 2 - To improve the Well-being of all adults who live in the county borough</b>						
CP/021 - Number of new business start-up enquiries assisted	392	273	199	340	 Red	 Red
Throughout 2020/21, staff resources were allocated to administering applications received from local businesses for emergency payments via the various Welsh Government grant schemes, introduced to coincide with the various lockdown periods. Despite the economic uncertainties of the past 12 months and team's inability to have face-to-face contact, they have still managed to 'virtually' support a high number of local residents considering starting up in business.						
CP/024 - Communities for work - Number of people helped back to work, training or volunteering	260	434	85	290	N/a Not comparable	N/a Not comparable
A difficult and challenging year. This performance indicator has been low, across Wales. Staff have continued to work from home, and this programme heavily relies on face to face support for those furthest away from the labour market. These figures do not include our partners in the Department for Works and Pensions. The programme commenced in 2019/20 and during that year, the programme recorded engagements as well as job entries, training and volunteering. During 2020/21 the programme was altered to just record job entries, training or volunteering. This explains the fall in figures from previous years. Also, the Welsh Government changed the targets due to this alteration in the programme. The target of 290 for 2020/21 is the Corporate Plan target set in spring 2019. This has since been revised by Welsh Government to 88 following a change in the way data is recorded for this measure.						
CP/025 - Number of compulsory redundancies made by the council	9	9	2		 Green	N/a
We will continue our commitment to minimising compulsory redundancies and ensuring employment continuity for our employees by focusing on redeployment activities, utilising the Voluntary Redundancy Scheme, which is now an open-ended scheme since 17 September 2019, and limiting the number of posts which are advertised externally. There were 2 compulsory redundancies during 2020-21 compared to 9 in both the previous years. No target set for this measure. To minimise as much as possible.						
CP/031 - <b>PAM/012</b> - Percentage of households successfully prevented from becoming homeless	53.14	51.50	66.67	60.00	 Green	 Green
226 of 339 for 2020/21. Demand has increased across the service during the COVID-19 pandemic. However, a prevention officer is now in post working on early intervention. There is also a hold on evictions therefore many presentations have resulted in a successful prevention outcome due to negotiations to enable the tenant to remain after the hold is lifted. Lifting of the suspension is likely to increase demand over coming months but staff resources are being increased in line with this so the focus can remain on prevention. (2018-19 All Wales full year data is 67.8%).						









Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/032 - <b>PAM/015</b> - Average calendar days taken to deliver a Disabled Facilities Grant	232.43	196.00	363.20	230.00	 Red	 Red
<p>97 DFG's/35,230 days for 2020/21.            The delivery of Disabled Facilities Grants (DFG's) has been disrupted by the COVID-19 pandemic during this financial year. There were sustained periods of inactivity due to the numerous COVID-19 lock downs and shortages in the supply of materials and labour have also caused significant delays. This resulted in an increase in the number of days taken to deliver a DFG and a decrease in the number of DFG's (97) being completed when compared to last year (212).            2018/19 (latest available data) All Wales full year data is 207.</p>						
CP/034 - Percentage of incidents of domestic abuse where people are repeat victims - Independent Domestic Violence Advisor (IDVA) Service - highest risk victims	38.56	40.05	37.3	33.00	 Green	 Red
<p>63 of 437 for 2020/21.            During the COVID-19 pandemic, nationally there was a significant increase in disclosures of domestic abuse across all services, and this was widely anticipated. During the first six months, despite seeing a rise in the number of cases to the IDVA service, many of our repeat victims were not in contact. There is a piece of work for the service to do in order to understand the reasons for this. There is some evidence to suggest this may have been because of the closure of the night time economy, but also other evidence to suggest that some victims were safer during lockdown if they did not live with their partner. However, sadly, we know this is definitely not the case for many victims. In the latter part of the year, the number of known, repeat victims accessing the service increased. The percentage of repeat victims over the year is slightly lower than the previous two years.</p>						
CP/019 - Road Safety - Killed or seriously injured - Pedal cyclist casualties (All Ages)	3	0	1	Please see comment below	N/a	N/a
CP/040 - Road Safety - Killed or seriously injured: Older Drivers (75 years and over)	2	0	0		N/a	N/a
CP/041 - Road Safety - Killed or seriously injured: Motorcyclists - all Ages	8	6	1		N/a	N/a
<p>The recently released Welsh Government (WG) data for 2020 brings to an end the five year targets set for Local Authorities in relation to casualty reduction.             We have seen a significant decrease across all categories based on the 2004 – 2008 baseline figures; and we await WG new targets imminently.  <b>CP/019 : 93% decrease against 2020 target</b>  <b>CP/040: No older drivers killed or seriously injured in 2020</b>  <b>CP/041 : 83% decrease against 2020 target</b></p> <p>Please also refer to comments for CP/018, CP/019 and CP/020 on page 4 above.</p>						





Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/042 - <b>PAM/023</b> - Percentage of food establishments that meet food hygiene standards	93.92	95.15	96.00	95.00	 Green	 Green
96% (959 of 999) is slightly above target of 95%. During the COVID-19 pandemic, not all premises were routinely inspected, but any food premises who requested a statutory re-score assessment were prioritised, and this has led to a slight increase in performance. All Wales data for 18/19 (latest available) is 95.7%.						
CP/048 - <b>PAM/025</b> - Measure 19 - Rate of people kept in hospital while waiting for social care per 1,000 population aged 75+	6.29	10.05		3.50	N/a	N/a
No data available due to the COVID-19 Pandemic. All Wales 2018/19 (latest available) full year data is 4.9.						
CP/110 - Workways + - Number of people helped back to work , training or volunteering	139.00	127.00	58.00	72.00	 Red	 Red
Workways+ have supported a number of people during the COVID-19 pandemic, with over 2,280 hours of support provided during 2020/21 and 674 vacancies applied for. Support has been provided to local companies to fill vacancies and support the recruitment process. Where vacancies cannot be filled by Workways+ participants details are circulated to other employability projects within the county borough to benefit local residents. Welsh lockdowns have significantly impacted volunteering, work experience and training outcome figures due to many organisations having to close or adhere to strict guidelines, but it is hoped that these figures will increase over the coming months as more businesses open for business. Participants are able to achieve a number of outcomes during their time with Workways+, enhancing their skills and work experience in addition to gaining employment. For 2020/21 a number of participants have achieved more than one outcome. The number of participants disclosing symptoms of anxiety and depression as a result of their personal and/or family circumstances and the impact of COVID-19 remains high. Staff continue to support these participants and ensure they are receiving regular welfare calls and where required are referred to the appropriate support organisations for further help.						
CP/111 -Communities for Work Plus - Number of people helped back to work, training or volunteering		844	258	150	N/a Not comparable	 Green
Considering the impacts of the COVID-19 pandemic, this programme has continued to achieve at all levels, seeing those who are job ready, and quick to react to employment in Neath Port Talbot. We have also had additional funding from Welsh Government to enhance resources due to the pandemic. The programme commenced in 2019/20 and during that year, the programme recorded engagements as well as job entries, training and volunteering. During 2020/21 the programme was altered to just record job entries, training or volunteering. This explains the fall in figures from the previous year. Also the Welsh Government changed the targets due to this alteration in the programme. No target was set in the corporate plan, however the Welsh Government target set for the year was 150.						









Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/112- <b>PAM/013</b> - Percentage of empty private properties brought back into use	0.57		0.00	4.30	N/a	 Red
<p>Over the past year, the focus of the Environmental Health Team has been to assist in the response to the COVID-19 pandemic including enforcement of the regulations and to assist the Regional Test, Trace &amp; Protect (TTP) service. As a consequence, no empty private properties were brought back into use by direct action and limited enforced sales work was undertaken.</p> <p>No data is available for 2019/20 due to the pandemic.</p> <p>All Wales data for 2018/19 is 4.6%.</p>						
PI/153 - Number of referrals of high risk victims to the IDVA service	402	432	437	450	 Amber	 Green
<p>During the COVID-19 pandemic, nationally there was a significant increase in disclosures of domestic abuse across all services, and this was widely anticipated. The IDVA service saw a sharp increase of high risk referrals during March/April 2021 and this level of demand continued for some months. Cases had to be kept open far longer than usual as housing allocations were paused and courts were closed. This created a much larger than usual caseload for the service. In December 2020, two additional IDVA's were appointed with Welsh Government funding on an 18 month basis. During the first six months, despite seeing a rise in the number of cases to the IDVA service, many of our repeat victims were not in contact. There is further work for the service to do in order to understand the reasons for this. In the latter part of the year, the number of known, repeat victims accessing the service increased.</p>						
PI/154 - Number of new members to Paws on Patrol	126	81	96	100	 Green	 Amber
<p>Paws on Patrol is a scheme that asks community conscious dog walkers to help their local neighbourhood by being the eyes and ears of the community, reporting issues such as; graffiti, dog fouling, faulty street lighting, fly tipping, antisocial behavior and criminal activity. The Safer NPT Partnership believes that the 1000's of dog walkers within the county borough can play an important part in keeping neighbourhoods safer and cleaner. There are 1,100 members signed up to the scheme.</p> <p>This target was set pre-pandemic and was based on an increase in membership via face to face engagement events. During 2020/21 the team were unable to hold any engagement events because of COVID-19 restrictions. As a result, the team have worked very hard to offer online registration to the scheme and a social media account to engage with members. The outcome of 96 new members for 2020/21 is very positive. The scheme rewards its members with free health checks for dogs, free information packs, and in recent months has distributed approximately 500 dog theft prevention packs to its members, following the concerns over dog thefts in the local area.</p>						
PI/285a - PI/2 - Number of assessments of need for care and support undertaken during the year	1518	1537	1423		N/a	N/a
<p>The total number of new and updated assessments completed during 2020/21 has decreased from the previous year. This can be attributed to the COVID-19 pandemic where we sadly saw a higher than normal death rate, and a drop in the number of people seeking help from external sources due to isolation.</p> <p>There is no target set for this measure.</p>						









Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/285b - PI/2(i) - Of which; the number of assessments that led to a care and support plan	1393	1391	1214		 Red	N/a
The decrease in the number of care and support plans completed during 2020/21 would be a knock on effect from the reduction of completed assessments during the year. There is no target set for this measure.						
PI/286 - PI/3 - Number of assessments of need for support for carers undertaken during the year	287	216	176		 Red	N/a
There has been a decrease in the number of completed carer's assessments during 2020/21. This can be attributed to the pandemic and the reduction of requests from carer's asking for assessments from the previous year. There is no target set for this measure.						
PI/303 - PI/11 - Number of adults with a care and support plan who received adult social care during the year e.g. home care, day care, respite, direct payments, residential care etc.	2721	2626	2676		 Green	N/a
There has been a slight increase in the number of people receiving a service in 2020/21. This can be attributed to slight rise in the number of people requiring help at home following hospital admissions from our Hospital to Home team as a result of the pandemic. This service did not require a full assessment and, as such, would not be reflected in the completed assessment figure during the year. There is no target set for this measure.						
PI/307 - Measure 18 - The percentage of Adult at Risk enquiries completed within 7 days	89.16	90.83	95.63		 Green	N/a
328 of 343 for 2020/21. Whilst performance has improved compared to the previous year, we are monitoring the data and looking at how processes can be improved upon, to ensure enquiries are undertaken in a timely way. Where there are good reasons (i.e. complexity) to go over the seven days, this is permissible. All seven day enquiries are signed off by a manager who ensures that the safeguarding co-ordinator has clearly documented a justification for going over the seven days. There is no target set for this measure.						
PI/367 - PPN/001ii - Percentage of high risk businesses that were liable to a programmed inspection that were inspected for Food Hygiene	100.00		13.90	100.00	N/a	 Red
51 of 367 for 2020/21. During the pandemic, most of the Food & Health Protection Team were tasked with supporting infection control efforts for care homes and for the Regional Test Trace & Protect (TTP) service, leaving a very depleted resource to undertake food hygiene inspections, however, this was in line with a modified expectation from the Food Standards Agency. Some element of back filling of posts via Locums was achieved, although the demand for Locums far exceeded availability. No full year 2019/20 data is available due to COVID-19, however for the nine month period up to 31 December 2019 for 2019/20, performance was 83%, which was above target at the time.						






Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/368 - PPN/001iii - Percentage of high risk businesses that were liable to a programmed inspection that were inspected for Animal Health	100.00	100.00	50.00	100.00	 Red	 Red
3 of 6 for 2020/21. Trading Standards suspended all proactive inspections for the first five months of the financial year due to the COVID-19 pandemic. At the end of September, inspections resumed briefly. In the lead up to the second lockdown, animal health staff were drafted into the TTP teams, where up to the time of writing they spent alternate weeks on duty. Due to the third lockdown and the spread of the new variant of COVID-19, Trading Standards made the decision to cease all physical inspections. Telephone and internet based inspections and monitoring are being carried out to establish levels of compliance, albeit in a limited way. Physical inspections have resumed from 1 April; inspections outstanding from 2020/21 will be rolled over to the new year.						
PI/378 - PPN/001i - Percentage of high risk businesses that were liable to a programmed inspection that were inspected for Trading Standards	100.00	100.00	34.78	100.00	 Red	 Red
1 of 23 for 2020/21. Trading Standards stopped all proactive inspections for the first five months of the financial year due to the COVID-19 pandemic. At the end of September, inspections resumed and a Trading Standards consultant was employed to assist with the backlog for two days a week. Other food officers were either on maternity leave, sickness or transferred to support other teams on COVID-19 duties. Following the third lockdown and the spread of the new variant of COVID-19, Trading Standards made the decision to cease all physical inspections. Telephone and internet based inspections and monitoring were carried out to establish levels of compliance, albeit in a limited way. Physical inspections have resumed from the 1 April and high risk inspections outstanding from 2020/21 carried over to the new year.						
PI/412 - PAM/045 - Number of new homes created as a result of bringing empty properties back into use	0				N/a	N/a
Data for this performance indicator is collected and reported annually; due to the current COVID-19 pandemic data is not currently available for 2019/20 and 2020/21. No target has been set for this measure. No comparable data is available for this measure.						
PI/370 - BCT/007 – The percentage of ‘full plan’ applications approved first time.	98.74	94.84	94.94	95.00	 Green	 Amber
Very marginally off target, but unavoidable where clients have submitted a Building Notice that has needed to be converted to Full Plans due to Welsh Water sewer issues.						
PI/371 - BCT/004 – Percentage of Building Control ‘full plan’ applications checked within 15 working days during the year.	97.48	97.42	98.73	96.00	 Green	 Green
Excellent performance that demonstrates staff are committed to turning around applications in a timely manner.						




Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/413 - Percentage of correctly granted benefit against total granted	99.95	99.96	99.97	99.95	 Green	 Green
Accuracy rates continue to be high and exceed the target.						
PI/414 - Benefits - Average days taken for new claims and changes of circumstances – application to assessment	3.31	2.30	3.10	6.00	 Red	 Green
Continues to be high performance and well below target times.						
PI/415 - <b>PAM/041</b> - Percentage of National Exercise Referral Scheme clients who completed the exercise programme	70.15	79.18			N/a	N/a
No data available for 2020/21 as Public Health Wales closed down the National Exercise Referral Scheme (NERS) programme for the year, due to COVID-19.						
PI/416 - <b>PAM/042</b> - Percentage of clients participating in the National Exercise Referral Scheme whose health had improved on completion of the exercise programme	100.00	63.82			N/a	N/a
No data available for 2020/21 as Public Health Wales closed down the NERS programme for the year, due to COVID-19.						
PI/423 - Percentage of long term problematic empty private properties being brought back into use by direct action	11.68		3.28		N/a	N/a
<p>2 of 61 properties during 2020/21.</p> <p>These properties were brought back into use using the enforced sale procedure which involves a lengthy legal and investigative process, which targets the properties that have a detrimental impact on the community.</p> <p>No data available for 2019/20 due to COVID-19.</p> <p>No target set for 2020/21.</p>						
PI/424 - Number of new homes delivered which are affordable – Local Development Plan (LDP) Target	0	18		120	N/a	N/a
<p>2020/21 data is currently being collected and assessed for inclusion within our LDP Annual Monitoring Report (AMR) in October 2021.</p> <p>Delivery for previous years remains significantly below the LDP target. The rate of affordable housing delivery has been influenced by the low levels of market housing delivered in recent years and due to issues with viability. These issues will be addressed through the LDP review.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/425 - The percentage of detected breaches in animal health, feed and food standards that have been rectified	68.75	82.26	85.37	80.00	 Green	 Green
35 of 41 for 2020/21. Despite the lockdown, staff were able to carry out reactive work, responding to complaints and intelligence received. The consultant hired to fill the staffing gap caused by sickness and maternity leave, identified many breaches and these were passed to regular NPT staff to investigate.						
PI/426 - Percentage of breaches in consumer fraud investigations successfully concluded		48.72	36.84	75.00	 Red	 Red
7 of 19 for 2020/21. There has been a recent surge in "green deal" scams, an increase in counterfeiting activity on social media and a rise in rogue trader style breaches. The fraud section is currently missing an officer due to sickness absence and many of these investigations are ongoing. Data reported from 2019/20.						
PI/427 - Total value of consumer fraud investigations concluded (£)		30000.00	969.00		N/a	N/a
Two fraud investigations relating to used cars have been concluded in the third quarter resulting in refunds to the complainants. The large SDG / Crystal style fraud case has recently resulted in a custodial sentence. Compensation is yet to be determined. Data reported from 2019/20. No target set for this measure.						
PI/429 - Level of unmet need for gypsy and traveller pitches within the county borough	0	0	0	0	 Green	 Green
The extension to Cae Garw (11 new residential pitches) was completed in 2016 and based on the findings of the 2016 Gypsy and Traveler Accommodation Assessment (GTAA) was sufficient to meet the needs of the community in Neath Port Talbot up to 2021. Under the Housing (Wales) Act 2014 a new GTAA was due to be completed by February 2021. However, due to the COVID-19 pandemic and the restrictions on carrying out face to face engagement and survey work, the Welsh Government is seeking to extend the date for submission of a new GTAA to February 2022. Whilst a formal decision has not been agreed in writing by Ministers, the Welsh Government has provisionally agreed the change of date.						
PI/456 - Number of enterprise events held	14	11	9	12	 RED	 RED
The team hold monthly Enterprise Clubs to provide advice and support to local residents considering starting up their own businesses. Due to COVID-19, no events were held until June 2020. Since then, the team have successfully introduced a virtual service and this is working really well.						







Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/457- Number of completed training weeks for apprenticeship, traineeships and work experience	1493	771	2026		 Green	N/a
Despite the COVID-19 pandemic, 2020/21 was an extremely busy year with 12 projects progressing at varying stages. This represents a significant increase on previous years (for comparison, 7 in 2018/19 & 4 in 2019/20) and the ability to offer more apprenticeship, traineeship and work experience opportunities to local people. There was no target set for 2020/21.						
PI/462 - Number of business enquires assisted resulting in advice, information or financial support being given to existing companies through Business Services	673	728	2242	640	 Green	 Green
Throughout 2020/21, the team dealt with an unprecedented level of enquiries from local businesses. In addition to general enquiries, they processed 1,520 applications from small businesses for emergency funding on behalf of Welsh Government (this is not including the National Non Domestic Rate payments), and received 320 COVID-19 related enquiries from local businesses.						
PI/469 - Number of people referred to the Channel Panel who were no longer deemed vulnerable following intervention by the Panel	1	7	7		N/a	N/a
No referrals were received into Channel Panel during 2020/21. All those referred were deemed no longer vulnerable following interventions or support put in place by the panel. Channel Panel meetings continue to be coordinated and supported by Community Safety, and chaired by the Principal Officer for Safeguarding. This arrangement works well in considering each case, and deciding which services are best placed to provide support. Cases are then monitored at every meeting until such a time that the chair is satisfied all help and support has been provided, with a clear exit strategy in place, to ensure individuals continue to receive other means of support if necessary.						
PI/481 - Number of Area Planning Board (APB) commissioned substance misuse services successfully maintained in the year			22	21	N/a	 Green
In April 2020 the APB submitted an expenditure plan to Welsh Government with 21 projects. During lockdown all of these services were maintained and providers were able to adapt their provision in line with social distancing guidelines. Adaptions include offering services virtually and via the telephone. Those medical services that had to be maintained face-to-face were delivered by staff using full medical grade PPE. Two services (Dyfodol Raps and the PHASE Project) were commissioned from underspend at the end of the last financial year, which brought the total to 23 services. All 23 services were being maintained, but the PHASE project was decommissioned from January 2021. The target of 21 was exceeded during this financial year. New indicator for 2019/20. No Data for 19/20.						









Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/482 - Number of monitoring visits undertaken to APB commissioned substance misuse services			72	82	N/a	 RED
<p>Due to the pandemic, for the first three months of the year monitoring visits were replaced with virtual monitoring meetings. The Contract Monitoring Officer was redeployed for six weeks (almost half) of the first three months of the year to the Safe &amp; Well Service so contract monitoring meetings weren't prioritised. Quarter 1 2020/21 was particularly affected, though most meetings still occurred virtually.</p> <p>There have been issues with competing priorities during the year, due to the need to concentrate resources on service delivery. The visits were picked up in quarter 3 and for the last six months of the year these were carried out in the main and contract monitoring reports have been presented to the APB for each service.</p> <p>The target for 2021/22 will need to be revised to consider the new projects that have been commissioned.</p> <p>New indicator for 2019/20. No data available for 2019/20.</p>						
PI/483 - Number of agreed service outcomes achieved in APB commissioned substance misuse services				228	N/a	N/a
<p>No data was recorded for 2020/21 as issues were identified with the accuracy of the data recorded and reported in 2019/20. This has meant that it has not been possible to set agreed levels of service outcomes for 2020/21. No data is available for 2019/20.</p> <p>No performance management framework for the APB has been developed and this will provide the Board with assurances around service delivery and the outcomes that have been delivered. The targets we develop for this performance indicator will be based around what is recorded in the performance framework.</p>						
PI/484 - Percentage of non-fatal over-doses notified through the protocol that received appropriate advice and or other intervention			64		N/a	N/a
<p>During the year, 158 overdoses were notified to the APB Case Review Coordinator (figures are for Western Bay - Swansea and NPT). Reaching 64% of these cases is a very good outcome due to the nature of the cohort of people who suffer overdoses being chaotic and complex. Outreach have been working business as usual during the pandemic but with limitations. In relation to the 72 hour protocol, where outreach workers aim to make contact within 72 hours after the overdose was reported, during the pandemic this was being followed as much as possible but was dependant on staffing etc.</p> <p>No data available for 2019/20 and no target was set for 2020/21.</p>						
PI/485 - Percentage of SMAF (Substance Misuse Action Fund) grant utilised in the financial year			100	100	N/a	 Green
<p>SMAF Budget £2.9m</p> <p>100% of the budget was allocated with no slippage to 21 services across Western Bay and six programme support schemes including the APB Team, Harm Reduction Lead, Case Review Coordinator and Data Management.</p> <p>The services supported 3,032 service users during 2020/21 with 1,466 being new service users (figures are for Western Bay - Swansea and NPT).</p> <p>The funding also paid for six members of staff to deliver the priorities of the Area Planning Board and to monitor the quality and value for money of services commissioned.</p> <p>No data available for 2019/20.</p>						











Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/486 - Percentage of SMAF (Substance Misuse Action Fund) project plans produced and agreed by Welsh Government			100	100	N/a	 Green
<p>100% of the plans were submitted and accepted by Welsh Government.</p> <p>Seven project plans were submitted to support the SMAF expenditure plan. The plans outline how the SMAF money will be spent in the region detailing what services will be provided.</p> <p>Plans covered the following areas of provision and support:</p> <ul style="list-style-type: none"> <li>Children and Young People Services</li> <li>Adult Services</li> <li>Family Services</li> <li>APB Support</li> <li>Residential Rehabilitation</li> <li>Farm Reduction</li> <li>Prevention and Education.</li> </ul>						
<b>Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved</b>						
CP/063 - The number of jobs created/safeguarded as a result of financial support by the local authority	456	610	470	280	 RED	 Green
<p>Despite the economic uncertainties of COVID-19 and the difficulties that many of our local businesses have faced throughout the pandemic, many local manufacturing companies have been investing in growth and diversification plans to help secure their future. Consequently, council support has been used to support investment in equipment, new processes, staff training and in some instances, the relocation to new premises within the county.</p>						
CP/067- <b>PAM/030</b> - Percentage of waste, reused, recycled or composted	60.81	61.74	67.56	64.00	 Green	 Green
<p>All figures are subject to Natural Resources Wales ratification.</p> <p>Notwithstanding the COVID-19 pandemic the Council's actions under its waste strategy, assisted by residents and business customers who have been operating, have delivered an improvement of over 5% in the headline recycling figure in the last year, such that the Council's position is comfortably above the current statutory target of 64%.</p> <p>Please see supporting measures below (Pi/346 to Pi/350).</p> <p>All Wales performance for 2019/20 is 65.1%</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/346 - WMT/010i - The percentage of local authority municipal waste prepared for re-use	0.24	0.24	0.04	N/a	N/a	N/a
PI/347 - WMT/010ii - The percentage of local authority municipal waste: incinerator bottom Ash/Residual waste recycling rate.	4.04	2.30	10.18	N/a	N/a	N/a
PI/348 - WMT/010ii - The percentage of local authority municipal waste: Kerbside dry recycling rate	20.61	22.02	23.43	N/a	N/a	N/a
PI/349 - WMT/010ii - The percentage of local authority municipal waste: Household Waste Recycling Centres dry recycling rate	20.61	19.84	16.80	N/a	N/a	N/a
PI/350 - WMT/010iii - The percentage of local authority municipal waste collected as source segregated Bio-wastes and composted or treated biologically in another way	15.83	17.22	17.11	N/a	N/a	N/a
CP/068 - <b>PAM/043</b> - Kilograms of residual waste generated per person	216.46	182.02	209.70	N/a	N/a	N/a
<p>Full year 2020/21 is provisional data: 30,052,450 kilograms/143,315 population.            We did however see an increase in Kilograms of residual waste generated per person for 2020/21 to 210 kilograms (182 kilograms in 2019/20). As a result of the COVID-19 pandemic, more people were restricted to work or stay at home, which resulted in more recycling and waste being presented for collection at the kerbside. Whether this trend is sustained will become more apparent as we move forward.</p> <p>No target has been set for this indicator. All Wales 2018/2019 full year data is 180.</p>						
CP/069 - <b>PAM/010</b> - Percentage of streets that are clean	93.57	93.84	90.65	93.86	 Amber	 Amber
<p>The figure is taken from snapshot surveys over the year. Performance for 2020/21 has been impacted by resource availability during the ongoing COVID-19 pandemic.            All Wales data for 2018/19 (latest available) is 94.0%.</p>						
CP/070 - <b>PAM/035</b> - Average number of days to clear fly-tipping	3.21	2.97	2.84		 Green	N/a
<p>Full year data 2020/2021 is 4445/1566 (2.84 days) compared to 2680/901 (2.97 days) in 2019/2020.            For a portion of the year, investigations into fly tipping were restricted because of the COVID-19 pandemic, as a result calls were referred directly to the cleansing crews for clearance, which has resulted in the improved response time, despite the increase in reported incidents this year.            Neath Port Talbot saw an increase in fly tipping at the start of the COVID-19 lockdown, despite the Council suspending restrictions on excess waste presentation.            No target has been set for this indicator for 2020/21. All Wales data for 2018/19 (latest available data) is 2.2 days.</p>						





Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/072 - Number of visits to our theatres	239481	217161		240000	N/a	N/a
No data available for 2020/21 as all theatres were closed due to the COVID-19 pandemic.						
CP/073 - <b>PAM/040</b> - Percentage of quality indicators achieved by the Library Service	75.00	66.67		65.00	N/a	N/a
Data is not available until November 2021. All Wales data for 2018-19 is 80.31%.						
CP/074 - <b>PAM/017</b> - Number of visits to leisure centres per 1,000 population	8063.71	7758.12		8700.00	N/a	N/a
No quality data is available for 2020/21 as all facilities were closed for nine months due to the COVID-19 pandemic. All Wales data for 2018/19 (latest available) is 9,116.						
CP/077 - Number of biodiversity rich areas protected and/or enhanced	43	43	43	50	 Green	 Red
The figure is based on the current list of nature conservation sites, which includes Local Nature Reserves, 'Working with Nature' sites and areas that have previously been managed as part of the conservation verge/area scheme. Following a review of the list of sites, a small number of sites were removed.						
CP/078 - Number of PM10 breaches in the Air Quality Management Area (Port Talbot / Taibach)	19	7	16	35	 Red	 Green
This is the cumulative figure from 1 April 2020 to 31 March 2021 taken from the official monitoring station at Port Talbot Fire Station, it is below the annual target of 35.						
CP/083 - <b>PAM/020</b> - Percentage of A roads in poor condition	5.22	4.99	3.38	5.00	 Green	 Green
3.4% of A roads are in poor overall condition. This is below our target of 5% for 2020/21 and is an improvement on the 2019/20 figure of 4.99%. The local authority is responsible for the maintenance of a road network approximately 855 kilometres in length. The network is subject to a comprehensive range of technical surveys and inspections each year and the resultant information is evaluated to produce a prioritised list of schemes in line with the resources available. This process helps to ensure that limited finances are spent to best effect. Consequently, some sections of road identified by the performance indicators as being 'in poor overall condition' (based on SCANNER data) have been included in recent works programmes. In addition, investment has also been directed towards other sections of the A class network that display different defect characteristics to those reported by SCANNER. It is anticipated that improvements on the Council's A class roads will be reflected in the KPI figures over the next year as the SCANNER survey recognises the benefits of the recent surfacing works undertaken along the A class road network. All Wales data for 2018/19 is 3.9%.						



Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/084 - <b>PAM/021</b> - Percentage of B roads in poor condition	3.28	2.84	2.40	5.00	 Green	 Green
<p>2.4% of B roads are in poor overall condition. This is below our target of 5% for 2020/21 and is an improvement on the 2019/20 figure of 2.84%. The local authority is responsible for the maintenance of a road network approximately 855 kilometres in length. The network is subject to a comprehensive range of technical surveys and inspections each year and the resultant information is evaluated to produce a prioritised list of schemes in line with the resources available. This process helps to ensure that limited finances are spent to best effect. Consequently, some sections of road identified by the performance indicators as being 'in poor overall condition' (based on SCANNER data) have been included in recent works programmes. In addition, investment has also been directed towards other sections of the B class network that display different defect characteristics to those reported by SCANNER. It is anticipated that improvements on the Council's B class roads will be reflected in the KPI figures over the next year as the SCANNER survey recognises the benefits of the recent surfacing works undertaken along the B class road network.</p> <p>All Wales data for 2018/19 is 4.5%.</p>						
CP/085 - <b>PAM/022</b> - Percentage of C roads in poor condition	4.90	5.68	4.78	10.00	 Green	 Green
<p>4.8% of C roads are in poor overall condition. This is below our target of 10% for 2020/21 and is an improvement on the 2019/20 figure of 5.68%. The local authority is responsible for the maintenance of a road network approximately 855 kilometres in length. The network is subject to a comprehensive range of technical surveys and inspections each year and the resultant information is evaluated to produce a prioritised list of schemes in line with the resources available. This process helps to ensure that limited finances are spent to best effect. Consequently, some sections of road identified by the performance indicators as being 'in poor overall condition' (based on SCANNER data) have been included in recent works programmes. In addition, investment has also been directed towards other sections of the C class network that display different defect characteristics to those reported by SCANNER. It is anticipated that improvements on the Council's C class roads will be reflected in the KPI figures over the next 3 years as the SCANNER survey recognises the benefits of the recent surfacing works undertaken along the C class road network.</p> <p>All Wales data for 2018/19 is 14%.</p>						
CP/113- <b>PAM/018</b> - Percentage of all planning applications determined in time	96.71	97.44	95.40	95.00	 Amber	 Green
<p>723 of 742 applications for 2020/21. Overall performance as expected, with applicants usually agreeing to extensions of time.</p> <p>All Wales data for 2018/19 is 88%.</p>						
ELLL - LCL001 - The number of visits to public libraries during the year, per 1,000 population	5347.67	4877.51	585.03	4800.00	 Red	 Red
<p>The number of visitors to libraries has been affected by the COVID-19 pandemic. When libraries were able to reopen - September to December - they did so on significantly reduced hours and with a restricted service.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/280 - <b>PAM/019</b> - Percentage of planning appeals dismissed	61.54	50.00	76.92	63.00	 Green	 Green
10 of 13 for 2020/21. Appeals performance for 2020/21 is above the national average, and showing that decisions have been correct and able to be robustly defended. All Wales data for 2018/19 is 67.6%.						
PI/325 - Legal Services - Successful prosecutions for unauthorised waste disposal	82		7		N/a	N/a
COVID-19 has impacted upon the volume of instructions which have come in over this period. Client officers being unable to provide instructions due to restrictions, but these are now easing and it is anticipated that new instructions will be coming in. There were no figures recorded in 2019/20 due to the COVID-19 pandemic. There is no target set for this measure.						
PI/366 - PLA/M002 – Planning - Average time taken from receipt of application to date decision is issued - days	83.76	69.91	76.79	90.00	 Red	 Green
Although there remains room for improvement, the average 'end to end' performance remains reasonable.						
PI/372 - PLA/004d - The percentage of all other planning applications determined during the year within 8 weeks	78.35	79.72	75.45	81.00	 Red	 Red
8 week performance during 2021/22 has been affected by numerous factors including the COVID-19 pandemic, working from home (including technical difficulties) and the retirement of experienced officers. In this context, performance on 'all other' applications remains acceptable, but will need to be improved as we emerge to a 'new way of working' post pandemic.						
PI/373 - PLA/M004 - The percentage of major planning applications determined during the year within 8 weeks	25.00	31.58	25.00	40.00	 Red	 Red
8 week performance during 2021/22 has been affected by numerous factors including the COVID-19 pandemic, working from home (including technical difficulties) and the retirement of experienced officers. In this context, performance on major applications remains acceptable, but will need to be improved as we emerge to a 'new way of working' post pandemic, especially given the need to ensure that planning is at the forefront of economic recovery.						
PI/374 - PLA/004c - The percentage of householder planning applications determined during the year within 8 weeks	98.00	91.21	76.87	97.00	 Red	 Red



8 week performance during 2021/22 has been affected by numerous factors including the COVID-19 pandemic, working from home (including technical difficulties) and the retirement of experienced officers. In this context, performance remains acceptable, but has been particularly badly hit and will need to be improved, as we emerge to a 'new way of working' post pandemic.

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/375 - PLA/004b - The percentage of minor planning applications determined during the year within 8 weeks	76.24	78.11	57.58	80.00	 Red	 Red


8 week performance during 2021/22 has been affected by numerous factors including the COVID-19 pandemic, working from home (including technical difficulties) and the retirement of experienced officers. In this context, performance remains acceptable, but has been particularly badly hit and will need to be improved as we emerge to a 'new way of working' post pandemic.

PI/376 - PLA/002 - The percentage of applications for development determined during the year that were approved	96.90	97.84	96.55	95.00	 Amber	 Green
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Decisions remain at expected levels.

PI/380 - PLA/M001 – Planning - Average time taken from receipt of application to validation of application – days.	13.06	11.92	12.76	15.00	 Red	 Green
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Performance remains within acceptable limits, with officers continuing to return invalid applications once invalid notices have expired.




PI/430 - Percentage of private water supplies where a risk assessment has been carried out in accordance with drinking water standards	100.00		100.00	100.00	N/a	 Green
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No risk assessments were completed due to COVID-19 restrictions. Alternative means of intervention was undertaken in accordance with instruction from the Drinking Water Inspectorate.





Full year 2019/20 data not available due to COVID-19.









PI/432 - Number of accessible routes increases (by kilometers) in accordance with the Existing Route Map and Integrated Network Map - Pedestrian routes	2.40	0.00	0.00		N/a	N/a
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During the 2020/21 financial year 0 KM of pedestrian routes were added to the network.  
No target set for this measure.






Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/433 - Number of accessible routes increases (by kilometers) in accordance with the Existing Route Map and Integrated Network Map - Cycle routes	2.40	2.88	3.75		 Green	N/a
<p>There was some COVID-19 related delays to works, however the following improvements were undertaken during 2019/20 and 2020/21 financial years:            NCN47/46 Neath Canal (Neath to Tonna) - 3.1km (completed in 20/21);            NCN43 Pontardawe - 3.5km (phases completed in 19/20 and 20/21).            A total of 6.63km of improvements.            No target has been set for this measure.</p>						
PI/458 - Number of visitors to Neath Town Centre	5454974				N/a	N/a
<p>The data collection source, Springboard, made the decision that during the pandemic, the levy to collect data would not be conducted due to a lack of funds. Following a negative ballot in February 2021, Neath Inspired closed for business in March 2021. There are no means to continue collecting the data in the near future, however alternatives are being considered.            No target set for 2020/21. No data available for full year 2019/20 due to the COVID-19 pandemic.</p>						
PI/459 - Bring forward high quality office and light industrial space for inward investment expansion	0	999	38000		 Green	N/a
<p>38,000 sq.ft of refurbished high quality office space brought forward for business expansion/new investment at the former Crown site in Neath and the Mardon Park development on Baglan Energy Park. In addition, we have initiated the take up of 160,000 sq ft of industrial space at Crown, works are ongoing on projects such as the Baglan Bay Technology Centre, Plaza development in Port Talbot and 8 Wind St Neath and discussions continue with the private sector to bring forward a further 300,000 sq. ft. industrial/office space.            Full year data not available for 2019/20 due to the COVID-19 pandemic, however 999 sq.ft. was reported upto 31 December 2019 for the 2019/20 financial year which was due to the refurbished high quality office space created at the former Port Talbot Magistrates Court.            No target set for this measure.</p>						
PI/463 - % of contracts awarded to local companies as a result of delivering community benefit clauses in Council tenders	60.00	30.00	57.00		 Green	N/a
<p>Despite construction projects initially slowing down in the first quarter of 2020/21, activity substantially increased as the year progressed resulting in 57% of all contracts being awarded to local companies.            No target set for 2020/21 due to the COVID-19 pandemic.</p>						






Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/464 - Number of tourism operators supported by the council	28	62	53		 Red	N/a
<p>The Tourism Team provided continued advice and guidance to tourism sector businesses relating to COVID-19 financial support and operating in accordance with the Welsh Government's Tourism and Hospitality Sector guidance. Many of these 53 businesses were assisted multiple times during the year. The team also managed the process for issuing Exemption Certificates (in partnership with Environmental Health) to allow accommodation providers to accommodate eligible individuals (such as key workers) during COVID-19 lockdown periods. The Team also conducted two online training events relating to social media and forthcoming marketing campaigns. Due to the economic impact of COVID-19, enquiries from new tourism businesses decreased in comparison to the previous year (this is reflected in the decrease in outputs achieved against this indicator) however three new tourism operators were assisted in 2020/2021.</p> <p>No target set for 2020/21.</p>						
PI/465 - Number of Destination Management Plan actions delivered.	24	29	14		 Red	N/a
<p>The Tourism Team worked with destination partners such as Natural Resources Wales and Brecon Beacons National Park to manage visitor flows during the various COVID-19 lockdowns and during the reopening of the visitor economy. This involved publicising route closures due to COVID-19 lockdown and delivering measures to reduce the impacts of significant visitor number on local communities once lockdown restrictions lifted.</p> <p>The team secured £268,000 funding from Valleys Regional Park to designate Afan Forest Park as a Valleys Regional Park Gateway and worked with Natural Resources Wales to begin the process of devising a 'masterplan' for the future development of Afan Forest Park as a visitor destination.</p> <p>The Tourism Team continued to engage with the Destination Management Steering Group throughout the pandemic, which was a valuable source of information on how the pandemic affected the tourism industry. A bed stock survey was completed to establish an accurate picture of accommodation provision within Neath Port Talbot. As Wales (and the UK) were in significant periods of lockdown there were large parts of the year where the destination was closed to visitors, this is reflected in the decrease in the number of destination management actions delivered this year.</p> <p>No target set for 2020/21.</p>						
<b>4 Governance and Resources (cross cutting) - To ensure the business of the Council is managed to maximise the long term benefit for the citizens of Neath Port Talbot</b>						
CP/086 - <b>PAM/001</b> - Number of working days lost to sickness absence per employee - Sickness FTE days lost	9.79	12.13	8.13	9.00	 Green	 Green
<p>In comparison, our sickness absence for 2020/21 shows a significant reduction compared to 2019/20, from 12.13 FTE (full time equivalent) days lost due to sickness absence per employee to 8.13 days. Both short-term absences and long-term absences have significantly reduced over the year, and absence has decreased across all service areas. The decrease is due to a number of factors including unusually high sickness levels in 2019/20, homeworking had an impact and social distancing and associated regular hygiene practices e.g. wearing face masks, hand washing etc. would also have had an impact in the reduction.</p> <p>More information can be found in our <a href="#">Workforce Information Report</a>, reported to personnel committee on 7 June 2021.</p> <p>All Wales data for 2019/20 is 11.2</p>						




Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/087 - Percentage of eligible people registered to vote	94.29	96.13		94.30	N/a	N/a
<p>The way this measure is collected changed during 2020/21 i.e. Data is collected via three routes:  Route 1: Department for Work and Pensions and local data matching  Route 2: Unmatched properties  Route 3: Properties of multiple occupation e.g. residential care homes and student accommodation</p> <p>The new measure going forward and included in the 2021-23 Corporate Plan is : % Local Government Electors (via all routes) verified and registered to vote:  <b>Baseline data for 2020/21 for this new measure is 96.2%</b></p>						
CP/088 - Number of statutory recommendations made by the council's external auditors on strategic and operational planning arrangements	0	0	0	0	 Green	 Green
<p>The Audit Wales Annual Audit Summary Report for 2019/20 (which replaces the Annual Improvement Report), was received by the council in March 2021 with no formal recommendations for the Council. However the Auditor General has made a number of recommendations, proposals for improvement and opportunities for improvement deriving from local and national work they have undertaken. The summary which also has links to the work undertaken by Audit Wales has been published on the Audit Wales website and is available <a href="#">here</a>.</p>						
CP/097 - CS/001 - Customer Services - Average customer waiting times (face to face)	6.50	8.00		8.00	N/a	N/a
No data available for 2020/21 as civic buildings closed April to September 2020. Civic buildings opened end of September 2020 for pre- booked appointments only.						
CP/098 - CS/004 - Customer Services - Percentage of customers leaving before being seen	0.13	0.34		0.25	N/a	N/a
No data available for 2020/21 as civic buildings closed April to September 2020. Civic buildings opened end of September 2020 for pre- booked appointments only.						
CP/101 - CS/002a - Customer Services - Average time (seconds) to answer telephone calls in Welsh	20	45	51	25	 Red	 Red
<p>At the beginning of the year, linked to the COVID-19 pandemic, all staff moved to a home working model and the demand moved from a combination of face-to-face and telephony to telephony only. In quarter one, the Council operated with a reduced number of services on offer which resulted in a slight reduction in demand from the preceding year. As services resumed often with a different operating model, contacts increased significantly which unfortunately resulted in increased wait times. Although performance improved the impact carried through quarters 3 and 4. This performance comment also relates to CP/102, PI/421 and PI/422 below.</p>						




CP/102 - CS/002b - Average time (seconds) to answer telephone calls in English	22	52	43	25	 Green	 Red
PI/421 - CS/003a - Customer Services - Percentage of telephone calls in Welsh abandoned after 5 seconds	16.33	31.29	23.87	No target set	 Green	N/a
PI/422 - CS/003b - Customer Services - Percentage of telephone calls in English abandoned after 5 seconds	3.90	9.37	6.69	No target set	 Green	N/a
<b>Performance Indicator</b>	<b>Actual 18/19</b>	<b>Actual 19/20</b>	<b>Actual 20/21</b>	<b>Target 20/21</b>	<b>RAG Against 19/20 Actual</b>	<b>RAG Against 20/21 target</b>
CP/103 - DBC/001 - Percentage of transactions completed on-line (new on-line services)	76.42	78.17	89.33	85.00	 Green	 Green
<p>Full year 2020/21: 193,813 of 216,960 compared to Full year 2019/20: 75,598 of 97,168</p> <p>The figures show since the beginning of the COVID-19 pandemic transactions have increased significantly for those services listed below with the majority of the increases due to the recycling centre reopening with an online booking system.</p> <p>This measure only relates to the following services: Bulk Collections, Van Permits/recycling centre bookings, Refuse and Recycling Equipment and Missed Waste Collections. There are a significant number of online services outside of these service areas of which the total number of transactions is not easily accessible.</p> <p>As a result of the above, this measure is to be replaced by two new Corporate Plan measures for 2021/22 which are:</p> <ul style="list-style-type: none"> <li>- Number of new services available online.</li> <li>- Number of hits to the Corporate Website (this will be separated into Welsh and English hits).</li> </ul>						
CP/105 - CFH/008 - Percentage of non-domestic rates due for the financial year which were received by the local authority	98.08	98.71	98.06	98.00	 Amber	 Green
<p>Full year 2020/21 data is £35.94m of £36.65m compared 2019/20 data of £42.64m of £43.20m.</p> <p>Throughout 2020/21 National Non Domestic Rates collection was significantly reduced due to the impact of the COVID-19 pandemic on businesses. In addition to this, many payments were deferred until the new year.</p> <p>However, deferred payments were received as planned towards the end of the financial year and the full year collection rate target has been achieved, albeit slightly lower than the collection rate in 2019/20.</p>						















Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
CP/106 - PAY/001 - Percentage of invoices paid within 30 days	93.22	94.25	93.35	95.00	 Amber	 Amber
<p>The total number of invoices paid 1 April 2020 to 31 March 2021 was 83,582. The total paid within 30 days was 78,026. This is below the target but is within the expected level of performance. Working from home has had an impact on performance, but not significantly and we have continued to pay our suppliers despite the outbreak of the pandemic.</p> <p>In 2019/2020 financial year 108,431 invoices were paid, with 102,192 being paid within 30 days. There is a decrease in the number of invoices paid for the financial year 2020/2021 as alternative payment methods have been developed including 'on account' payments as a result of the COVID-19 Pandemic.</p> <p>During 2020/2021 the amount of interest paid to suppliers was nil. The amount of interest the council was liable to pay was £110,624.48.</p>						
CP/107 - CFH/007 - Percentage of council tax due for the financial year which was received by the authority	98.05	98.07	97.54	98.00	 Amber	 Amber
<p>Full year 2020/21 data is: £74.47m of £76.35m compared to full year 2019/20 data is: £71.17m of £72.57m.</p> <p>The council tax collection process has been adversely affected by the COVID-19 pandemic as many tax payers have been affected financially during the pandemic, this has resulted in a slightly lower full year collection rate for 2020/21.</p> <p>No recovery action was taken for the first three months of the financial year as the Council was mindful of the impact of the pandemic on taxpayer's ability to pay during uncertain, unprecedented times. On the 1 July, "soft reminders" were issued to those customers who had not paid their council tax to encourage engagement with the council tax team to discuss payment plans. The formal recovery process did not commence until the 22 July 2020.</p> <p>Considering the above, the year-end collection rate was better than anticipated.</p>						
CP/114 - Percentage of people aged 3 and over who can speak Welsh	25.26	20.62	22.47	N/a	 Green	N/a
<p>2020/21: latest data is for the year ending December 2020. 30,600 Welsh speakers and population of people aged 3 and over in the borough was 136,200</p> <p>Data is taken from the annual datasets from the Annual Population Survey (APS) which is carried out by the Office for National Statistics (ONS). As the data comes from a survey, the results are sample-based estimates and therefore subject to differing degrees of sampling variability.</p> <p>Since the end of March 2020, the APS has been conducted via telephone interviews instead of face-to-face interviews, as a result of the pandemic. The ONS has been monitoring the impact this change has had on the survey and as a result have re-weighted the survey for January to June 2020 (i.e. quarters 1 and 2 of 2020). They found that a change in the survey mode resulted in a higher proportion of owner-occupiers participating in the survey and a lower proportion of renters responding to the survey than before the pandemic.</p> <p>As a consequence of the pandemic progress on the Welsh Language Promotion Strategy during 2020/2021 has been limited and this has provided an opportunity to realign the reporting period with that of our other plans; March-April. Progress for the period September 2019-March 2020 was reported to Cabinet in February 2021. The Annual Report for April 2020 –March 2021 will be reported during autumn 2021.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/163 - Communications - On-line newsroom: Number of hits to newsroom page	29305	37789	25213		 Red	N/a
<p>The COVID-19 response saw the creation of the <a href="http://www.npt.gov.uk/coronavirus">www.npt.gov.uk/coronavirus</a> page, which became the main index page for council and partner information relating to the pandemic. Corporate communications activity was therefore focused on this page rather than the news room. This reason, coupled with social media activity signposting readers directly to relevant press releases, meant that the newsroom page saw a significant decrease of around 33% (12,576 hits) compared to the previous year 2019/20. The new coronavirus page had 85,365 page hits in the 2020/21 reporting year (equivalent to a 55.73% increase in traffic compared to the newsroom in 2019/20).</p> <p>The 'hits' are the number of visits to the 'Newsroom' page on the council's corporate website (number does include repeat visits by the same person). The page: <a href="http://www.npt.gov.uk/Newsroom">www.npt.gov.uk/Newsroom</a> features a mix of multimedia content including the latest press releases, blog posts, videos, featured web pages and social media links.</p> <p>No target has been set for this measure.</p>						
PI/164 - On-line newsroom: Number of hits to press releases	148795	165605	176282		 Green	N/a
<p>2020/21 reporting year saw a significant increase in hits to the press release pages, despite an increasing emphasis on social media posting.</p> <p>This can be attributed in part to the interest in press releases about the COVID-19 response and Skewen flood updates, also to social media activity signposting readers directly to relevant press releases rather than via the 'newsroom page'.</p> <p>No target has been set for this measure.</p>						
PI/166 - Communications - Ezine: Number of subscribers (broken down into English, Welsh and Bilingual)	424	1256	1972	2000	 Green	 Amber
<p>The number of subscribers to 'NPT News' the council's Ezine has continued to grow steadily, falling just short of the target of 2,000 by 30 March 2021. The focus on COVID-19 communications resulted in limited activity to promote sign-ups, however the Ezine is part of a wider increase in uptake of digital channels.</p> <p>Subscribers: Welsh: 17, Bi-lingual: 33 and English: 1,922</p>						
PI/172 - Communications - Employee communications: Number of hits on intranet/staff portal 'Employee News' stories	32120	47372	27411		 Red	N/a
<p>Meeting challenges such as home working, redeployment and the critical importance of keeping frontline staff updated with current information required the creation of a number of new internal communications channels and less emphasis on the intranet's 'Employee News' function (the intranet only being available to employees who have access to council devices).</p> <p>The figure reported above does also not include the number of hits to the staff portal for 2020/21 year, or the number of 'views' for the new staff sway/loop (for the month of August 2021 the average number of views for these publications was 2,115).</p> <p>No target has been set for this measure.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/217- Communications - Number of hits to our consultation webpage	3725	5710	2065		 Red	N/a
<p>There were less hits on the consultation web page compared to the previous year, driven by a combination of fewer consultations taking place and promotional activities directing respondents to the online consultation forms rather than via the consultation web page.</p> <p>The average number of responses per consultation, however, increased with notably higher responses to the following consultations:</p> <ul style="list-style-type: none"> <li>• Budget 2021/22 – 1,069 responses</li> <li>• Employee Communications &amp; Engagement Survey - 601 responses</li> <li>• Community Impact Assessment – 1,259 responses</li> <li>• TTP scheme and COVID-19 vaccine survey – 1,014 responses</li> </ul>						
PI/218 - Number of hits to the Corporate Website (combined hits to Welsh and English pages)	3036058	3572115	4003520		 Green	N/a
<p>There has been a 12% increase in the number of hits (combined Welsh and English) to the council website during 2020/21 compared to 2019/20.</p> <p>Reason to follow</p> <p>The breakdown of the hits into Welsh/English is:</p> <p>Welsh: 23,423</p> <p>English: 3,980,097</p> <p>Hits to the council website have increased due to the COVID-19 pandemic which has resulted in increased access to online services. Changes include information on COVID-19 and TTP, provision of business grants, free school meals and Safe &amp; Well Service and a shift of council services from a Face-2-Face or telephony contact to an online provision. The Skewen flooding also resulted in an increased number of visits as information and services were provided.</p> <p>The number of hits may reduce overall next year as whilst an increased number of services will be available a reduction in the impact of demands caused by the pandemic will hopefully abate.</p> <p>No target set for this measure for 2020/21. This measure will be a corporate plan key performance indicator from 2021/22.</p>						
PI/219 - DBC/008 -Corporate Website: Percentage very satisfied/satisfied or OK with ease of getting around site	85.71	83.33	92.86		 Green	N/a
<p>52 of 56 responses very satisfied/satisfied/Ok during 2020/21.</p> <p>We are always looking for ways to improve the site and make sure it is focused on users.</p> <p>Next year, these measures are expected to be replaced with measures to</p> <ul style="list-style-type: none"> <li>• Capture the user experience on a sliding scale</li> <li>• Report on compliance with “Accessibility Guidelines”.</li> <li>• Percentage of transactions successfully completed</li> </ul> <p>No target set for this measure in 2020/21 due to the COVID-19 pandemic. Measures will be developed in 2021/22 and reported on from quarter 3.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/220 - DBC/009 - Corporate Website: % very satisfied/satisfied or OK with ease of finding information/services.	88.10	82.76	82.76		 Green	N/a
<p>48 of 58 responded to the survey during 2020/21.</p> <p>We are always looking for ways to improve the site and make sure it is focused on users.</p> <p>Next year, these measures are expected to be replaced with measures to</p> <ul style="list-style-type: none"> <li>• Capture the user experience on a sliding scale</li> <li>• Report on compliance with “Accessibility Guidelines”.</li> <li>• Percentage of transactions successfully completed</li> </ul> <p>No target set for this measure in 2020/21 due to the COVID-19 pandemic. Measures will be developed in 2021/22 and reported on from quarter 3.</p>						
PI/221 - DBC/007 - Corporate Website: Percentage of customers very satisfied/satisfied or OK with improvements made to services available on-line – General look and feel	100.00	79.31	89.47		 Green	N/a
<p>41 of 57 survey responses during 2020/21.</p> <p>We are always looking for ways to improve the site and make sure it is focused on users.</p> <p>Next year, these measures are expected to be replaced with measures to</p> <ul style="list-style-type: none"> <li>• Capture the user experience on a sliding scale</li> <li>• Report on compliance with “Accessibility Guidelines”.</li> <li>• Percentage of transactions successfully completed</li> </ul> <p>No target set for this measure in 2020/21 due to the COVID-19 pandemic. Measures will be developed in 2021/22 and reported on from quarter 3.</p>						
PI/314 - Legal Services -Number of tenders awarded to SME (Small Medium Enterprise) and Local Operators	33	33	14		 Red	N/a
<p>12 SMEs and 2 local (NPT) during 2020/21.</p> <p>The overall number of contracts awarded in 2020/21 is down on previous years. Also, there will be qualitative factors such as the nature of the contracts awarded etc.</p> <p>No target set for this measure.</p>						
PI/315 - Legal Services - Percentage of legal spend on external legal advice	1.61		0.05		N/a	N/a
<p>Legal Services overall spend for 2020/21 was £2,277,575 of which £1,077.16 was spent on external legal advice fees. Figures were not recorded for 2019/20 due to the COVID-19 pandemic.</p> <p>The reduction in cost is due to more work being undertaken in house with no need for external solicitors, where external legal advice is only undertaken when the necessary specialism is not in house. We have actively tried to keep work in-house as much as possible and utilise staff training to help cover areas which are new and emerging.</p> <p>No target set for this measure.</p>						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/321 - Legal Services -Number of cremations undertaken	1440	1517	1813		 Red	N/a
1,813 Cremations took place at Margam Crematorium for 2020/21 as opposed to 1,517 in 2019/20. The significant increase this year may have been due to the impact of the COVID-19 pandemic, however, we don't have the records to confirm that. No target set for this measure.						
PI/327 - ICT - Percentage of support calls responded to within 1 hour	76.00				N/a	N/a
No data available for 2019/20 and 2020/21 due to change in operating model linked to the COVID-19 pandemic.						
PI/328 - ICT - Percentage of projects completed on time	80.00				N/a	N/a
No data available for 2019/20 and 2020/21 due to change in operating model linked to the COVID-19 pandemic.						
PI/329 - ICT - System availability	99.9	99.9	99.9	99.0	 Green	 Green
Service maintained 99.9% availability.						
PI/393 - The Percentage of the gross internal area of the local authority's buildings in condition category A - good	21.15	22.98	23.04		 Green	N/a
The GIA (Gross Internal Area) of condition category A buildings is broadly the same as the previous year, albeit a slight improvement. No target is set for this measure.						
PI/394 - The Percentage of the gross internal area of the local authority's buildings in condition category B - satisfactory	23.85	25.21	25.27		 Green	N/a
The GIA (Gross Internal Area) of condition category B buildings is broadly the same as the previous year, albeit a slight improvement. No target is set for this measure.						

Performance Indicator	Actual 18/19	Actual 19/20	Actual 20/21	Target 20/21	RAG Against 19/20 Actual	RAG Against 20/21 target
PI/395 - The Percentage of the gross internal area of the local authority's buildings in condition category C - poor	47.46	43.86	43.78		 Green	N/a
The GIA of condition category C buildings has been reduced due to the disposal of buildings. No target is set for this measure.						
PI/396 - The Percentage of the gross internal area of the local authority's buildings in condition category D - bad	7.53	7.95	7.91		 Green	N/a
The GIA of condition category D buildings has been reduced due to the disposal of buildings. No target is set for this measure.						
PI/397 - The Percentage of the total value of required maintenance for the local authority's buildings assigned to works of priority level 1 - Urgent	15.90	17.68	17.40		 Green	N/a
Percentage figure is broadly the same as the previous year, albeit a slight improvement. No target is set for this measure.						
PI/398 - The Percentage of the total value of required maintenance for the local authority's buildings assigned to works of priority level 2 - Essential	72.62	64.05	64.22		 Amber	N/a
The value for essential maintenance work has slightly increased, due to inflation cost adjustments. No target is set for this measure.						
PI/399 - The Percentage of the total value of required maintenance for the local authority's buildings assigned to works of priority level 3 - Desirable	11.48	18.27	18.38		 Green	N/a
The value for desirable maintenance work has slightly increased due to the disposal of buildings. No target is set for this measure.						
PI/417 - Legal Services - 7.7(L) - Percentage of standard searches carried out within 10 working days	97.19	99.35	99.33	96.00	 Amber	 Green
99.33% (1,342 of 1,351) of official searches completed within the 10 day turnaround timescale for full year 2020/21, which is broadly the same percentage for 2019/2020. Despite the COVID-19 pandemic, the service has maintained its excellent performance, with only a slight drop in the number of Official Searches overall, and only 1 member of staff able to work during the first quarter of the year.						

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Cabinet

22 September 2021

### Report of

**Report of the Head of Human & Organisational Development – S Rees**

#### **Matter for Decision**

**Wards Affected:** All Wards

**Report Title:** Strategic Equality Plan Annual Report 2020-2021

#### **Purpose of Report**

1. To present the Strategic Equality Plan 2020-2024 Annual Report for the period 2020-2021 for consideration and approval prior to its publication in line with statutory requirements.

#### **Executive Summary**

2. The Annual Report for 2020-2021, attached at Appendix 1, provides an account of progress in meeting the Public Sector Equality Duty and in particular against the revised equality objectives and actions set out in the Strategic Equality Plan 2020-2024.
3. The report is required to meet duties set out Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.
4. The Annual Report reports on progress in meeting the Public Sector Equality Duty through our work in relation to the equality objectives as well as through our other plans and strategies and through the various initiatives and projects we have undertaken over the period.

#### **Background**

5. Under the Equality Act 2010, the Council is required to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance

equality of opportunity and foster good relations amongst and between people of different protected groups. This is known as the Public Sector Equality Duty.

6. In Wales, specific duties have been introduced under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to help public bodies carry out the Public Sector Equality Duty. These include the requirement to publish a Strategic Equality Plan and equality objectives every four years and to report on progress in an annual report for each those financial years.
7. The Council's response to the outbreak of the COVID-19 pandemic followed by our work to revise the Strategic Equality Plan (taking into account the impact of the pandemic on our communities and the Black Lives Matter movement) to meet statutory requirements delayed the publication of the revised Plan.
8. The plan was published in October 2020 with revised actions published in January 2021.
9. As a consequence the Annual Report 2020-2021 contains information on the development of the Plan as well as progress on actions. Some actions have a reporting period of January – March 2021 while others have a longer reporting period. Reporting periods are identified in the report
10. **Key elements of work during 2020-2021**
  - 9,500 Chromebooks and 300 laptops were provided to pupils to facilitate wellbeing support and engagement in learning particularly for those from low income families and where COVID-19 has had particular impact. 940 laptops were purchased for teachers to develop blended and distance learning practices and support them to provide pupils with live or recorded sessions.
  - Services to maintain contact and provide support to pupils especially those at risk of becoming not in education employment or training (NEETs) post 16 were provide in new ways and settings – online, by telephone, even garden visits.
  - Two videos featuring celebrities and young people were made to highlight the importance of school attendance not only for academic reasons but also to help combat the social impact of COVID 19.
  - We continued to promote all available domestic abuse support services and helplines, via social media posts, banners in areas of high footfall and leaflets in key locations across the county borough.



- The BME Community Association undertook consultation to gain an insight into the lived experiences of members of our BME communities. This engagement was undertaken with the support and assistance of our Vulnerable Learners Service, Community Cohesion Officer and the Regional Community Cohesion Coordinator. As a result the identification of barriers, issues and concerns will be considered as part of the work to develop the Council's Corporate Recovery Plan.
- Following the 'Black Lives Matter – a Conversation' held with staff and trade union representatives in September 2020 an action plan was developed to address the issues raised. Some progress has been made but it is recognised that the realisation of all concerns raised will take a significant period of time to achieve.
- Our median (the midpoint in the ranges of hourly rates of men and women) gender pay gap (excluding schools) had reduced to 3.44 % from 3.93% in 2019, while the mean (the difference in the average hourly rate) gender pay gap (excluding schools) was 7.2% in 2020 compared to 9.15% in 2019.
- While the development of an action plan to address issues for those with low net disposable income was in the early stages of development at the pandemic outbreak we were able to make a difference by awarding the remaining EU transition funding we had received from the Welsh Government to a number of local organisations supporting those facing food poverty.
- The NPT Safe and Well Service was established within an extremely short timescale to provide humanitarian assistance for those who were told to shield as well as those told to strictly observe social distancing measures and to limit their contact with other people.

### **Financial Appraisal**

11. The performance described in the Annual Report was delivered within existing budgets.

### **Integrated Impact Assessment**

12. There is no requirement to undertake an integrated impact assessment.

### **Valleys Communities Impact**

13. The Annual Report includes progress made in delivering initiatives within the valley communities.

### **Workforce Impact**

14. The progress described in the annual report was achieved against a backdrop of an unprecedented emergency situation. This has involved a step change in workforce flexibility and innovation underpinned by enhanced use of data and digital technology. A significant number of the Council's workforce were redeployed temporarily to new duties.

### **Legal Impact**

15. This annual report is prepared under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

### **Risk Management**

16. We have a legal duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to produce and publish an annual report every year. Failure to produce an annual report could lead to a compliance notice from the Equality and Human Rights Commission, an independent statutory agency which was established under the Equality Act 2006.

### **Crime and Disorder Impact**

17. The Council has a legal duty under Section 17 of the Crime and Disorder Act 1998 to carry out all its various functions with "due regard to the need to prevent Crime and Disorder in its area".
18. The Strategic Equality Plan contains specific proposals to prevent and address hate crime and domestic abuse and progress has been made to meet these proposals thereby assisting us in discharging the crime and disorder duty.

### **Violence Against Women, Domestic Abuse and Sexual Violence Impacts**

19. The Council has a legal duty under Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 when exercising relevant functions to 'have regard (along with all other relevant matters) to the need to remove or minimise any factors which:
  - (a) increase the risk of violence against women and girls, or
  - (b) exacerbate the impact of such violence on victims.'
20. The Strategic Equality Plan contains specific proposals to prevent and address domestic abuse and progress has been made to meet these proposals thereby assisting us in discharging this duty.

### **Consultation**

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

### **Recommendations**

22. It is recommended that Cabinet considers and approves the Strategic Equality Plan Annual Report 2020-2021.
23. It is recommended that the Head of Human and Organisational Development be given delegated authority to make such changes as may be needed to the Annual Report prior to publication, provided that such changes do not materially alter the content of the document considered by Cabinet.

### **Reason for Proposed Decision**

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

### **Implementation of Decision**

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

### **Appendices**

26. Appendix 1 –Strategic Equality Plan Annual Report 2020-2021

### **List of Background Papers**

27. Strategic Equality Plan 2020-2024
28. [Equality Act 2010](#)
29. [Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)

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Mae'r dudalen hon yn fwriadol wag

Strategic Equality Plan 2020-2024  
Annual Report 2020-2021

Tudalalen237

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## Introduction

This annual report, published in accordance to The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, provides an overview of our work in developing the Strategic Equality Plan 2020-2024, meeting the Public Sector Equality Duty. This annual report also sets out progress against the six equality objectives and associated actions set out in the Strategic Equality Plan 2020-2024 for the period 1 April to 31 March 2021.

We began revising the Strategic Equality Plan during 2019-2020 anticipating its publication in April 2020 - however, circumstances overtook us and the Strategic Equality Plan was finally published in October 2020 with actions to meet the objectives published in February 2021.

Progress against our equality objectives and associated actions is reported either on a full year basis or for the period 1 January – 31 March 2021, indicated accordingly.

## How we got here and the Public Sector Equality Duty

### Development of the Strategic Equality Plan 2020-2024

During 2019-2020, we revised our Strategic Equality Plan taking into account various national and local research findings; latest data available to the Council and issues raised by local equality groups during meetings of our Equality and Community Cohesion Group (consisting of senior officers of the Council, the police, representatives of local equality groups, organisations and communities).

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

We were just weeks away from presenting the Strategic Equality Plan and our revised equality objectives to Cabinet and its subsequent publication in April 2020 when the COVID-19 pandemic hit and we entered the first period of lockdown. All executive reporting arrangements were disrupted and we mobilised an emergency response to the developing national emergency. This had a massive impact on the delivery of our services. Some of our services closed down to assist in reducing the spread of the disease, whilst other services changed so that critical services could operate safely. In addition, new services were established to support our communities through the crisis.

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



However, while lockdown delayed the publication of the Strategic Equality Plan it also provided 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, especially on those from our Black and minority ethnic communities.

At an early stage in the outbreak, we recognised that the Strategic Equality Plan and equality objectives would need to be reviewed to address the impact the pandemic was having on our local communities. It became increasingly apparent as weeks went on that while all communities were being affected, Black and minority ethnic communities were being affected disproportionately; in matters of health, as key workers, with the severe effects on employment as well as accessible education for children and young people.

The horrific killing 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 and minority ethnic communities has brought into sharp focus the deep seated negative attitudes and behaviours that remain towards people from these communities. As a consequence, it was recognised that the equality objectives and actions would need to be reviewed to ensure the impact of these events on our local communities were addressed.

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

This accentuated the need to further review our equality objectives and actions particularly in light of evidence provided to UK and national government committees. As well as, research findings on the impact of the Coronavirus outbreak, the reported concerns of members of Black and minority ethnic communities in direct response to the Black Lives Matter movement and evidence used in the initial development of our equality objectives.

The Equality and Community Cohesion Group, instrumental in the initial development of the equality objectives, again played a crucial role in the assessment and collectively we were satisfied that our equality objectives were an accurate reflection of those areas that cause concern, distress and anguish for many. The equality objectives were published in the [Strategic Equality Plan 2020-2024](#) in October 2020.

However, the actions required further review and alternative actions to better meet the objectives. These were developed with the involvement of our workforce and of our communities, most notably our Black and minority ethnic communities, this has been invaluable in helping identify actions that not only help address the impacts of COVID-19 but also the wider inequalities faced by these communities. The revised [actions](#) were published in January 2021.

We continue to work with our various communities to explore and better understand people's lived experiences and to translate these into relevant actions to help us meet our equality objectives going forward.

### [BAME or BME?](#)

Following events in summer 2020 there appeared to be a marked transition to the use of BAME across government departments, media and academia. While no doubt this was well intentioned to provide a more encompassing collective terminology for communities, it led to the over use and misuse of the term which caused a backlash from various individuals and minority ethnic communities.

We along with many other public bodies adopted this terminology but tried to be mindful of its intended use – an acronym minority ethnic communities rather than used as a word/community in its own right. The NPT BME Community Association were also sceptical about the use of the acronym and informed us that they would prefer the use of BME and ethnic minority. BAME is considered controversial because people are using it as a word as opposed to an acronym e.g. 'BAME woman,' 'BAME solicitor,' 'BAME children... BAME would be ok to use if

each word was written out, but people do not often do this. Over time... (there is a)...fear it will become a meaningless buzzword, thus creating an additional barrier to engagement as some people may want to distance themselves from this word’.

Consequently, going forward we will return to using BME (Black and minority ethnic) or minority ethnic communities or use the individual names of the minority ethnic community in our documentation.

### Street names and monuments in Neath Port Talbot

In light of, and in response to the BLM movement and the numerous anti-racism activities held following the killing of George Floyd in May 2020, the Leader of the Council in his statement to Council in July 2020 recognised that ‘there remain deep seated attitudes and behaviours towards people from Black, Asian and minority ethnic communities which simply cannot continue’ and took ‘this opportunity today to initiate a fresh look at how we work with our Black, Asian and minority ethnic communities in Neath Port Talbot to achieve equality, equity and social cohesion’. As part of this call for action, a local survey was undertaken to identify street names and monuments in Neath Port Talbot that had connections with the slave trade.

At the same time the First Minister announced plans ‘to re-examine the way some of our public monuments and buildings are valued and consider what they say about us, our society today and our shared history... to undertake an audit of Wales’ historic monuments and statues, and the names of streets and public buildings, and identify those sites and names that are associated with the history of black communities in Wales, and in particular the slave trade’ ...Informed by the outcome of this work, we will move to a second phase to determine how we can move forward together and address the concerns it highlights... (and) to determine how we can move forward together and address the concerns it highlights.

We will address the findings of the audits as part of the implementation of the Council's responsibilities for a more holistic approach to both historic as well as future commemorative practices as identified in the final version of the Welsh Government's Race Equality Action Plan, which is anticipated in autumn 2021.

### Race Equality Action Plan (REAP)

The BME Community Association (the Association) carried out community engagement, funded by Welsh Government to help inform their [Race Equality Action Plan](#) (public consultation on the draft action plan closed on 15 July 2021).

The Association worked in partnership with our Community Safety Team and Vulnerable Learner's Service to produce two surveys, one aimed at adults, the other at young people. The aim of this engagement was to gain insight into the lived experiences of BME people in Neath Port Talbot, focusing on housing, community cohesion, education and employment. Both surveys produced similar results in relation to the local community, safety and social inclusion, with respondents agreeing that more needed to be done in relation to social integration and community events.

Engagement identified that in relation to education and achieving potential, local schools and educational settings were successful in ensuring that all pupils are treated fairly, however, more could be done to promote culture and diversity at school.

In terms of the workplace, half the respondents felt that people from BME communities do not receive as many opportunities to progress in the workplace and that there fewer opportunities for them to work in the public sector.

These findings were too late to be considered as part of the revision of the actions, but were submitted to Welsh Government for consideration in the development of the REAP and will be considered as part of our ongoing review of the relevance and appropriateness of the actions to meet our equality objectives.

### Our response during the pandemic

Some of the key work is highlighted in the infographic below, which includes data from the first lockdown up to 31 March 2021.

# Council response during the pandemic

## NPT Safe & Well Service



Our NPT Safe & Well Service supported

**2,600+** residents

**698** volunteers registered



**450+** food parcels delivered weekly



**400+** weekly prescriptions delivered



**Over 6,000** welfare calls to residents

## Business Support

**£47m** Covid grants paid out to local businesses



**2,242** business enquiries assisted resulting in advice, information or financial support

**88** CHARITY/SPORTS CLUBS received £10k each in grant support



Provided **£45m** Business Rates grant relief and

**£8.9m** High Street Business Rates relief



## Pupil Support



...and 300 laptops provided to pupils and 940 laptops for teachers

Delivered road safety training via TEAMS to **over 5,000** pupils



**5,213** pupils are claiming free school meals and **£3.9 million** in payments since first lockdown (up to 31st March 21)

**8** hubs provided daily support to up to

**250** children



**45k** face masks provided to pupils in September 2020

# Council response during the pandemic

## NPT Staff Support

1st council in England and Wales to introduce a "safe leave" policy for victims of domestic abuse working for the council who can take up to five days of paid "safe leave" to access support



**OVER 700**

laptops provided to staff enabling homeworking

**85**

online employee training courses delivered to 3,809 attendees



**800 NPT staff** offered to step into different roles to help with COVID-19

## Other Support

**470 jobs**



created/safeguarded as a result of financial support by the council

**£19.4m**

Council Tax support to 17,389 households



**113,888** COVID-19 webpage views



Permanent accommodation secured for 258 homeless individuals or households

Accessible cycle routes increased by

**6.6km**

(during 2019/20 and 2020/21)



Homecare Staff; 200+ COVID trained and 10,700+ monthly visits to service users

50 playgrounds were made COVID safe



## Working with Partners



Project managed construction of 340-bed field hospital at Llandarcy



**Margam Orangery** used as a Mass Vaccination Centre



NPT Test, Trace and Protect Service contacted **31,079** people

up to 31st March 2021

## BAME Coronavirus Vaccination Forum – tell me more campaign

A Black Asian and Minority Ethnic (BAME) COVID Communications Campaign Group was established to dispel the myths, give reassurances and present the facts, to ensure that everyone can make an informed decision about the vaccinations and to encourage take up. Leading figures from our local BME communities are members of the group and play a key role in delivering these messages.

We are supporting this campaign and some of our staff from our minority ethnic communities lent their support by providing short, written testimonials, photos and/or short video clips about the vaccination for use on the web, social media and other communications platforms.

The Tell Me More campaign continues.

## Immbulance

One of our mobile libraries, which had come to the end of its working life, was donated to Swansea Bay University Health Board to be transformed into a mobile vaccination centre.

Within weeks, bookshelves, a wooden reception desk and carpet were stripped out and replaced with clinical white walls, a sink, vastly improved lighting, a vaccination fridge; secure storage cupboards for on the move, easy clean flooring and curtains to divide it into cubicles.

A wheelchair lift was retained to maintain easy access and a wireless internet connection installed so patient details can be entered straight onto the immunisation database.





The Immbulance, deployed on 25 February 2021 and believed to be the first of its kind in Wales, has been designed to reach people living in more remote communities and people from vulnerable groups who are unable to travel to vaccination centres or GP surgeries, either because of poor transport links or mobility issues.

### The Time to Change Campaign

The Council signed up to the Time to Change Wales Campaign's Employer Pledge in September 2019, which provides a framework for employers to work within to support employees with their mental health. This is a workforce priority, as mental health related absence accounts for the highest number of days lost to sickness absence. Progress against the [action plan](#) is reported on a regular basis to the council's Equality and Community Cohesion Group and the Personnel Committee. A number of events have taken place to raise awareness of mental health and signposting to advice, guidance and support, and in 2021 the Council recruited a network of Champions from its workforce, to help in the mission to reduce the stigma associated with mental ill health and encourage our employees to talk about their mental wellbeing.

### Equalities in Employment

Equalities in Employment information for the period 2020-2021 will be reported to the Equality and Community Cohesion Group and published towards the latter part of 2021-2022.

The data will be for the 12-month period 1 April 2020 to 31 March 2021, or where appropriate, a snapshot of the workforce on 31 March 2021.

Our [gender pay gap report](#), published in June 2021, set out the difference between the average pay of the men and women who work in the Council in 2020. The pay data has been taken from the Council's workforce at:

31 March 2019, 3,784 employees which represents 1,277 (33.75%) males and 2,507 (66.25%) females

31 March 2020, 3,630 employees which represents 1,290 (35.5%) males and 2,340 (64.5%) females

The pay data excludes casual employees and all schools' employees.

The median gender pay gap (excluding schools) in 2019 was 3.93% while in 2020 our median gender pay gap has reduced to 3.44 %.

The median gender pay gap, including and excluding schools, is below the UK national average median gender pay gap of 15.5% in 2020.

## Progress on Objectives

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

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Priority	Action	Progress 2020-2021
<p><b>Priority 1.1</b> All Children and Young People will have improved levels of attainment</p>	<p>We will provide targeted support to families in need, including Armed Forces families, to reduce the potential for children to have an adverse childhood experience</p>	<p>The Welsh Government established Supporting Service Children in Education in Wales Fund` to help mitigate the effect that an Armed Forces lifestyle can have on Service children in our schools. It is administered by the <a href="#">Supporting Service Children in Education (SSCE) Cymru</a> programme and we were awarded £9750 from the fund for the academic Year 2020-2021. The allocation was based on the number of service children in the area – currently 72 children in 26 schools.</p> <p>The Vulnerable Learners Service (VLS) have worked with the Regional Armed Forces Liaison Officer to work with Neath Port Talbot schools to deliver and address training around the barriers faced by service children.</p> <p>An additional grant of £8750 has been awarded for the academic year 2021-22 and plans on how to maximise its usage are currently being considered.</p>
	<p>We will continue to work with</p>	<p>The period of lock down in Wales prevented some</p>

	<p>schools and other relevant settings to support and provide access to work experience, training and professional development opportunities for those who are at risk of becoming not in education employment or training (NEETs) post 16</p>	<p>activity from continuing in particular work placements. However:</p> <ul style="list-style-type: none"> <li>• Cynnydd Youth Engagement workers continued to work in school settings to support the most vulnerable young people. Much of this work focused on emotional wellbeing but for year 11's it also included a focus on transition and completing qualifications. (The Cynnydd project work with those aged between 11 and 24 years old who are at risk of becoming NEET (Not in Employment, Education or Training)).</li> <li>• Cynnydd support was provided virtually to young people not attending schools; workshops with careers and 1-1's, garden visits to go through work and transition support such as Education Maintenance Allowance forms and setting up bank accounts etc. Resources to complete qualifications were also delivered to homes. As a result of all of this, no young person missed out on the qualification they had been working towards.</li> <li>• Our Youth Service Legacy Team supported young people who have been identified as being at risk of becoming NEET from all secondary schools during this period. The interventions varied depending on the needs of the young person and the schools. Legacy Youth Workers supported 176 young people</li> </ul>
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		<p>during this period (74 females and 102 males). The majority of this support was carried out via telephone calls although home visits and one to one support was delivered to young people who were particularly vulnerable or at risk.</p> <ul style="list-style-type: none"> <li>• Virtual training sessions took place with young people attending online Construction Skills Certification Scheme Card training and Virtual Basic Food Hygiene courses. Young people were also supported with CV writing, interview, job application support and helping young people open up bank accounts, get their National Insurance Numbers, general forms of ID required such as Birth Certificates etc.</li> <li>• Legacy staff have been offering young people emotional wellbeing support to those young people who were struggling to re-engage with schools.</li> <li>• During this period, our Legacy Team engaged with young people to identify post 16 destinations and any barriers faced. Work to help engage with post 16 destinations and Careers Wales has begun and from April 2021 plans are in place to visit post 16 destinations such as Neath Port Talbot Colleges Group and Work Based Learning Provisions.</li> </ul>
	<p>We will work with schools to identify those children who</p>	<ul style="list-style-type: none"> <li>• Cynnydd provide opportunities for young people to complete a range of qualifications at KS4, which</li> </ul>

	<p>require specific support at foundation phase and key stages</p>	<p>provide alternatives for young people who have barriers to engaging in mainstream education. These include Princes Trust, ASDA qualifications, work based learning qualifications and BTEC SWEET. To date 170 young people have achieved a qualification through Cynnydd.</p> <ul style="list-style-type: none"> <li>• The Wellbeing and Behaviour Service and Cynnydd, continued to support children and young people to enable them to understand any barriers to engaging with learning. This has included work with children and young people on social and emotional capabilities, trauma support plans and emotional regulation. Families have also been supported over this period; they have been given guidance and resources, such as play boxes, to continue this work at home through the lock down period.</li> <li>• The Educational Psychology Service, including the Early Years Educational Psychology Team work through a collaborative consultation model to help identify the needs of children and young people early. Where relevant, Early Years Educational Psychologists facilitate timely transition meetings from pre-school into Nursery / Foundation Phase, so that support can be provided from the outset. This may include support to develop early language skills, enhanced teaching assistant support or advice and guidance for school staff in relation to</li> </ul>
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		<p>removing barriers to learning. For school aged children, the Educational Psychology Service offers a range of support and advice to all schools across all key stages in order to help identify children's needs and ensure the appropriate support is provided. This includes advice in relation to differentiation, training across a range of areas, consultation, assessment and also work with parents / carers.</p> <ul style="list-style-type: none"><li>• Speech &amp; Language Therapy – A designated therapist supporting social and emotional behaviour disorder (SEBD) provisions in both primary &amp; secondary phases with the aim to improve pupil's confidence and understanding. The therapist will support statemented pupils with speech and language provision. Referrals for individual pupils are made following discussion with the therapist.</li><li>• Specific Learning Difficulties – Multi-sensory literacy packs allocated to secondary SEBD provisions to engage and measure progress for pupils with complex SEBD needs. The aim is to improve the pupil's confidence and self-esteem in all areas of literacy.</li><li>• Occupational Therapy – A sensory pack of resources has been allocated to all Autism Spectrum Disorder (ASD), SEBD &amp; Moderate</li></ul>
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		<p>Learning Difficulty (MLD) provisions. This includes a sensory equipment box allocated to each provision in both primary &amp; secondary phases, along with specific training. In addition to the support and training offered to the specialist provisions, training in Sensory Circuits &amp; Sensory processing have been delivered to schools with a high level of need and to the specialist provisions within Neath Port Talbot. This will support pupils and staff with sensory regulation. In addition to this, the Occupational Therapist has delivered Zones of Regulation training to mainstream schools and specialist provisions. It is a whole school approach to teach regulation and provides a common language to support positive mental health and skill development for all. The framework is designed to help move students toward more independent regulation.</p> <ul style="list-style-type: none"><li>• ASD – to ensure progress is made for pupils within the ASD provisions, PECS training has been offered to all staff. This will ensure that each provision will have access to appropriately trained staff to enable our pupils to make progress with their communication skills.</li><li>• Outdoor learning equipment allocated to all primary specialist provisions to enhance the pupils' outdoor learning experiences with an emphasis on sensory</li></ul>
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		play.
	We will work with schools to ensure all pupils, particularly those from low income families and those where COVID-19 has had particular impact, can access appropriate digital devices	<p>We provided 9,500 Chromebooks and 300 laptops to pupils to facilitate wellbeing support and engagement in learning.</p> <p>940 laptops were purchased for teachers to develop blended and distance practices further and support them to provide pupils with live or recorded sessions.</p>
	We will work with schools to identify those children who require enhanced non-academic support as a consequence of the impact of COVID-19 to help them to fulfil their potential	<p>The impact of the COVID-19 on pupils during the last year has been significant, from accessibility to digital devices to emotional wellbeing support and everything in between.</p> <p>Pupils previously identified and in receipt of support continued to do so while schools and our various services worked together to identify and support those who were particularly in need of support as a consequence of the impact of the pandemic:</p> <ul style="list-style-type: none"> <li>• Laptops and chrome books were distributed to many of our pupils, and staff, to ensure studies could continue.</li> <li>• 260 referrals (41 of which were made by schools) were received for early intervention support for children aged 5-16 years. Support included emotional health and wellbeing, domestic abuse, youth work support, support for children with disabilities or an additional learning need, Team</li> </ul>

		<p>Around the Family. Support was also provided for parents where needed.</p> <ul style="list-style-type: none"><li>• Our Education Welfare Officers (EWOs) made over 1800 contacts (including 560 house visits) during January – March 2021 to deliver devices, sanitary products, pencil cases, food parcels and books and be 'someone' to talk to about pupils' concerns.</li><li>• During the academic year 2020 - 2021, the EWOs met with safeguarding leads in school on a regular basis to identify and support the most vulnerable young people: 200 young people were identified from attendance reports who had not returned and contact was made to support families/the young people.</li><li>• Two videos on non-attendance were made featuring celebrities and young people. These highlighted the importance of attendance for not only academic reasons but also for meeting friends at school, making new friends etc. to combat the social impact of COVID 19.</li><li>• Resources have been developed including transition packs and social stories, to assist in alleviating anxieties and preparing children and young people for a successful return to school.</li><li>• Referrals were made to the Legacy Counsellor for</li></ul>
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		<p>those young people who were suffering from anxiety due to the pandemic.</p> <ul style="list-style-type: none"><li>• Our Wellbeing and Behaviour Service has continued to provide support around SEBD.</li><li>• Our Youth Service Core Team provided one to one support to young people identified by their schools as needing additional support on a range of issues. The work helped young people with their anxieties and give them the opportunity to talk to a trusted adult.</li><li>• Training was provided to all secondary schools and special school staff on supporting young people's emotional wellbeing in preparation for their return to school.</li><li>• Our Educational Psychology Service has continued to offer regular supervision and training for Emotional Literacy Support Assistant (ELSA) staff within schools.</li><li>• Lesson plans were developed to help staff and pupils manage the return to schools following the initial lockdown. These plans were reflective resource to enable and support any concerns that children and young people wanted to discuss following the crisis. The feedback regarding these resources from schools was very positive.</li></ul>
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<p><b>Priority 1.2</b> All children of school age will have improved wellbeing and a greater sense of belonging</p>	<p>We will continue to work with pupils, parents/carers and schools to reduce the number of instances of non-attendance and exclusions in all our schools</p>	<ul style="list-style-type: none"> <li>• Our Wellbeing and Behaviour Service continued to work with children, young people, families, schools and other services to provide support for SEBD. This included working with pupils and staff on school site, carrying out garden visits to support families, multi-agency working and support for our SEBD provisions. Training was delivered to school staff on Working with Pupils with SEBD, Trauma Informed Approaches and Team Teach, all of which include practical tools for emotional regulation and de-escalation.</li> <li>• A trauma informed pastoral support plan has been developed and schools will be consulted on this in the autumn term 2021.</li> <li>• Cynnydd continued to work in schools to support the most vulnerable pupils. Recent feedback from Estyn said that ‘the service plays a key role in supporting vulnerable pupils to improve their behaviour, attainment and attendance’.</li> <li>• 91% of pupils who have left Cynnydd are at reduced risk of becoming NEET due to improved attendance, attainment and behaviour.</li> </ul>
	<p>We will continue to work with parents/carers of pre-school children to ensure that they are</p>	<ul style="list-style-type: none"> <li>• Flying Start and Families First parenting teams continue to work with families with pre-school children, to support good parenting and to help</li> </ul>

	prepared for school	<p>parents support their child's healthy development.</p> <ul style="list-style-type: none"> <li>• Through WG's Child Development Fund, we have offered additional activities for children under five and their parents, aimed at supporting children impacted by COVID. Activities were delivered which supported: <ul style="list-style-type: none"> <li>○ Speech, language and communication</li> <li>○ Gross and fine motor skills</li> <li>○ Social and emotional development</li> <li>○ Early years nutrition</li> </ul> </li> </ul> <p>Additional funding has recently been confirmed for October 21-March 22 and plans are being discussed with partners to continue delivery of projects.</p> <ul style="list-style-type: none"> <li>• Referrals for support services are received through our Early Intervention and Prevention Panel, which directs families to appropriate early intervention services. Services are able to support children and parents to address issues that may be impacting on ability to parent or on children's development, including domestic abuse and emotional and mental wellbeing. Approximately 25% of referrals received in 2020/21 were for families with a child under 5 years of age.</li> <li>• The Childcare Offer for Wales provides funded</li> </ul>
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		<p>childcare to children aged 3 and 4 years with working parents. The scheme was suspended in April 2020 and the temporary Coronavirus Childcare Assistance Scheme (CCAS) was introduced for vulnerable children and children of key workers. 824 children in NPT were approved for CCAS. The Childcare Offer was reinstated in September 2020, with 806 active users by end April 2021.</p> <ul style="list-style-type: none"><li>• The Flying Start programmes continues to support families with early years' children in some of the counties most deprived areas. Throughout COVID, much of the programme was delivered remotely through Teams and Zoom, but children have continued to access their free childcare place. Approx. 1700 children under four were engaged with at least one element of the programme.</li><li>• Support is provided to children with additional learning needs access childcare, supporting their development and their preparedness for school. Spaces are funded through Childcare Offer, Flying Start and O Gam I Gam, and the teams sit as part of the Early Years Multi-Agency Panel to co-ordinate support with partners.</li></ul>
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	<p>We will collect data from schools and support schools to address bullying and harassment in all its forms and work with them to address trends/issues</p>	<p>Pupil bullying incidents are recorded by schools using schools information management system. This information will be looked at to identify trends and support schools where there are numerous incidents. We are currently reviewing our anti-bullying guidance, which will support schools in addressing instances of bullying and harassment.</p>
	<p>We will work with schools and other relevant settings to support pupils who are victims of bullying and work with perpetrators of bullying</p>	<ul style="list-style-type: none"> <li>• Cynnydd continue to work with young people who are both victims and perpetrators of bullying through 1-1 and group work sessions. Work with perpetrators focuses on understanding behaviour and why bullying occurs.</li> <li>• Restorative training for schools has been developed and will be rolled out in the autumn term. This will give schools even more tools to deal with bullying incidents.</li> <li>• Our Inclusion Service provides training and advice to schools to support the emotional wellbeing of all children and young people.</li> </ul>
	<p>We will continue to work with schools and other relevant settings to ensure that their learning environments are safe and nurturing, where there is</p>	<p>A grant from Welsh Government has provided funding for all schools to have outdoor learning packs; the Wellbeing and Behaviour Service have enhanced this by including activities. The service are also offering outdoor learning training and consultations to develop forest school areas on school sites. One team member</p>

	<p>respect and due regard to equality, diversity and inclusion</p>	<p>has recently completed forest school level 3 training the trainer which will allow full forest school leader training to be provided to schools</p>
	<p>We will work with schools to explore the benefits of employing Family Liaison Officers or similar roles, including a cluster approach, out of delegated budgets in order to support pupils and parents to overcome challenges that impact negatively on learning and wellbeing.</p>	<p>Education Support Officers will be visiting schools to review the School Development plans (SDP) and the self-evaluation process. The support offered to pupils and parents will be a specific focus.</p> <p>e.g. Case study from Awel y Mor on effective use of a Family Engagement Officer will form part of the national guidance on effective use of the Pupil Development Grant.</p> <p>The Council is working strategically with The Child Poverty Action Group and the 'Cost of the School Day' project, which will support targeted schools to develop approaches to engaging with families to overcome barriers to learning.</p>
	<p>We will work in partnership with schools and local organisations to ensure our children and young people 'are knowledgeable about their culture, community, society and the world now and in the past and respect the needs and rights of others, as a member of</p>	<p>Education Support Officers collaborate with schools to develop the four purposes of the Curriculum for Wales, which includes the need to develop learners as ethical and informed members of society and healthy, confident individuals.</p> <p>The local authority strategy for learning and teaching is a plan to develop learners' higher order thinking. Higher order thinking, particularly creative learning leads to wide-ranging benefits including improved</p>



	a diverse society'	wellbeing and better employability prospects.
	We will work with schools and local organisations to ensure teaching of the new curriculum reflects the multi-ethnic nature of Wales	<p>Education Support Officers collaborate with schools to develop the four purposes of the Curriculum for Wales, which includes the need to develop learners as ethical and informed members of society and healthy, confident individuals.</p> <p>Specific integration work carried out by the Local Authority Vulnerable Learners Service supports schools to develop this culture through training and the sharing of a wide range of resources.</p>

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

Priority	Action	Progress 2020-2021
<p><b>Priority 2.1</b> Our Staff will be supported and appropriate services promoted</p>	<p>As an employer we will raise awareness of mental health and support services</p>	<p>Awareness raising initiatives have included:</p> <ul style="list-style-type: none"> <li>• <b>Staff Health &amp; Well-being website</b> - this was launched on 9 April 2020 via a Gov Notify message from the Chief Executive. The website is accessible inside and outside the Council, via a range of digital devices, including personal smartphones. This resource was reviewed, refreshed and relaunched in May 2021.</li> <li>• <b>Occupational Health (OH) Unit Helpline</b> - this service is available Monday to Friday during office hours providing advice and signposting to employees.</li> <li>• <b>Wellbeing Through Work</b> - the Council has been able to access this mental health and wellbeing service which is provided to NHS employees. This service provides a wide range of support on both physical and mental health well-being including referral to specialist support services. This onward referral includes Trauma Support for those who encounter traumatic experiences.</li> <li>• <b>Occupational Health (OH) Unit Referral Helpline</b> - a referral service for managers to deal with critical OH matters.</li> </ul>

		<ul style="list-style-type: none"><li>• <b>School Counselling Service Helpline for school based staff</b> - providing signposting advice and guidance in relation to the mental health and wellbeing of teaching and learning support assistants, as well as providing advisory support and guidance on how teachers and learning support assistants can support young people deal with issues arising from Coronavirus.</li><li>• <b>Primary School Call Back Service for parents</b> - this service provided by the School Based Counselling Service supports parents in supporting the emotional wellbeing of their children during this time.</li><li>• <b>Communications focus on wellbeing</b> - mental health and wellbeing feature regularly in employee communications, including the Intranet, HR SWAY and In the Loop.</li><li>• <b>Time to Change Wales Employee Champions Network</b> - 12 employees were recruited to be Employee Champions in the summer of 2021. The Champions were trained by Time to Change Wales and are instrumental in providing support for employees within their service areas in relation to mental health and wellbeing and are also the link to rolling out corporate health and wellbeing initiatives across the Council.</li></ul>
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		<ul style="list-style-type: none"> <li>• <b>World Mental Health Day 10 October 2020</b> - five days of activities to support mental health and wellbeing were arranged for week commencing 5 October 2020 in support of World Mental Health Day. These activities involved virtual Tai Chi, talks from Wellbeing Through Work in relation to home working, Mindfulness sessions and Wellbeing Workshops. All were very well attended.</li> <li>• <b>Return to workplaces following COVID-19 lockdown</b> - risk assessments and manager guidance refer to the emotional well-being impact of the return to workplaces, as well as the physical arrangements that are necessary.</li> </ul>
	<p>As an employer we will update and implement policies to address mental health in the workplace</p>	<p>We have developed robust policies to support the health and wellbeing of employees, including the Maximising Attendance at Work policy, and the Rehabilitation Scheme. In addition to this, guidance was issued to accountable managers in 2020, to support them to implement reasonable adjustments to enable employees with disabilities to sustain employment. The review of the Performance Appraisal Policy, the Corporate Supervision template and the Induction 'checklist' has taken account of the Council's commitment to the Time to Change Wales Employer Pledge, providing a focus on supporting employee well-being and mental health as a key part of the</p>

		<p>performance management discussion.</p> <p>The council is accredited as a Disability Confident Employer, achieving Level 2, with accreditation in place until August 2022. By continuing our Disability Confident journey, the Council is ensuring that disabled people and those with long-term health conditions have the opportunities to fulfil their potential and realise their aspirations.</p>
	We will provide information to employees about mental health and signpost to support services	Please see information above.
	We will continue to implement our Time to Change Wales Employer Pledge Action Plan	The Council has determined that its strategy will be delivered via the Time to Change Wales Employer Pledge Scheme. An action plan was developed in partnership with trade unions and endorsed at the highest level of the organisation. It was formally launched in partnership with Time to Change Wales at Staff Council in September 2019, and the <a href="#">Action Plan</a> presented to and monitored on a regular basis by Personnel Committee.
	We will provide training and resources for staff to help raise awareness of mental health issues and help reduce the	<p>A range of training initiatives has been offered by the Learning, Training and Development (LT&amp;D) Team:</p> <ul style="list-style-type: none"> <li>• <b>Online First Aid for Mental Health course</b> - prior to the COVID-19 emergency we had started to roll out this certificated course, provided face to face by</li> </ul>

	<p>stigma associated with mental health</p>	<p>Neath College to group of around 20 at a time. The LT&amp;D team have worked with Neath College to develop this into an online webinar, which is also certificated. This has now been completed by 77 employees.</p> <ul style="list-style-type: none"> <li>• <b>Mindfulness Course</b> -38 employees completed a five week online course offered in partnership with UNISON and funded by the Wales Union Learning Fund</li> <li>• <b>The Wellbeing Series</b> - five online webinars designed to help participants optimise their wellbeing, was provided initially to our Corporate Management Group, to support the mental health and wellbeing of the senior team. The series was so successful it has been rolled out across social services, to head teachers and to the Test Trace Protect Service.</li> </ul>
<p><b>Priority 2.2</b> Our Children and young people can access appropriate support</p>	<p>We will redesign our systems relating to Emotional, Mental Health Wellbeing support to provide a simpler integrated access to services</p>	<ul style="list-style-type: none"> <li>• Work has been undertaken to map the emotional and mental health support for schools. This will be aligned to new Inclusion Service processes for Additional Learning Needs (ALN) reform to ensure a clear pathway.</li> <li>• Meetings are planned with Child and Adolescent Mental Health Services (CAMHS) and Barnardo's to develop ways their service delivery aligns with this</li> </ul>

		<p>pathway.</p> <ul style="list-style-type: none"> <li>• Five schools have been identified as pilots for Welsh Governments Whole School Approach to Emotional and Mental Well-being. This is being led by the implementation lead in public health who will work closely with officers within education.</li> <li>• Youth Mental Health First Aid Training has been delivered to ensure every secondary school and special school has staff trained up as Mental Health First Aiders</li> </ul>
<p><b>Priority 2.3</b> Our Communities that need support will be able to access appropriate services</p>	<p>We will honour our commitment to the Armed Forces Covenant, ensuring that no veteran, or family member of serving personnel or a veteran, is disadvantaged by their service, when accessing health and wellbeing support and services</p>	<p>Since the start of the pandemic in late March 2020, a weekly and sometimes daily, 'Update' briefing was sent to all stakeholders in the South West Wales Armed Forces Covenant area.</p> <p>The briefings were used to raise awareness of local policies and available support to those who were experiencing certain difficulties during the lockdown, such as mental health support, combating domestic abuse, and employment support.</p> <p>The 'Update' was disseminated widely across Wales by recipients to their networks and stakeholders, including many families in our community whose loved ones were either in the regular forces, or the reserves, who were mobilised to fight the cause on the home front.</p>

	<p>We will contribute to the Public Services Board's work to reduce suicide rates in the county borough</p>	<p>We have established a Suicide Rapid Response Group (SRRG), which is activated at any suspected suicide (Adult), or unexpected death (Child). The aim of this Group is to reduce risk and harm to those remaining and prevent other suicides. The protocol is currently being revised to include significant attempted suicide and sudden death under 21.</p> <p>A suite of data is reported to the Safeguarding Board on a quarterly basis to track any themes and patterns that may be emerging from this cohort of individuals in a bid to prevent future suicides. We are currently looking at a suite of data following attempted suicides.</p> <p>Suicide rates will also be considered as part of the next iteration of our Wellbeing Assessment, which is currently in development and is due to be published in May 2022.</p>
	<p>We will provide information to the public about mental health and signpost to support services from our website</p>	<p>The council signposts people from its website to <a href="#">DEWIS</a> (an online directory that contains information on over 6,000 local and national organisations or services that can help people with their wellbeing).</p>
	<p>We will work with Public Health Wales and Swansea Bay University Local Health Board to</p>	<p>We continue to work closely with Public Health Wales and Swansea Bay University Local Health Board with the development of Wellbeing support tools accessible for staff affected by COVID-19.</p>



	help address the impact of COVID-19 on health and social care staff	
	We will work within the regional NHS Test, Trace, Protect (TTP) Service to engage all people, including those with protected characteristics in the health protection programme and we will also ensure that all people who need to access the TTP service can do so, ensuring access caters for all	<p>During January-March 2021 there were 2,582 Index Cases (Positive Cases) contacted with 2,047 Cases Eligible for Follow up, of which 2,040 Cases (99.6%) were successfully followed up by the Test, Trace and Protect Service (Neath Port Talbot).</p> <p>There were a total of 5,708 Contact Exposures (Contacts) with 4,847 Contacts Eligible for Follow up, of which 4,461 Cases (92%) were successfully followed up by the Test, Trace and Protect Service (Neath Port Talbot).</p> <p>Successful follow-ups were well above the service's performance target as set by Welsh Government (80%).</p>

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

<b>Priority</b>	<b>Action</b>	<b>Progress 2020-2021</b>
<b>Priority 3.1</b> People feel safe in their	We will increase the reports of	Throughout the pandemic the Violence Against Women, Domestic Abuse and Sexual Violence

homes	Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes	<p>(VAWDASV) Communications and Engagement Sub Group, continued to promote all available support services and helplines, via social media posts, banners in areas of high footfall and leaflets in key locations across the borough.</p> <p>Reports of VAWDASV increased by 40% through the pandemic.</p> <p>Community Safety engagement events, unable to go ahead during this period, will resume during 2021-2022 as soon as restrictions allow.</p> <p>The revised '<a href="#">Healthy Relationships for Stronger Communities Strategy</a>' - the council and health board joint response to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 was approved by Cabinet in June 2020.</p>
	We will increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong	<p>The delivery of age appropriate healthy relationship lessons into schools resumed during the period, following a pause due to the COVID-19 restrictions.</p> <p>The Relationship and Sexuality Education Sub Group has overall responsibility for the development and implementation of this lesson. This group is coordinated by the Community Safety Team and chaired by the Senior Youth and Community Officer in the Neath Port Talbot Youth Service. Young people accessing Youth Services also have the opportunity to receive information and advice on all forms of domestic</p>

		<p>abuse.</p> <p>The 2020 and 2021 Crucial Crew events, which include a Healthy Relationships workshop, for Year 6 pupils have not taken place due to the pandemic. However, a virtual Crucial Crew film has been developed and uploaded onto the Hwb network for use by schools.</p> <p>We are hopeful that the face-to-face event can be held during 2022.</p>
	<p>Provide all victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across Neath Port Talbot</p>	<p>Work continues on a commissioning review of all specialist support services across the borough, to ensure we are meeting people's needs and able to offer a wide variety of supported accommodation, emergency accommodation and community based support, for all those who need it. Work also continues on ensuring we have accessible appropriate service for marginalised groups in our communities.</p> <p>Existing services are regularly promoted and reviewed.</p>
<p><b>Priority 3.2</b> People feel safe in the community</p>	<p>We will work with members of local equality groups, partners and our communities to encourage the reporting of hate incidents/crime and ensure people get support which is fit for purpose</p>	<p>Community Safety employ a Community Cohesion Officer, who works as part of a wider regional team across Swansea and Bridgend. The post holder also provides two days of support to our local BME Community Association. Both aspects of the role work well to ensure we are regularly promoting appropriate services, and encouraging reporting of incidents or matters of concern through to the right channels.</p> <p>Anecdotal information from engagement events and</p>

		consultations is also used to steer future campaigns and initiatives.
	We will support the use of the BME Community Association Access Card (to help breakdown language barriers when accessing service)	Progress was suspended with the outbreak of the pandemic but it is anticipated that this will be progressed during autumn 2021.
	We will support the BME Community Association to build on the work already undertaken in the Community Profiling exercise as well as to extend its scope	Work to consider appropriate mechanisms to progress this action was suspended during 2020-2021. However, this work will resume during 2021-2022.
	We will develop an action plan in response to the feedback from the Community Cohesion Survey	<p>While some of the feedback from the Brexit Survey (misquoted in the action) remains valid the environment in which that was undertaken has changed dramatically with the outbreak of the pandemic, the BLM movement and other events over the last year.</p> <p>The findings of the <a href="#">Let's Talk</a> survey, currently underway, will identify what is important for people currently and in the future and it is likely many of the actions to meet the equality objectives, and in particular this action, will require amendment/revision.</p>

	<p>We will continue to work with the BME Community Association to further understand the lived experiences of members of our BAME communities, particularly in relation of their experiences of hate incidents/crimes</p>	<p>The BME Community Association as part of the engagement activity undertaken to help inform the Welsh Government's REAP recorded an insight into the lived experiences of members of our BME communities. With the support and assistance of our Vulnerable Learners Service and our Community Cohesion Officer and Regional Community Cohesion Coordinator the Association has been able to help identify issues in partnership which we are/can address.</p> <p>This work will also inform our recovery planning due to commence in autumn 2021.</p>
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**Employment** - to ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced

<b>Priority</b>	<b>Action</b>	<b>Progress 2020-2021</b>
<p><b>Priority 4.1</b> Our workforce reflects our diverse communities and is supported by our policies</p>	<p>We will ensure a fair and transparent recruitment and selection process that encourages a wider talent pool and facilitates a more equal gender balance</p>	<p>We continue to offer courses for recruiting managers with courses moving online during 2020-2021; 11 managers attended Recruitment and Selection courses.</p> <p>In September 2021, when we move to our new HR/Payroll database, iTrent, we will pilot anonymised application forms in certain areas in order to facilitate</p>

		this.
	We will promote, facilitate, analyse and monitor flexibility in the workplace at all levels, to enable women to progress and to ensure compatibility with a multi-generational workforce	<p>Awareness raising and communication on the council's flexible working policies/shared parental leave policy and their benefits undertaken at Directorate Senior Management Meetings are cascaded across all service areas.</p> <p>Promotion of our flexible working options has been undertaken and is ongoing via our internal communication mechanisms such as 'In the Loop' and the weekly Sway publication.</p>
	We will collect and monitor data in more depth related to flexible working	<p>Collection and monitoring of data had commenced but due to the pandemic and given that a large number of employees have been working from home, there has been a reduction in requests for flexible working during this period.</p> <p>However, as the situation improves and with working arrangements unlikely to return to pre pandemic conditions we will review our policies as part of our recovery planning work.</p>
	We will scrutinise the Shared Parental Leave uptake to monitor gender balance and encourage uptake across genders	<p>During 2019-2020, 181 employees took maternity/paternity/adoption leave but no employee took shared parental leave.</p> <p>However, we will continue to monitor the take up of shared parental leave, with the new HR system and the implementation of associated processes will improve</p>

		our ability to effectively scrutinise this and other policies.
	We will, in the spirit of the Armed Forces Covenant, include a guaranteed interview scheme for recently discharged members of the Armed Forces.	This has been implemented in our recruitment process, but only for our paper application form and information provided on the NPT jobs pages, as we are unable to change the online application form. In September 2021, this will be fully implemented when we move to our new HR/ Payroll Database – iTrent.
	We will consider how our policies and practices impact on our staff who are employed on casual and temporary contracts and part time contracts.	A review of all HR policies and practices to ensure equality of application to staff on casual temporary and part time contracts as part of the Council's recovery work is to commence in autumn 2021.
	We will develop a BAME Equality and Diversity Action Plan, developing a set of evidenced based actions with the aim of improving equality and diversity amongst the Council's workforce	Following the Black Lives Matter – a Conversation held with staff and trade union representatives in September 2020 we developed an action plan to address the issues raised. While a number of issues raised have been progressed, engagement with young people to help inform Welsh Government's REAP took place in December 2020, others will require a longer period of time to progress as they require ongoing engagement, work to bring about a culture change and the

		introduction of the new education curriculum.
	We will work to improve our Corporate Culture, to ensure each member of staff is valued and respected	Work in relation to revised corporate values, behaviours and culture commenced in June 2021.
	We will work with staff to determine the appetite to form a BAME Employee Forum to help ensure voices are heard	We continue to work with Unison's Chair of Black Member's for Wales to facilitate a BME Employee Forum/Network. Agreement has been reached for him to use Unison facilities time to help plan and facilitate an initial forum meeting in the autumn 2021 with attendees at the Black Lives Matter – a Conversation, held in September 2020.
	We will offer opportunities to young people not in employment, education or training (NEETs) to help them gain experience and skills in order to enter the world of employment	<p>Although work has been affected by the pandemic and subsequent lockdowns the Youth Service Keeping in Touch (KIT) and Cam Nesa Teams have continued to support NEET young people aged 16-24 to help them make an effective transition to a positive employment, education or training destination.</p> <p>During January to March 2021:</p> <ul style="list-style-type: none"> <li>• 200 young people supported, 69 females and 131 males, with 936 contacts.</li> <li>• 19 young moved into employment;</li> <li>• 3 young people entered Work Based Learning;</li> <li>• 15 young people moved into a more appropriate tier;</li> </ul>



	<ul style="list-style-type: none"><li>• 71 young people gained a successful outcome;</li><li>• 49 young people gained a qualification;</li><li>• 17 young people were referred to specialist provision for support</li></ul> <p>Targeted support along with tailor made action plans are devised for individuals, which may provide formal qualifications such as CSCS, CCNSG, Food Hygiene and a variety of other courses. The provision also offers the participants help and advice with job search activities, CV creation and interview techniques. Youth workers also provide wellbeing, emotional and life skills activities, which help the participants to achieve their goals.</p> <p>In addition the team work closely with a range of partners and specific work during this period has included promoting Kickstart opportunities, promoting local labour market opportunities, delivering virtual employability support, CV writing, cover letters, mock interviews, promoting and funding new online learning and training courses such as, Flexi B online training and virtual college courses. Youth Workers also delivered COVID awareness courses to young people which enhanced their CVs.</p> <p>Skills and Training continue to provide remote and on-line learning to all our learners on Traineeships and Apprenticeships who are on our Work Based Learning</p>
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		<p>provision. Progress reviews are heightened to ensure regular contact is made from staff to all learners. New learners who have signed on throughout this period who do not have access to any digital equipment are provided with equipment to ensure their online teaching and support commences.</p> <p>Communities for Work Plus continues to provide remote provision via phone calls, FaceTime, Whatsapp, e mails, Teams, Zoom to those who are 16+ and not eligible for ESF Employability provision</p>
	<p>We will revisit staff training on equalities, particular re-visiting people's understanding of disability, including non-visible disabilities</p>	<p>We continue to support staff by offering a range of both general and specific equalities courses, including equalities in the workplace; unconscious bias; autism spectrum disorder; working with people with memory loss; transgender issues in the workplace; providing Muslim friendly workplaces; identifying accessibility needs and hate crime.</p>
<p><b>Priority 4.2</b> Our Gender Pay Gaps are reduced</p>	<p>We will implement the Fair Play Employer Scheme Gender Diversity Action Plan</p>	<p>We continue to implement the action plan, with the assistance of Chwarae Teg, with progress and actions reviewed on a quarterly basis.</p> <p>We implemented online career development sessions for lower paid women, aimed at increasing skills and confidence. 83 staff completed the sessions:</p> <ul style="list-style-type: none"> <li>• Work Smarter Not Harder</li> <li>• How to say no brilliantly</li> </ul>

		<ul style="list-style-type: none"> <li>• Speak Up, Stand Out</li> <li>• Change your thinking, get results</li> <li>• Managing challenging behaviour</li> </ul>
	We will address the gender pay gap within the Council by implementing the Fair Play Employers Action Plan	<p>Since implementing the Fair Play Employers Action Plan, we have seen an improvement in our gender pay gap.</p> <p>The Council workforce, excluding schools, was 3,630 employees, at 31 March 2020, with 1290 (35.5%) male and 2340 (64.5%) female employees.</p> <p>Our median (the midpoint in the ranges of hourly rates of men and women) gender pay gap (excluding schools) had reduced to 3.44 % from 3.93% in 2019, while the mean (the difference in the average hourly rate) gender pay gap (excluding schools) was 7.2% in 2020 compared to 9.15% in 2019.</p> <p>More detail can be found in the <a href="#">Gender Pay Gap Report 2020</a></p>

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

Priority	Action	Progress 2020-2021
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<p><b>Priority 5.1</b> Our services, digital and traditional, are accessible to all</p>	<p>We will continuously review and update our website to improve its accessibility</p>	<p>We are introducing components and patterns from the GOV.UK Design System into NPT.GOV.UK as part of our continuous improvement of the website. This work will improve its accessibility so as many people as possible are be able to use it.</p>
	<p>We will work to address the barriers people and organisations face to participate on-line</p>	<p>We have begun to conduct user research with residents as part of our user centred design work with the Centre for Digital Public Services Wales to understand what people need from us to participate online and the findings will inform our work going forward.</p>
	<p>We will work to identify the opportunities across the County Borough for citizens to improve their digital skills and understanding</p>	<p>Our Digital Ambassador has kept in touch with community organisations and partners throughout the pandemic, updating them on training opportunities, providing advice and support amongst other activities.</p> <p>Cyber safety, always important but never more so during the pandemic with an increase on the reliance of digital services, has been a key feature of our work. A digital safety and how to keep safe avoiding scams and online fraud presentation was produced by the Digital Ambassador during the pandemic. Sessions were delivered via Teams and Zoom with sessions planned for delivery in the coming months as community centres begin to open up.</p> <p>As part of our <a href="#">Smart and Connected Strategy</a>, 31 Digital Partners have undergone training during February and March 2021 in order to help and support those who may</p>

		be digitally excluded due to accessibility issues as well as supporting colleagues with new systems and procedures.
	We will work through the Community Safety Partnership and the Safeguarding Board to prevent Cybercrime and protect people against exploitation	<p>Cyber Crime and Scams remains a priority to the Community Safety Partnership (CSP) for 2021-2022 and is a standing agenda item at all board meetings as well as on the Operational Tasking Group, which focuses on frontline work, campaigns and initiatives. This work is supported by our Digital Inclusion Ambassador and Trading Standards Team.</p> <p>Now that engagement events have resumed, restrictions permitting, we can engage with our residents on all community safety related topics including Cyber Crime, Scams and Loan Sharks.</p> <p>Whilst we have not been able to physically engage with residents during the pandemic, we have heavily utilised our social media platforms and network of partners to ensure key messages are still shared with the public.</p>
	We will improve physical access to the committee facilities in both Neath and Port Talbot Civic Centres	<p>As a consequence of lockdown measures, formal Council meetings and public access to civic buildings were suspended and with the majority of office based staff required to work from home the planned improvements have not been prioritised.</p> <p>However as we begin to focus on recovery, it will be necessary to reassess our civic buildings in light of new working arrangements as well as in response to the</p>

		requirements of the Local Government and Elections (Wales) Act 2021 or other legislative requirements or guidance form Welsh or UK Government.
	We will ensure that the many services available to the Armed Forces Community are accessible on line, but also by telephone through the Veteran Gateway.	Although the pandemic halted physical events, we still held a multi-faceted 'Virtual Festival', followed by the 75th Anniversary of VJ and VE Day. These virtual events not only marked the events, but were an opportunity for Veterans and Families to access vital information and support via social media and the council's webpages.
	We will work with local businesses and organisations to explore alternative arrangements in accessing retail services for those experiencing difficulties due to limited digital access etc.	Work has commenced on proposals to establish an Economic Recovery Fund to help businesses become more resilient and innovative as they adapt (digitally) to new ways of working post COVID-19.
	We will continue to support the key principles as contained in the Local Government and Elections (Wales) Act 2021: including programmes to support disabled candidates	In order to support the Council's Diversity in Democracy resolution (agreed at Council in May 2021), an action plan is presently being considered by the Council's Democratic Services Committee, with a report being commended to Full Council in autumn 2021. This report sets out the principles that the Council will undertake to ensure a diverse democratic process. Further implementation will also take place to ensure new voting

	standing at elections, and the production of a public participation strategy	process (i.e. 16 and 17 year olds being able to vote) are in place prior to any future elections. A public participation strategy will be required to be in place following the May 2022 elections and officers will bring processing this. In autumn 2021 reports will be brought forward on public speaking at Council meetings, the development of an e-petition scheme and the development of hybrid meetings.
<b>Priority 5.2</b> Our communities will enjoy increased social and community cohesion	We will support local groups, including the BME Community Association, to develop community activities and events	With the restrictions imposed as a consequence of the pandemic, local community activities have been limited. However, our Community Cohesion Officer has supported a number of events and meetings with community groups via Teams/Zoom.  It is anticipated activities, those postponed from 2020-2021 as well as new activities, will go ahead in 2021-2022.
	We will further develop our links with our faith communities	A number of our various religious communities are currently represented on our Equality and Community Cohesion Group providing valuable insight and contribution to our work in this area. However, we are mindful that our links remain limited and while work to progress this further has been delayed; we will begin to identify opportunities to progress this action during 2021-2022.
	We will provide information and	Staff are able to access, via the Intranet, online Welsh Taster courses that can completed at their own pace. In

	<p>a signposting service for those who wish to learn English and/or Welsh</p>	<p>addition, a range of other online Welsh courses have been made available to staff including Entry Level, Foundation Level, Intermediate and Confidence Building courses.</p> <p>Discussions are underway internally and with partners to identify the most effective approach for signposting for language courses, mental health, and resources available within Neath Port Talbot and Swansea Bay.</p>
	<p>We will develop/strengthen policies to respond to an aging population and support the formation of a new group to address this</p>	<p>Progress on this action was delayed due to the pandemic but will be progressed as part of the Councils recovery planning work.</p>
	<p>We will work with members of the Trans community to help raise awareness</p>	<p>Progress on this action has been marred by the outbreak of the pandemic and necessary counter measures put in place to restrict the spread of the virus.</p> <p>As measures are now being lifted, work to progress this action will commence during 2021-2022.</p>
	<p>We will develop a rights based approach to our work, with a focus on children's rights working with Youth Mayor, Youth Council amongst others</p>	<p>Schools have been supported to embed a rights based approach. Before the pandemic, 45 schools signed up to the UNICEF Rights Respecting Schools Award, this included all our secondary schools and special schools, with three schools achieving the gold award.</p> <p>Our education Participation Strategy was paused due to the pandemic. It is currently being reviewed in line with</p>



		<p>the new guidance on embedding a whole school approach to emotional and mental wellbeing, along with the new curriculum and ALN reform, which all have children's rights as central.</p> <p>Our Youth Council works to increase and embed young people's participation and children's rights, within communities as well as in local, regional and national decision-making structures. A new Youth Mayor &amp; Deputy Youth Mayor, elected by the Youth Council, were inaugurated at a virtual ceremony on 10 December 2020. The Youth Mayor has pledged to champion the rights of children and young people</p>
	<p>We will establish engagement mechanisms, for example a new Citizens' Panel, and use responses to ensure that the Council's policy making and service development is informed by what matters to people</p>	<p>We have a dedicated <a href="#">consultations area</a> on the Council's website, and a <a href="#">NPT Citizens' Panel</a> which was launched in January 2020. The Panel is open to residents and membership is compared with census information for the county borough, to ensure it represents the diverse population of Neath Port Talbot. The Citizens' Panel will not replace formal consultations, but will complement them and provide another way for the people of Neath Port Talbot to have their voices heard and to get involved in decision making in Neath Port Talbot.</p>
	<p>We will work with organisations that support the Armed Forces Community to help reduce</p>	<p>During the pandemic, many of the organisations that work to reduce loneliness and isolation suspended their services or moved to virtual support.</p>

	isolation and loneliness, which is felt by many when they leave the services or by a member of the family when the serving family member is deployed on active service or training	Therefore continued engagement with organisations that support service personnel and their families has been via virtual meetings including: RAF Families Federation, Housing Justice, RM Carers, RAF Benevolent Fund, Crimestoppers, Bridgend Advice Bureau, Bridgend Carers, DWP, Swansea Bay University Health Board to name a few.
	We will implement the action plan in support of the Digital Charter Award for which we have recently been recognised	A Digital Partners network was launched for staff to help staff gain digital confidence and overcome any barriers to getting digitally active in both the workplace and their personal lives. Training programme delivered by Digital Communities Wales (DCW)
	We will work in partnership with relevant groups to address our shared history and explore ways to better express this within our communities	Over many years we have been mindful of and joined our communities to celebrate aspects of shared history and influential individuals, groups and events, for example Black History Month and LGBT History Month. Jointly celebrating our diverse cultures with events such as Mother Language Day has shown how such visible expression '...made me laugh...made me cry, but most of all the event made me understand'. This understanding is something we want to build on.  The New Curriculum for schools will provide opportunities for more learning and greater understanding not only of our local history, for example the lives and experiences of members of the Jamaican

		<p>community during the 1950s and 1960s, but also a more balanced understanding and acknowledgement of historical periods and events that have contributed to and shaped our lives. Discussion have already begun between our education service and the BME Community Association on how communities can help support the delivery of the new curriculum.</p>
	<p>We will support local small businesses in implementing the ever changing requirements of the Welsh Government's guidelines in response to the COVID-19 outbreak</p>	<p>During January-March 2021, we made 264 proactive visits to businesses to check compliance with COVID-19 measures and 235 visits as a result of complaints from the public. 48 advisory letters were issued although no fixed penalty fines were issued.</p> <p>Although generally welcomed by businesses, some have viewed these visits as burdensome.</p> <p>Our approach has been more advisory and where necessary issuing 'advisory' letters rather than straight to enforcement to help those businesses cope under the immense pressure.</p> <p>A question and answer session with various hospitality businesses was held in August 2020 to help in negotiating new legislative requirements. The session was very successful providing not only welcome information but also an opportunity to help build relationships and trust; demonstrating that we are not just as an enforcement body but one which advises and support businesses.</p>

		We will continue to adjust our working practices in line with Welsh Government advice/ new legislation.
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Living standards - to work to reduce poverty and support independent living

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Priority	Action	Progress 2020-2021
<b>Priority 6.1</b> People and communities will benefit from interventions to alleviate poverty	We will develop an action plan to address the issues for those with low net disposable income.	<p>The action plan was in the early stages of development during this period. However, work had taken place throughout the year to address issues faced by those with low net disposable income.</p> <p>For example, we awarded the remaining EU transition funding we had received from the Welsh Government to a number of local organisations supporting those facing food poverty. The money was used to:</p> <ul style="list-style-type: none"> <li>• buy a cooker for a community kitchen</li> <li>• buy laptops and tablets for volunteers so they can support vulnerable residents to shop online</li> <li>• Food hampers for those moving on from the night shelter</li> <li>• A regional (Swansea Bay) Pension Credit campaign was launched to ensure those eligible for Pension</li> </ul>

		Credit support were accessing the funding.
	We will embrace the new socio economic duty	We have amended our Integrated Impact Assessment framework to include the requirements of the <a href="#">socio economic duty</a> , which commenced in April 2021. Awareness training was provided to all Senior Management Teams and Members to help ensure we address and fulfil the requirement of the duty for all strategic decisions.
	We will ensure those families entitled to free school meals continue to receive support throughout the school holidays in line with Welsh Government guidelines.	<p>£1,197,850 was paid to eligible parents during January – March 2021 with £3.9 million in payments since the first lockdown (up to 31.03.21).</p> <p>Free school meal (FSM) payments have been and will continue to be paid throughout school holidays.</p> <p>Food parcels were provided for FSM pupils to those families who were not able to receive direct payments.</p> <p>As at 31 March 2021 there were 5747 pupils entitled to free school meals (FSM); of these, 5178 were FSM eligible and 569 were FSM protected</p> <p>FSM protected pupils are those who have lost their FSM eligibility since April 2019 but remain eligible even though their families may now have an income exceeding that eligible for a free meal if they were applying for the first time now. FSM protection ceases in December 2023 although pupils will be protected until they complete the education phase they are in at that</p>

		time.
	We will work with local organisations and local businesses to explore how to maintain access to appropriate cultural foods during periods of restricted movement/lockdown going forward.	We continue to promote the Council's <a href="#">Buy Local</a> campaign aimed at linking shoppers to businesses and business to business activity to support local traders and maintain the supply of goods during restricted periods.
<b>Priority 6.2</b> People will benefit from programmes and support to live as independently as possible	We will support the Regional Partnership Board to develop and continue to provide a sustainable range of services that meet demand, enabling individuals to remain at home maintaining their independence for as long as possible receiving appropriate support at times of need	We continue to engage with the Regional Partnership Board on development and implementation of the Discharge to Recover and Assess Model, in order to support people to receive the right care in the right place in order to enable them to remain independent at home for as long as possible.
	We will continue to help people to learn and interact with others so they can be part of their communities	The implementation of existing and future pieces of work to realise the equality objectives, along with the implementation of the anticipated Race Equality Action Plan and other relevant activities will all contribute to ensuring our communities will be more cohesive.

	<p>We will help support people to live as independent a life as possible</p>	<p>Our Reablement Service continues to support people to remain as independent as possible within their own homes via a programme of assessment and therapy at home, virtual ward support and at hospital discharge.</p> <p>Opportunities for the use of Technology Enhanced Care, (TEC) with regards to falls prevention, and mental health wellbeing triage are being looked at for inclusion in project plans for delivery later in the year – ARMED falls prevention and CANTAB triage.</p> <p>Further TEC opportunities are being considered for the development of an independent living hub to support young people with learning disabilities to transition into independent living where possible.</p>
	<p>We will consider the continuation of the Safe and Well scheme to help support vulnerable members of our communities</p>	<p><a href="#">NPT Safe and Well Service</a> was established to respond to the governments' request that councils mobilise humanitarian assistance for those who were told to shield as well as those told to strictly observe social distancing measures and to limit their contact with other people.</p> <p>While the Safe and Well service remains operational and accessible to vulnerable members of our communities the number of referrals being received has fallen considerably.</p>
	<p>We will improve communications with our</p>	<p>2020-2021 has seen considerable limitations on our 'normal' lives with lockdowns and firebreaks as well as</p>

	<p>vulnerable groups through a wide range of formats to better inform and support them to live as full a life as possible during the current coronavirus outbreak</p>	<p>the daily restrictions faced by us all.</p> <p>Key to our work throughout the period has been our communications team; providing a 7 days/week service across a range of existing and new channels of communication with new and existing techniques to engage with our residents. The team ensured that public health messages were aggressively promoted across all channels owned/commissioned by the Council; and accurate and timely information was provided about changes to service delivery and the establishment of new services, such as the Safe and Well Service, to support vulnerable people with daily tasks.</p> <p>The Service along with local community groups, local members and volunteers was a lifeline for many. The Buy Local Scheme helped sustain local businesses and also enabled residents, including our most vulnerable, to access necessary provisions.</p> <p>Changes to working practices and service delivery have been a major feature throughout the period, however, we have continued to provide essential services where necessary.</p> <p>The limited face-to-face interaction with more reliance on digital services has been an issue for many, particularly the vulnerable members of our communities. We have been mindful of this and our Digital Ambassador and service areas have worked to ensure</p>
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		that ongoing communication and service delivery continues to meet the needs of our service users.
<b>Priority 6.3</b> Transport links are maintained or enhanced	We will support community transport initiatives	<p>The pandemic caused continuing issues for the community transport organisations not least the restrictions on the number of passengers that can be carried at any one time (in line with Welsh Government Guidance).</p> <p>Community transport schemes have continued to receive Bus Service Support Grant funding at the same level as they did prior to the Pandemic.</p>
	We will lead the regional transport work with the Swansea Bay City Deal	<p>Since this action was agreed the City and County of Swansea has been nominated as the Lead on the Regional Bus Emergency Scheme BES2 for the administration of concessionary fare payments and will work closely with regional partners and bus operators. The South West Wales Regional Transport Forum are working with Welsh Government and Transport for Wales on the development of a strategic bus network. As part of the Corporate Joint Committee arrangements it is proposed a formal subcommittee is constituted to deliver the strategic regional transport arrangements reporting to the Corporate Joint Committee.</p>





Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## NEATH PORT TALBOT COUNCIL

### CABINET

22<sup>nd</sup> September 2021

### Report of the Director of Environment and Regeneration Nicola Pearce

#### Matter for Decision

**Wards Affected:** All Wards

#### The Placemaking Charter Wales

#### Purpose of the Report

To seek Member approval for Neath Port Talbot Council to become a signatory of the Placemaking Charter Wales.

#### Executive Summary

Placemaking was introduced as a central concept in Town and Country Planning in Planning Policy Wales 10 (2018) and is described as a '*...holistic approach to the planning and design of development and spaces, focused on positive outcomes*'. Through the application of placemaking principles, the planning system should aim to create high quality development and public spaces to promote prosperity, health, happiness, and well-being in the widest sense.

The Placemaking Charter was developed by Welsh Government (WG) and the Design Commission for Wales (DCfW) to set down the principles of Placemaking in a document that can be signed and endorsed by all organisations and bodies involved in the development process. Six principles are set out in the Charter covering *People and Community*; *Location*; *Identity*; *Movement*; *Mix of Uses* and *Public Realm*.

Organisations including Local Planning Authorities (LPAs) are being asked to sign the Placemaking Charter to demonstrate support for placemaking in all relevant areas of working and to promote the six placemaking principles in the planning, design and management of new and existing places.

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The signing of the Charter will serve to demonstrate that the Council embraces good design and well-being principles, help to give clarity about the approaches the Council will take at all stages of the planning process, strengthen the commitment of planning in Wales to its principles and help to enhance an image of NPT as a forward-looking, progressive and inclusive authority.

## **Background**

The Placemaking Wales Charter was launched in September 2020 by Julie James, Minister for Housing and Local Government.

‘Placemaking’ means setting out from the beginning the aim of creating sustainable and attractive places for living, working and spending leisure time. It aims to move on from standard housing estates with minimal facilities, dependant on the private car, to more complete and inclusive communities.

The concept seeks to create a significantly better environment through creative design; working with the landscape and in the context of the existing settlement pattern, incorporating Green Infrastructure (GI), Sustainable Urban Drainage Systems (SuDs), biodiversity and active travel connectivity. This starts with a clear masterplan to create attractive, sustainable and distinctive places with the aim of achieving improved health and well-being for all residents and for future generations.

Placemaking is therefore the proactive and collaborative process of creating and managing places. This process relates to more than the planning services function of the Council, and in fact relates to multiple service areas across local government that contribute to the creation and management of places. Placemaking is a key process to deliver the duties of the Well Being of Future Generations Act (WBFGA).

## **Placemaking and Planning**

Placemaking is now central to the planning process and system in Wales, and is embodied in Welsh Government (WG) policy documents as a fundamental principle to be adopted by all practitioners. These documents include in particular:

- *Future Wales (FW) – A National Plan for 2040 (Feb 2021)*: which sets out the planning framework for the whole of Wales, including national planning policies;
- *Planning Policy Wales (PPW), Edition 11 (2021)*: Detailed national planning policy and guidance; and

- *Building Better Places: Placemaking and the Covid-19 Recovery (2020)*: Planning policy priorities to assist in taking action in the recovery period after the Covid-19 pandemic crisis.

The Covid-19 pandemic (and associated restrictions / lockdowns) has demonstrated how important well-planned neighbourhoods providing a full range of amenities, pleasant environments and recreation space are to an individual's well-being – providing such environments is the aim of placemaking.

Future Wales and PPW emphasises placemaking on a strategic level with the objectives of becoming better connected, reducing travel and boosting local services to enhance identity, character, sense of community and collective ownership through the planning system.

Well-being is central to the placemaking process and gives importance to the need to work together to build better places. This is achieved by applying a holistic approach to the planning process: one that considers the context, function and relationships between a development site and its wider surroundings.

PPW sets out the approach to achieving well-being and sustainable development via placemaking. It emphasises the legacy of development for people and the environment. *“Good placemaking is...essential to the delivery of sustainable development and achieving improvements in the well-being of communities”*. (Planning Policy Wales, Paragraph 2.10).

Placemaking is defined in PPW as:

*“A holistic approach to the planning and design of development and spaces, focused on positive outcomes. It draws upon an area's potential to create high quality development and public spaces that promote people's prosperity, health, happiness, and well-being in the widest sense. Placemaking considers the context, function and relationships between a development site and its wider surroundings. This will be true for major developments creating new places as well as small developments created within a wider place. Placemaking should not add additional cost to a development, but will require smart, multi-dimensional and innovative thinking to implement and should be considered at the earliest possible stage. Placemaking adds social, economic, environmental and cultural value to development proposals resulting in benefits which go beyond a physical development boundary and embed wider resilience into planning decisions”*.

Placemaking has also been emphasised as the dominant theme in the recently published *Building Better Places*, which the WG considers its

strategy for putting placemaking at the heart of post Covid-19 recovery (July 2020): *“The Covid-19 Pandemic and our collective response to the issues it raises, is one of the most complicated challenges in a generation. We have all had to do things differently, think more about our actions, and act carefully and sensitively to those around us...Now, more than ever, we need to think about places and placemaking. This will be our core value in the work we take forward to bring about recovery in Wales. The regenerative action we take at all levels will be driven by integrated thinking and not short-term expedience which can have negative longer term consequences”.*

Furthermore, Future Wales contains a specific policy requiring the public sector to show leadership and apply placemaking principles to support growth and regeneration for the benefit of communities. Policy 2 states: *“The public sector must lead by example and apply placemaking principles to create exemplar developments. In particular, (it) must prioritise design quality, innovation and sustainability.”*

## **Local Development Plan (LDP)**

The Council is already implementing the principles of the Charter (refer below) through the LDP and the determining of planning applications.

Members will be aware that work will shortly commence on the Replacement LDP (RLDP) (2021-2036), within which the placemaking principles will be further embedded. The RLDP will be structured to reflect this. The new plan will be required to embrace placemaking as a central theme and this will be tested as a soundness issue at the plan’s Examination.

The principles of the Charter do not conflict with the policies and guidance adopted within the LDP, rather it complements them and highlights the main considerations in assessing any planning application.

Place-led proposals for major development sites are promoted through the Planning system, ensuring the creation of place is enshrined through the preparation of development brief’s and masterplans.

Placemaking should be at the heart of Town centre regeneration, and can help to implement potential ideas identified in the Urban Foundry Report: Rediscovering Our Towns – A Study for Neath Port Talbot Council (March 2021).

## **The Placemaking Charter**

The Placemaking Charter, copied in Appendix 1, has been developed by WG and DCfW in collaboration with the Placemaking Wales Partnership, which is

made up of stakeholders representing a wide range of interests and organisations working within the built and natural environment.

The Charter reflects the collective and individual commitment of these organisations to support the development of high-quality places across Wales for the benefit of communities. To date, signatories to the Wales Placemaking Charter include:

- Home Builders Federation;
- Chartered Institute of Highways and Transportation;
- Institute of Highway Engineers;
- Housing associations;
- Future Generations Commissioner for Wales;
- Royal Society of Architects Wales;
- Welsh Government;
- Local Authorities (Newport City Council, City & County of Swansea, Pembrokeshire Coast National Park Authority);
- Welsh Local Government Association; and
- National/regional house builders.

A full list of signatories is available on the link below, clearly demonstrating that placemaking is embraced and endorsed across the entire development industry: <http://dcfw.org/placemaking/placemaking-charter/>

The Charter includes six principles:

- **People and Community:** The local community are involved in the development of proposals. The needs, aspirations, health and well-being of all people are considered at the outset. Proposals are shaped to help to meet these needs as well as create, integrate, protect and/or enhance a sense of community and promote equality.
- **Location:** Places grow and develop in a way that uses land efficiently, supports and enhances existing places and is well connected. The location of housing, employment and leisure and other facilities are planned to help reduce the need to travel.
- **Identity:** The positive, distinctive qualities of existing places are valued and respected. The unique features and opportunities of a location including heritage, culture, language, built and natural physical attributes are identified and responded to.
- **Movement:** Walking, cycling and public transport are prioritised to provide a choice of transport modes and avoid dependence on private

vehicles. Well designed and safe active travel routes connect to the wider active travel network and public transport stations and stops are positively integrated.

- **Mix of Uses:** Places have a range of purposes which provide opportunities for community development, local business growth and access to jobs, services and facilities via walking, cycling or public transport. Development density and a mix of uses and tenures helps to support a diverse community and vibrant public realm.
- **Public Realm:** Streets and public spaces are well defined, welcoming, safe and inclusive, with a distinct identity. They are designed to be robust and adaptable, with landscape, green infrastructure and sustainable drainage well integrated. They are well connected to existing places and promote opportunities for social interaction and a range of activities for all people.

New detailed guidance has also been issued in the form of a Placemaking Guide 2020: <https://dcfw.org/wp-content/themes/dcfw-child/assets/PlacemakingGuideDigitalENG.pdf>

## **Becoming a Signatory**

Signing up to the Charter will:

- Demonstrate that the Council embraces good design principles, and has commitment to Well-being of Future Generations Act principles in respect of the health and well-being of its communities and residents for the long term future.
- Emphasise to prospective developers the approaches that the Council will take at all stages of the planning process, giving greater clarity and certainty for all.
- Strengthen the commitment of planning in Wales to its principles.
- Help to further enhance the image of Neath Port Talbot as a forward-looking, progressive and inclusive authority, fully engaged in the improvement of its communities and environment.
- Not imply inevitable additional expense for developers: Good design more often just means doing things in different ways, and giving more thought to the local context. Furthermore, at the land acquisition stage, placemaking principles should not impact on development viability – matters that might imply additional expense for developers are largely already part of the planning and other regulatory requirements for sites (e.g. access arrangements, drainage/SuDS; open spaces; mix of uses and housing types/Affordable Housing etc.).



In signing the Placemaking Charter an organisation agrees to support placemaking in all relevant areas of work and to promote the six placemaking principles in the planning, design and management of new and existing places.

Once an organisation has agreed and signed the Charter, the name of the organisation will be added to the list of signatories on the Placemaking Wales partnership website and will be sent the Charter logo to use.

As a signatory to the Placemaking Charter, the Council pledges to:

- Involve the local community in the development of proposals;
- Choose sustainable locations for new development;
- Prioritise walking, cycling and public transport;
- Create inclusive, well defined, safe and welcoming streets and public spaces;
- Promote a sustainable mix of uses to make places vibrant; and
- Value and respect the positive distinctive qualities and identity of existing places.

Implementing the Principles of the Placemaking Charter will also help to:

- Deliver the vision, objectives and principles of the Council's 'Corporate Plan' and 'Recovery Plan' as we move out of the pandemic; and
- Implement to Neath Port Talbot Public Services Board Well-being Plan: The Neath Port Talbot We Want 2018-2023.

Appendix 3 considers the compatibility of the placemaking charter with Other Council Strategies.

## **Financial Impacts**

Compliance with the placemaking agenda, and being a signatory to the Charter, requires that the Council ensures its proposed schemes are elevated above 'placeless' and/or low quality developments. This inevitably requires an appropriate level of investment and financial commitment.

Notwithstanding this, provided that placemaking is addressed in a comprehensive manner at a suitably early stage of the development process, following the principles set out in the Charter will not necessitate any increase in costs being incurred by the Council on its development projects.

PPW underlines this by highlighting that *'Placemaking should not add additional cost to a development, but will require smart, multi-dimensional and*

*innovative thinking to implement and should be considered at the earliest possible stage.'*

Where placemaking is only addressed in a superficial manner, and/or at a late stage of the process, developers can run the risk of incurring unnecessary additional costs, such as those relating to re-design costs or 'retro-fitting' requirements to schemes that have been inappropriately advanced. Developers can seek to avoid the burden of such unnecessary costs however by adopting a pro-active and collaborative approach with the Council at an early stage of advancing development projects.

## **Integrated Impact Assessment (IIA)**

A first stage integrated 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 2 has indicated that a more in-depth assessment is not required. A summary is included below.

- **Equalities** – The signing of the Placemaking Charter is part of a process intended to ensure that the planning process embodies consideration of equalities issues from the start and throughout the processes and procedures that govern its preparation and that the resulting developments are as far as possible planned to ensure that equalities issues are fully addressed.
- **Welsh Language** – The Placemaking Charter has been prepared in accordance with the Welsh Language Standards (No. 1)) Regulations 2015 and the proposed consultation and its content embodies the principles of the regulations. The Charter will help to ensure that the development planning process also takes into account Welsh Language requirements in all aspects.
- **Biodiversity** – The endorsement of Placemaking principles should help to ensure that future development takes full account of all duties and requirements to maintain and enhance biodiversity and promote the resilience of ecosystems.
- **Well-being of Future Generation (5 ways of Working)** – Placemaking and the Placemaking Charter fully embrace all five ways of working. The document positively integrates with the Council's well-being objectives; involves people and collaborates with partners in its development and implementation; and ultimately will help to address any foreseeable problems in planning future development.

## **Socio-Economic Duty**

This report and the associated documents do not involve any strategic decision-making. Consideration of the Socio-Economic Duty is therefore not applicable in this case.

Placemaking does however add social, economic, environmental and cultural value to development proposals resulting in benefits which go beyond a physical development boundary and embed wider resilience into planning decisions.

## **Valleys Communities Impacts**

Delivering on the principles of the Placemaking Charter would bring equal benefits across the whole of the County Borough.

## **Workforce Impacts**

No implications.

## **Legal Impacts**

No implications.

## **Risk Management Impacts**

No implications.

## **Consultation**

There is no requirement for external consultation on this matter.

## **Recommendations**

That having considered the report and having due regard to the Integrated Impact Assessment, it is resolved to commend the following to Council for approval:

1. That the Council endorses the Placemaking Charter Wales; and
2. That authorisation is given to the Head of Planning and Public Protection to submit an application to the Placemaking Partnership for the Council to become a signatory to the Charter.

## **Reasons for Proposed Decision**

To demonstrate that the Council embraces and is committed to delivering and promoting the six placemaking principles.

## **Implementation of Decision**

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

## **Appendices**

Appendix 1 – Placemaking Charter Wales

Appendix 2 – Integrated Impact Assessment First Stage

Appendix 3 – Compatibility of Placemaking Principles with Council Strategies

## **List of Background Papers**

### ***Legislation and Regulations:***

Planning and Compulsory Purchase Act 2004.

Well-being of Future Generations (Wales) Act (2015).

Environment (Wales) Act 2016.

### ***Planning Policy / Guidance:***

Future Wales: The National Plan 2040.

Planning Policy Wales Edition 11 (2021).

Neath Port Talbot LDP (2011-2026) (January 2016).

Placemaking Charter: <https://dcfw.org/placemaking/placemaking-charter/>

## **Officer Contact**

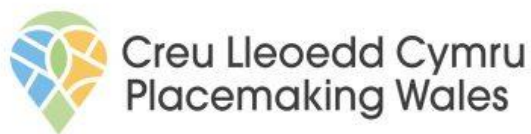
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# APPENDIX 1 – Placemaking Charter Wales



## Placemaking Wales Charter

The Placemaking Wales Charter has been developed in collaboration with the Placemaking Wales Partnership which is made up of stakeholders representing a wide range of interests. The Charter reflects the collective and individual commitment of these organisations to support the development of high-quality places across Wales for the benefit of communities.

In signing the Placemaking Wales Charter I/my organisation agree to support placemaking in all relevant areas of my/our work and promote the following principles in the planning, design and management of new and existing places:

### People and community

The local community are involved in the development of proposals. The needs, aspirations, health and well-being of all people are considered at the outset. Proposals are shaped to help to meet these needs as well as create, integrate, protect and/or enhance a sense of community and promote equality.

### Location

Places grow and develop in a way that uses land efficiently, supports and enhances existing places and is well connected. The location of housing, employment and leisure and other facilities are planned to help reduce the need to travel.

### Movement

Walking, cycling and public transport are prioritised to provide a choice of transport modes and avoid dependence on private vehicles. Well designed and safe active travel routes connect to the wider active travel and public transport network and public transport stations and stops are positively integrated.

### Mix of uses

Places have a range of purposes which provide opportunities for community development, local business growth and access jobs, services and facilities via walking, cycling or public transport. Development density and a mix of uses and tenures helps to support a diverse community and vibrant public realm.

### Public realm

Streets and public spaces are well defined, welcoming, safe and inclusive with a distinct identity. They are designed to be robust and adaptable with landscape, green infrastructure and sustainable drainage well integrated. They are well connected to existing places and promote opportunities for social interaction and a range of activities for all people.

### Identity

The positive, distinctive qualities of existing places are valued and respected. The unique features and opportunities of a location including heritage, culture, language, built and natural physical attributes are identified and responded to.



## APPENDIX 2 – Integrated Impact Assessment First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Signing of the Placemaking Charter Wales
<b>Service Area:</b> Planning Policy, Planning and Public Protection
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

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

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

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓				The Placemaking Charter sets out principles to be applied in the planning of development. The principles adopted could potentially affect any residents but the Charter is specifically intended to help ensure that no individual group will be impacted differently because of their particular characteristics.
Disability		✓				
Gender Reassignment		✓				
Marriage/Civil Partnership		✓				
Pregnancy/Maternity		✓				
Race		✓				
Religion/Belief		✓				
Sex		✓				
Sexual orientation		✓				

### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/ How might it impact?
People's opportunities to use the Welsh language			✓			The Placemaking Charter is a document published in English and Welsh and will not in itself have a significant impact on people's opportunities to use the Welsh Language.
Treating the Welsh language no less favourably than English		✓				As above. This is embodied in the legislation and guidance controlling the parameters of public documents of this nature and is checked and confirmed by the Welsh Government.

### 5. Does the initiative impact on biodiversity:

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	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓					The signing of the Placemaking Charter should ultimately have a small positive impact on the maintenance and/or enhancement of biodiversity since it would indicate the Council's intention to implement good placemaking principles, including maintaining and enhancing biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓					As above, endorsement of the Placemaking Charter principles should have a small positive impact on the effects of development on the resilience of ecosystems.

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

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		The Placemaking Charter is concerned with the promotion of Placemaking to ensure that well-being principles are embodied in developments that will create permanent environments for the future.

<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Placemaking principles embody the need to integrate all the well-being objectives in the development process to ensure and require that the new development proposals fully integrated with all other relevant plans, initiatives and strategies, working towards the same objectives.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The Placemaking Charter initiative has been developed by the Welsh Government in full consultation with all interested parties. This report seeks to agree the Council's endorsement and signing of the Charter to ensure that involvement principles will be embodied in development planning at all stages.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The signing of the Placemaking Charter underlines the Council's intention to fully embrace collaboration principles at all stages of the development planning process including organisations from the public, private and community/voluntary sectors.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		The public commitment to embrace placemaking principles that the signing of the Charter demonstrates will serve to ensure that the principles are fully built in to the Council's approach to development planning to fully and fundamentally ensure that, as far as possible, future problems are prevented from occurring and existing problems are addressed if possible or at the least not exacerbated or otherwise worsened.

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

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
<p><b>Equalities</b> – The signing of the Placemaking Charter is part of a process intended to ensure that the planning process embodies consideration of equalities issues from the start and throughout the processes and procedures that govern its preparation and that the resulting developments are as far as possible planned to ensure that equalities issues are fully addressed.</p> <p><b>Welsh Language</b> – The Placemaking Charter has been prepared in accordance with the Welsh Language Standards (No. 1)) Regulations 2015 and the proposed consultation and its content embodies the principles of the regulations. The Charter will help to ensure that the development planning process also takes into account Welsh Language requirements in all aspects.</p> <p><b>Biodiversity</b> – The endorsement of Placemaking principles should help to ensure that future development takes full account of all duties and requirements to maintain and enhance biodiversity and promote the resilience of ecosystems.</p> <p><b>Well-being of Future Generation (5 ways of Working)</b> – Placemaking and the Placemaking Charter fully embrace all five ways of</p>	



working. The document positively integrates with the Council's well-being objectives; involves people and collaborates with partners in its development and implementation; and ultimately will help to address any foreseeable problems in planning future development.

	<b>Name</b>	<b>Position</b>	<b>Date</b>
Completed by	Lana Beynon	Planning Policy Manager	13 <sup>th</sup> August 2021
Signed off by	Ceri Morris	Head of Planning and Public Protection	15 <sup>th</sup> August 2021

## **APPENDIX 3**

### **Compatibility of Placemaking Principles with Council Strategies**

#### **NPT Well-being Plan**

- Objective 1: Support children in their early years, especially children at risk of adverse childhood experiences;
- Objective 2: Create safe, confident and resilient communities, focusing on vulnerable people;
- Objective 3: Put more life into our later years - Ageing Well;
- Objective 4: Promote well-being through work and in the workplace;
- Objective 5: Value our green infrastructure and the contribution it makes to our Well-being;
- Objective 6: Tackle digital exclusion.

There is nothing in the Placemaking Charter that would be incompatible with the NPT Well-being objectives, and it would specifically support and help to deliver objectives 2 and 5 in particular.

#### **NPT Biodiversity Duty Plan**

- Objective 1: Engage and support participation and understanding to embed biodiversity throughout decision making at all levels;
- Objective 2: Safeguard species and habitats of principal importance and improve their management;
- Objective 3: Increase the resilience of our natural environment by restoring degraded habitats and habitat creation;
- Objective 4: Tackle key pressures on species and habitats;
- Objective 5: Improve our evidence, understanding and monitoring;
- Objective 6: Put in place a framework of governance and support for delivery.

The application of placemaking principles would need to take into account biodiversity principles and objectives. The Placemaking Charter would not alter this.

#### **NPT Digital Strategy**

- Priority 1: Transforming the way we deliver our functions/services and increasing use of the Council's online functions/services by residents;
- Priority 2: Contributing to the development of favourable conditions for economic growth in the county borough;

- Priority 3: Embracing a “digital first” approach to the way we support our workforce

Nothing in the Placemaking Charter is incompatible with these priorities.

## **NPT Decarbonisation and Renewable Energy (DARE) Strategy**

Objectives:

- To take a coordinated approach across the Council to introduce a variety of measures to reduce the Council’s own carbon emissions whilst carrying out its business.
- To reduce energy consumption or where reduction is not possible, to use fuel sources that are less harmful to the environment.
- To address any barriers to the development of renewable energy across the County Borough and to promote the sustainable and appropriate use of renewable resources.
- To maximise opportunities for carbon sequestration and minimise carbon release through the appropriate management of our natural resources.
- To work with all our partners and local businesses on joint actions, to share good practice, maximise assets and encourage the adoption of a similar approach.
- To raise awareness so that our employees and the public can understand the options for and benefits of the choices that can be made.
- To maximise the benefits of Welsh Government funding opportunities.

Nothing in the Placemaking Charter is incompatible with these objectives.

Mae'r dudalen hon yn fwriadol wag

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **Cabinet**

22<sup>nd</sup> September 2021

### **Report of the Head of Support Services and Transformation**

#### **Matter for Decision**

**Wards Affected:** Seven Sisters, Tonna and Pontardawe.

#### **Project Proposals made to the Members Community Fund**

#### **Purpose of the Report**

1. To seek approval to fund three project proposals that request financial support under the Members Community Fund.

#### **Executive Summary**

2. The Members Community Fund is to be used to address local needs and to support projects and initiatives that will contribute towards creating vibrant and sustainable communities.

3. The Project Development & Funding Unit (PDFU) within ELLL is charged with the governance of the Fund and will act as the Grant Management Organisation.

4. Bids can be made for projects that enhance existing Council services, assist voluntary sector provision or form part of a larger initiative that is in need of additional financial support.

5. Eligible projects will include those that enrich the environment, promote non - statutory education and learning, assist health & well-being, and promote culture and / or recreation in all its forms.

6. Project proposals seeking funding are to be formally submitted to the PDFU. Bids are checked for completeness, accuracy and deliverability and will be deemed 'fit for purpose' and ready for determination by Cabinet. Officers have considered the project proposals submitted by Members and these are deemed to comply with the Policy as endorsed by Cabinet on the 25<sup>th</sup> June 2020 and 30<sup>th</sup> June 2021.

## **Background**

7. The 'Background' or 'Project Specifics' pertinent to each project are set out in the appendices to this report. The detail on the 'Project Specifics' will expand upon the Project Description, the Applicant, the need, the community benefit and how the project costs have been arrived at.

8. The Appendices included with this report, and subsequently the projects to be evaluated, are as follows:-

(a) Appendix A - An Application by Cllr Steven Hunt for supply of new senior football goals to the recently formed Seven Sisters Onllwyn Football Club. The funding will be used to procure a pair of new 24' x 8' goal posts with netting. Total request of the Members Community Fund is £2,000.

(b) Appendix B – An Application by Cllr Leanne Jones for purchase of freestanding goalposts and additional equipment for the Tonna AFC Junior Section. Items to be procured include training balls, bibs, cones and first aid kits. Total request of the Members Community Fund is £1,511.98.

(c) Appendix C – An Application by Cllr Linet Purcell for Purchase and installation of a demountable stage with lighting, Audio Visual (AV) and Public Address (PA) systems for the Main Hall at YGG Pontardawe. Total request of the Members Community Fund is £9,600.

## **Financial Impact**

9. All projects must be sustainable. Projects must have a robust exit strategy that places no additional revenue or financial burden on the Council. Maintenance responsibilities and the ongoing revenue commitment to keep a project functioning beyond the life of the Grant will have been rigorously investigated to determine as to whether there are any financial burdens on the Council.

## **Integrated Impact Assessment**

10. A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010), the Welsh Language Standards (No.1) Regulations 2015, the Well - being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment has indicated that a more in - depth assessment is not required as the summary concludes there are positive outcomes for the sustainable development principle, collaboration and involvement, with no impact on equalities or the Welsh language.

## **Valleys Communities Impacts**

11. No implications

## **Workforce Impacts**

12. No implications

## **Legal Impacts**

13. The delivery of the Members Community Fund will come within the purview of the Local Government Act 2000 which contains well-being powers which enable every Local Authority to have the ability to do anything which it considers likely to promote an improvement to economic, social or environmental well-being in the area. Eligible projects will include those that enrich the environment, promote non - statutory education and learning, assist health & well-being, and promote culture and / or recreation in all its forms

## **Risk Management**

14. There are no risk management issues associated with the reporting.

## **Consultation**

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

## **Recommendations**

16. It is recommended that, having due regard to the Integrated Impact Screening Assessment that members approve the following applications:

- (a) An Application by Cllr Steven Hunt for supply of new senior football goals to Seven Sisters Onllwyn Football Club as set out in Appendix A.
- (b) An Application by Cllr Leanne Jones for purchase of freestanding goalposts and additional equipment for Tonna AFC Junior Section, as set out in Appendix B.
- (c) An Application by Cllr Linet Purcell for purchase and installation of a demountable stage with lighting, AV and PA systems for the Main Hall at YGG Pontardawe, as set out in Appendix C.

## **Reasons for Proposed Decision**

17. To approve the Applications for funding that have been received under the Members Community Fund.

## **Implementation of Decision**

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

## **List of Background Papers**

19. None



## **Appendices**

20. Appendix 1 – IIA First Assessment

### **Officer Contact**

21. Paul Hinder,

Project Development & Funding Manager, (ELLL).

Tel: 01639 763390, email: [p.hinder@npt.gov.uk](mailto:p.hinder@npt.gov.uk)



## **Appendix A.**

### **Background or 'Project Specifics' – Application MF007/T2**

To supply new senior football goals to the recently formed Seven Sisters Onllwyn Football Club.

This bid has been developed to 'Assist Voluntary Sector providers'.

The funding will be used to procure a pair of new 24' x 8' goal posts with netting to augment current provision. This will help to support a new venture in the Dulais Valley which has seen players from Seven Sisters join forces with those at Onllwyn F.C as a means of protecting the future sustainability of football in the area.

The newly formed Club is building upon and enhancing the assets already based at Onllwyn F.C with the acquisition of grounds maintenance machinery, pitch surrounds and off – pitch amenities, with a view to increasing participation and improving standards of performance. The Club is working towards developing a Junior Section, a Youth Team and sporting opportunities for women.

The need for this initiative has come to the attention of the local Ward Member as there are no other Clubs in the Dulais Valley that provide the facility and opportunity to participate in the sport of football. Success with this initiative will develop coaching, Holiday Football Camps and ultimately an Academy of sport.

The intention is that the Seven Sisters Onllwyn AFC will become a community hub offering 'Come & Try' fun activities for Mini Football, a player pathway from 'first kick to First Team' and many other sporting opportunities that could lead to promotion within the West Wales FA and the Neath & District Football League.

The scheme has no financial implications for NPTCBC. The acquisition of the goal posts will make the facilities that the Club offers more attractive which in turn will generate new players, members and volunteers. The income from the growing number of subscriptions will help with the running costs associated with fielding additional teams at Mini, Junior, Youth and senior level.

## **Recommendations**

The project is valued at £3,080.00. The Applicant, Councillor Steven Hunt, would wish to contribute £2,000 towards the project from his Members Fund, the remaining £1,080 match funding being sought from the Club's financial reserve.

The project proposal is recommended for approval and financial support under the Members Community Fund.

## **Appendix B.**

### **Background or 'Project Specifics' – Application MF008/T2**

Purchase of freestanding goalposts and additional equipment for the Tonna AFC Junior Section.

This bid has been developed to 'Assist Voluntary Sector providers'.

The funding will be used to procure a pair of 12' x 6' freestanding junior goal posts, training balls, bags, bibs, cones, first aid kits and pop up goals. This additional equipment is necessary to accommodate the growing number of participants' aged 5-11 wishing to take part in grassroots football within the Ward of Tonna.

The need for this initiative has come to the attention of the local Ward Member via representations made by the football club and on social media. A number of volunteers have come forward to oversee a new Under 5's, and an Under 6's side. An investment from the Members Community Fund would enable the club to provide the necessary age appropriate equipment to facilitate this.

The community benefits associated with this project include the positive engagement of young people, who will be granted the opportunity to represent their own village in the sport of football. Also improving physical fitness and mental wellbeing.

The scheme has no financial implications for NPTCBC. Upkeep of the equipment, its use and its servicing will be the responsibility of the Tonna AFC Junior Section. The equipment will be used during training sessions under the watchful eye of qualified coaches and when not in use, it will be stored securely at their headquarters of Tonna RFC.

### **Recommendations**

The request for grant aid from the Members Community Fund is for £1,511.98 from Councillor Leanne Jones' allocation, which is the total cost of purchasing the goalposts and training equipment.

The project proposal is recommended for approval and financial support under the Members Community Fund.

## **Appendix C.**

### **Background or 'Project Specifics' – Application MF009/T2**

Purchase and installation of a demountable stage with lighting, Audio Visual (AV) and Public Address (PA) systems for the Main Hall at YGG Pontardawe.

This bid has been developed to 'Enhance Existing Council Services' and 'Assist Voluntary Sector providers.'

The YGG Pontardawe Parents, Teachers and Friends Association (PTFA) wish to create a multi-purpose facility which can be used by the wider community, and extend school activities beyond the traditional school day. The funding will be used to procure and install a 9 metre wide demountable stage with accompanying drapes, proscenium arch, projector with screen, amplifiers, microphones and speakers. These items will enhance activities currently taking place in the Main Hall and make it more attractive to potential hirers.

The need for this initiative has been brought to the attention of the Pontardawe Ward Members by the Chairperson of the PTFA, following discussions with the Headteacher and local third sector groups. A number of community-based organisations including the ConfiDance and TapOma dance groups, Slimming World, Cerdd NPT and the Family Liaison Officer have expressed an interest in hiring the Hall, however the lack of quality facilities has been a significant barrier to use. This proposal would enable the School to support the local voluntary sector by offering an accessible venue in which they can grow and thrive.

Long term benefits emanating from the proposal include additional community activities delivered through the medium of Welsh, an improvement in social engagement and health and wellbeing, and increased participation by families in learning activities and events.

The scheme has no financial implications for NPTCBC. Day to day responsibility for the new equipment will fall to the School, however in order to fund ongoing maintenance and ensure the facility is kept at the highest standard, the PTFA will charge a small fee for hall hire.

## **Recommendations**

The project is valued at £24,600. The Applicant, Councillor Linet Purcell, would wish to contribute £9,600 towards the project from her Members Fund allocation for Pontardawe. The remaining £15,000 match funding has been secured from the Mynydd y Betws Wind Farm Community Benefit Fund, and contributions from the PTFA and the schools delegated budget.

The project proposal is recommended for approval and financial support under the Members Community Fund.



## Impact Assessment - First Stage

It is essential that all initiatives undergo a first stage impact assessment to identify relevance to equalities and the Welsh language as well as an evaluation of how the proposal has taken into account the sustainable development principle (the five ways of working); an incorrect assessment could ultimately be open to legal challenge.

The first stage is to carry out a short assessment to help determine the need to undertake a more in-depth analysis (the second stage).

Relevance will depend not only on the number of people/service users affected, but also the significance of the effect on them.

When completing the first step you must have regard to the following:

- Does the initiative relate to an area where important equality issues have been, or are likely to be, raised? (For example, funding for services to assist people who are victims of rape/sexual violence or individuals with particular care need; disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools)
- Is there a significant potential for reducing inequalities, or improving outcomes? (For example, increasing recruitment opportunities for disabled people).
- Does the initiative relate to instances where opportunities to use the Welsh language are likely to be affected or where the language is likely to be treated less favourably? (For example, increase the number of Welsh speakers moving from/to a certain area; closing specific Welsh language services or put those services at risk services;
- Does the initiative relate to the improvement of economic, social, environmental and cultural well-being? To what extent does the initiative prevent things getting worse? (For example, funding for services to assist in cultural well-being; changes in policies that promote independence and/or assist carers)

### 1. Provide a description and summary of the initiative.

Identify which service area and directorate has responsibility for the initiative.

### 2. Identify who will be affected by the initiative.

If you answer **Yes** to service users, staff or wider community continue with the first stage of the assessment

If you answer **No** to service users, staff or wider community or **Yes** to 'Internal administrative process only', go to **Question 5 – sustainable development principle.**

### 3. Using relevant and appropriate information and data that is available to you think about what impact there could be on people who share protected characteristics; whether they are service users, staff or the wider community.

Some things to consider include:

- transport issues
- accessibility
- customer service
- cultural sensitivity
- financial implications
- loss of jobs

Definitions of impacts (either positive or negative):

- High – likely to be highly affected by the initiative
- Medium - likely to be affected in some way
- Low - likely to be affected by the initiative in a small way
- Don't know - the potential impact is unknown

You **must** provide reasons, and indicate what evidence you used, in coming to your decision.

4. Using relevant and appropriate information and data that is available, think about what impact there could be on opportunities to use the Welsh language and in treating the language no less favourably than English.

Definitions of impacts are the same as in **Question 3**.

The classification 'Don't Know' should be categorised as 'High Impact' in both questions 3 & 4.

5. Consider how the initiative has embraced the sustainable development principle in accordance with the Section 7c of the Well-being of Future Generations Act 2015.

Give details of the initiative in relation to the 5 ways of working:

- **Long term** - how the initiative supports the long term well-being of people
- **Integration** - how the initiative impacts upon our wellbeing objectives
- **Involvement** - how people have been involved in developing the initiative
- **Collaboration** - how we have worked with other services/organisations to find shared sustainable solutions;
- **Prevention** - how the initiative will prevent problems occurring or getting worse

6. The most appropriate statement must be selected (and the relevant box ticked) based on the first stage of the assessment and an explanation of how you have arrived at this decision must be given.

In addition a summary of the how the initiative has embraced the sustainable development principle must also be included.

Where the first stage of the assessment indicates that a more in-depth analysis is required the second stage of the assessment will need to be completed and this will need to be started immediately.

A first stage assessment must be included as a background paper for all Cabinet/Cabinet Board/ Scrutiny Committee Reports.

Where the first stage assessment is completed by an accountable manager it must be signed off by a Head of Service/Director.

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Improved provision for sporting opportunities and extended school use of artistic/cultural amenities</b>
<b>Service Area: Project Development and Funding</b>
<b>Directorate: Education, Leisure and Lifelong Learning</b>

### 2. Does the initiative affect:

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

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

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

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**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	x				M	Provision at the only Welsh Medium School in the area giving greater access to more diverse Welsh Language experiences.
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, such as air quality, flood alleviation, etc.		x				

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

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		An investment that will be of benefit to many generations of Primary school aged children.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Opportunities for improved sporting, cultural, musical and artistic development.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Through volunteering, being part of the PTA, coaching staff, voluntary sector Groups (Brass band, Urdd, Cerdd, Football Club, etc.)
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		Joint working ELLL with the school PTA, Music Development Service and Third Sector Organisations.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		New equipment will develop new activity and will enrich the use of the school and the Football Clubs by improved social engagement.

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

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
The summary concludes there are positive outcomes for the sustainable development principle, collaboration and involvement, with no impact on Equalities and that Welsh language will likely to be positively affected in some way.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

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	Name	Position	Signature	Date
Completed by	Paul Hinder	Project Manager		14.09.21
Signed off by	Rhiannon Crowhurst	Head of Service		14.09.21

Mae'r dudalen hon yn fwiadol wag





Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNCIL**

### **CABINET**

22<sup>nd</sup> September 2021

### **Report of the Head of Legal and Democratic Services Craig Griffiths**

#### **Matter for Decision**

**Wards Affected:** All

#### **Purchase of Hybrid Meeting System and Refurbishments to Council Chamber**

#### **Purpose of the Report**

1. To seek approval from members to purchase a hybrid meeting system and to agree refurbishment of the Council Chamber to facilitate the attendance at such hybrid meetings.

#### **Background**

2. In 2019 and 2020, the Democratic Service Committee commenced a programme of work to look at public participation in decision making, namely the concept of webcasting of Council meetings and work was undertaken by a Task and Finish Group to investigate the process of webcasting meetings and the level of work that would be required to facilitate this.
3. Democratic Service Committee approved on the 3<sup>rd</sup> March 2020:
  - (a) That the Democratic Services Committee recommends to Council that meetings of the full Council and Planning Committee meetings be webcast on a pilot basis for a period of 12 months commencing October 2020.

- (b) That the Democratic Services Committee recommends to Council that the cost of the pilot project be met from the Member Development Specific Reserve.
- (c) That the Democratic Services Committee recommends to Council that the Head of Democratic Services be authorised to enter into contract for the provision of a suitable service to support the pilot project.
- (d) That in providing advice to Council, the Committee recommends that training for Elected Members and officers be arranged and delivered prior to the pilot project commencing.
- (e) That the Procedural Rules and Terms and Conditions of viewing a Webcast (included at Appendix 1) be commended to Council for approval to support the proposed pilot.
- (f) That the Head of Democratic Services be asked to make representation to the WLGA, providing the full anticipated costs for webcasting all meetings for this council.
- (g) That the Democratic Services Committee considers the findings from research conducted to date by the Task and Finish Group into ways that public participation in the democratic function might be organised and provides a steer to the Task and Finish Group on areas of focus for the next phase of the Group's work.

#### Covid-19 Arrangements

4. Following this meeting, a period of national lockdown commenced as a result of the Covid-19 pandemic and in order to facilitate Council decision making and scrutiny since March 2020, all Council meetings have been held remotely via Microsoft TEAMS.
5. As a result of this all Council meetings (including Cabinet/Cabinet Boards/Scrutiny and Regulatory Committees) have now been held virtually and subsequently uploaded to the Council's YouTube Channel for members of the public to view.
6. In order to comply with social distancing rules, these arrangements will continue pending the current restrictions that are in place by Welsh Government being reviewed. There have been occasions where the Chairs and Vice Chairs of particular meetings have been present in the Chamber. This has been arranged on an ad hoc basis to provide suitable support to members where necessary. Full risk assessments have been undertaken to allow for this to happen.

## Legislative Arrangements

7. It is important to note that changes in legislation will take place over the coming year in respect of Council meetings. The Local Government and Elections (Wales) Act 2021 will make new arrangements for meetings that will come into effect in May 2022.
8. These arrangements include (amongst others):
  - (a) The requirement for principal councils to make, and publish, arrangements that ensure that the proceedings of certain types of council meeting are broadcast electronically in a way that allows members of the public, not in attendance, to see and hear proceedings. The proceedings must be broadcast live (subject to any exceptions that may be specified in regulations) and they must be available electronically after the meeting for a period specified in regulations. Clarification has yet to be provided as to which meetings will be covered by this but at this stage it is envisaged it will be Full Council and possible Cabinet/Cabinet Board meetings
  - (b) local authorities must make arrangements that ensure their meetings can take place in a manner which enables persons who are not in the same place to attend the meeting. The authority must publish these arrangements, if the arrangements are revised or replaced the new arrangements must also be published. This requirement though does not however require meetings to be held in a certain format. Whether they are held fully virtually, partially virtually – whereby some participants are in the same physical location whilst others join the meeting virtually – or as physical meetings will be a matter for those responsible for arranging the meetings.

## Recent Steps

9. One of the determinations that will require to be made is the holding of local authority meetings going forward in light of Covid-19 and the new legislative arrangements that the Council must comply with.
10. In order to obtain the views of elected members, a member survey was recently undertaken asking a wide range of questions in order to ascertain how members would feel about the hold of such meetings.
11. The following themes were identified:

- (a) the majority of members have felt that the meetings over the last year have worked well
- (b) the overwhelming majority of members have felt able to participate in remote meetings
- (c) the majority of members have seen a benefit in remote meetings and have found them a somewhat positive arrangement
- (d) members would wish to have a variety of options for attendance at meetings but would welcome the opportunity to attend face to face meetings
- (e) members feel a hybrid policy in attendance could be appropriate
- (f) members would wish all meetings to be held in a hybrid way though feel that Full Council is best being held in person
- (g) Chairs and Vice Chairs would wish to have the opportunity to attend in person in order to receive appropriate support
- (h) Members are concerned about IT reliance and connection issues.

### Development of Hybrid Meeting Arrangements

- 12. In order to reflect the legislative arrangements that will be implemented in May 2022 and to reflect the results of the member survey, officers have now been working to establish whether a hybrid setup can be facilitated in the Council.
- 13. Two streams of work will be necessary to meet these requirements, namely:
  - a. Works to the Council Chamber to accommodate the new technological requirements
  - b. The purchase of suitable equipment to enable webcasting and hybrid meetings to be facilitated.
- 14. Because of time constraints and the financial commitments necessary (as detailed in this report), it is proposed that at this time, the Council Chamber be the sole room refurbished to enable hybrid meetings to take place, due to its size and also the public access that is available. However, if proposals are approved by members a feasibility study will be commenced to determine whether other rooms within civic buildings in Neath Port Talbot could be developed for hybrid meeting policies in 2022.

### Work to Council Chamber

15. In order to implement a hybrid system, certain structural work will need to be undertaken to the Council Chamber.
  - (a) Isolate and remove existing lighting.
  - (b) Removing and cart away existing interlocking ceiling tiles.
  - (c) Install a new ceiling
  - (d) Install new LED energy efficient light fittings which will also increase the light levels.
  - (e) Run cable containment to each set of fixed seating for new power and data cables.
  - (f) Install new USB charging points.
  - (g) Reduce the gradient of the access ramp, entrance lobby and public gallery area to ensure greater access to the building
  - (h) Create a one level gallery area to facilitate easier access for members of the public.
  - (i) Fit new access doors with vision panels to ensure compliance with legislative requirements.
16. Discussions with the Council's Property and Regeneration Section have confirmed the anticipated amount of these works is approximately £60,000

### Purchase of Equipment

17. In order to achieve a hybrid solution, it will be necessary to update the Audio and Visual equipment within the Council Chamber. This includes replacing the current microphone system, screens and installing cameras and a Hybrid Dual Language webcasting solution. The provision of such items will enable clearer and crisper image when webcasts. The provision will also enable the Council to meet its Welsh language translation requirements, with simultaneous translation being able to be prepared for Full Council meetings. In addition, as the Council embarks on its public participation programme, through the development of public speaking at Council meetings and the use of petitions, simultaneous Welsh language translation will be made available to assist in promoting access to meetings through the medium of Welsh.
18. Equipment to be purchased will include:

- (a) 4 x 98" Flat Panel Displays including wall mounting brackets, enabling all in the room to clearly see displayed images and video
  - (b) Conferencing system - Wired system in the Chamber for 75 delegates, options for voting and identification at seat. The system has been designed so it has capacity to add audio/ video sources and playback if there is ever the need for it. Voting licences will be applied to the system allowing members to vote on key issues at the touch of a button. The ability will exist to enter vote topics and options into the management software and initiate, sending them to every active delegate units. Votes are cast by selecting the relevant option on the touch screen.
  - (c) Audio system with digital processor. The system has a range of accessibility features to support those with visual or hearing impairments - Headphone connectors and volume control to turn up the meeting audio along with touchscreen and Haptic feedback (a small vibration) on the touch screen to confirm actions such as casting a vote
  - (d) High definition video distribution system to all monitors.
  - (e) Touchscreen control system with system pre-sets to recall different uses for the room (for example, pressing 'council meeting' would turn on all TV's, and set the audio system appropriately.
  - (f) Cameras to cover the room to record and stream over the internet Council meetings which can be displayed on external monitors. It has been developed with public sector clients for the sole purpose of live and on demand streaming. Content will be relayed to the public via a microsite styled with NPT Council's corporate branding.
19. The proposed system will also link with the Zoom Platform which has recently been acquired by the Council to facilitate its virtual meetings and to ensure greater access to meetings by members of the public and those who are to be in attendance at Council meetings. The Council has paid the sum of £12,960 per annum for the next three years for such usage.
20. A recent quotation has confirmed the costs of such equipment as being the following:

<b>Item</b>	<b>Cost</b>
Televic Single Units (g) Delegate/Chair with built in speaker x 75 (h) GSM Gooseneck Microphone x 75 (i) Translation Desk	£70,539.33
Voting and Seat Identification Options (j) Voting Licence x 75 (k) ID Licence x 75	£9,859.72
Video Switching, Distribution and Control (l) Control Processor (m) 7in Table top Touch Screen	£5,623.45
Christie 98" 350Nit Screen x 4	£41,079.45
Infra-Red Option for Gallery/Translation Hearing Assistance (n) IR Radiator (o) 5 x Neck Loop and 5 Transmitters	£4,636.64
Webcasting Hybrid Dual Language Hardware (including all installation) (p) Fixed 850 Dual Encoder (q) 4 Avionic HD Cameras	£40,942.22
Webcasting Annual Costs <sup>1</sup> (r) 50 Hours of live webcasting, along helpdesk support and maintenance with Public-i	£15,682 per annum
<b>Total:</b>	

<sup>1</sup> At this stage legislation will only require full council to be live webcast, though all meetings will be made available for the public to view following the meeting. If members of the public wish to attend any meeting, they will be able to request access at any time.

<b>Item</b>	<b>Cost</b>
<b>Initial First Expenditure:</b>	<b>£188,362.81</b>
<b>Future years:</b>	<b>£15,682 per year</b>

21. It is proposed that the Council will commission Public-i Group Limited to undertake this work utilising a competitively procured framework agreement led by Braintree Council which enables an award of contract to be made directly. The framework agreement was advertised in the Official Journal of the European Union (OJEU), notice reference 2016/S 235-428428 and complies with relevant EU procurement regulations. The companies on this framework were selected following a formal tender and evaluation process. Public-i have the experience and engineering skills to install and test to the standards required to ensure the conference system, room acoustics and a simple user control interface system is correctly configured. Furthermore, Public-i and Modern.gov developers work closely together sharing API information for the purposes of synchronising. Many features of the Public-i web and audio Connect” streaming software are automatically integrated with the Modern.gov committee management system saving content duplication. From placing the order, Public-i have indicated an 8-10 week lead time, with works being completed over a 2-3 week period.

### **Alternative Options**

22. Members should note from a legislative perspective, the Council is obliged to put a remote attendance in policy in place. As an alternative to implementing the aforementioned enhancements and service provision, the only other possible way to implement the same would be to continue with the remote attendance process that the Council currently has in place where members utilise platforms such as MS Teams or Zoom with the majority of members signing in remotely and the option for a limited number of members to attend a meeting in person. The negative aspect of this though is that if members wish to attend a meeting in person in the Council Chamber they will be required to utilise headsets and the risks of sound feedback and poor quality of meetings will be a risk going forward.



## **Financial Impacts**

23. Members will recall that in setting the 2021/22 Budget it was reported in Appendix 3 Budget Pressures funded from Specific Reserves (CORP38) that if there was no grant funding available then the cost of implementing webcasting of Council meetings and associated tasks would be funded from the Corporate Contingency Reserve. It is therefore proposed that the funding of the Council Chamber structural improvement work of c£60k and the c£189k for the digital equipment be funded from the Contingency Reserve. A new budget pressure for the annual running costs of the equipment and Zoom licence totalling c£29k will be built into the 2022/23 base budget.
24. As part of the Welsh Government Digital Democracy Grant Programme in Spring 2021, the Council was successful in obtaining a £30K contribution from Welsh Government to meet such costs. All other sources of funding have been explored with Welsh Government and to date no other sums are, at present, available.

## **Integrated Impact Assessment**

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

## **Valleys Communities Impacts**

26. Although no direct impact on valleys, a remote attendance system would have the potential for those members who are based in valley communities to participate in decision making processes without the need for travelling arrangements which could prove a detriment to them.

## **Workforce Impacts**

27. Consideration will be given as part of this work programme as to the impact on the Council's Democratic Services and Digital Services team as a result of the new requirements that will be implemented. Ongoing consideration will be given to this by officers and reports brought to members with any impacts if identified. A report will shortly be produced to Democratic Services Committee who have oversight of such arrangements to highlight the resources that will be necessary to meet these requirements. Given the added requirements for this service, additional staff will be necessary to ensure all procedural requirements are met. This will aim to be met from additional budgets or in accordance with the budget pressures referred to above.

## **Legal Impacts**

28. Local authorities must make arrangements for hybrid meetings in accordance with the Local Government and Elections (Wales) Act 2021. Local Authorities must make arrangements that ensure their meetings can take place in a manner which enables persons who are not in the same place to attend the meeting. The authority must publish these arrangements, if the arrangements are revised or replaced the new arrangements must also be published. This requirement though does not however require meetings to be held in a certain format. Whether they are held fully virtually, partially virtually – whereby some participants are in the same physical location whilst others join the meeting virtually – or as physical meetings will be a matter for those responsible for arranging the meetings.
29. It is proposed that the Council will commission Public-i Group Limited to undertake this work utilising a competitively procured framework agreement led by Braintree Council which enables an award of contract to be made directly. The framework agreement was advertised in the Official Journal of the European Union (OJEU), notice reference 2016/S 235-428428 and complies with relevant EU procurement regulations. The companies on this framework were selected following a formal tender and evaluation process. Public-i have the experience and engineering skills to install and test to the standards required to ensure the conference system, room acoustics and a simple user control interface system is correctly configured. Furthermore, Public-i and Modern.gov developers work closely

together sharing API information for the purposes of synchronising. Many features of the Public-i web and audio Connect” streaming software are automatically integrated with the Modern.gov committee management system saving content duplication.

30. Following installation, a hybrid meeting policy will be prepared and placed before Full Council for adoption.

### **Risk Management Impacts**

25. Failure to ensure a suitable hybrid system is in place would render the Council in breach of the Local Government and Elections (Wales) Act 2021.

### **Consultation**

26. There has been no requirement to externally consult on this matter.

### **Recommendations**

27. It is recommended that having due regard to the Integrated Impact Screening Assessment, that
  - (a) Members approve the upgrade to the Council Chamber in the manner set out in paragraph 18 of this report.
  - (b) Members approve the entering into of a contract with Public-i Group Limited for the purposes of purchasing and installing a hybrid meeting system (as identified in paragraph 20 of this report)
  - (c) Members agree to the establishment of a feasibility study to consider alternative venues that could also be adapted within Civic Buildings for the further accommodation for hybrid meetings

### **Reasons for Proposed Decision**

28. To ensure compliance with the Local Government and Elections (Wales) Act 2021

## **Implementation of Decision**

29. This report is proposed for implementation after the three day call in period.

## **Appendices**

30. Appendix 1 – Integrated Impact Screening Assessment

## **List of Background Papers**

31. None

## **Officer Contact**

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**Impact Assessment - First Stage**

**1. Details of the initiative**

<p><b>Initiative description and summary:</b></p> <p>To seek approval from members to purchase a hybrid meeting system and to agree refurbishment of the Council Chamber to facilitate the attendance at such hybrid meetings.</p>
<p><b>Service Area:</b> Legal and Democratic Services</p>
<p><b>Directorate:</b> Chief Executives</p>

**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				There will be no impact on this protected characteristic
Disability	X				M	The modifications proposed to the Council Chamber to accommodate a hybrid system will allow greater access for members of the public who have this protected characteristic as any adjustments made will be in accordance with equality

						legislation, all with the aim of removing any barriers to participation in Council processes
Gender Reassignment		X				There would be no impact on this protected characteristic as a result of this proposal
Marriage/Civil Partnership		X				There would be no impact on this protected characteristic as a result of this proposal
Pregnancy/Maternity	X				L	A hybrid meeting policy will all individuals to access meetings remotely and negate any travelling, removing any barriers that might be in place for those with this protected characteristic to enable them to participate fully in Council processes.
Race						There would be no impact on this protected characteristic as a result of this proposal
Religion/Belief		X				There would be no impact on this protected characteristic as a result of this proposal
Sex		X				There would be no impact on this protected characteristic as a result of this proposal
Sexual orientation		X				There would be no impact on this protected characteristic as a result of this proposal

#### 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				M	The development of a hybrid meeting system will allow for simultaneous translation of Full Council meetings ensuring that

						those that wish to use the medium of Welsh in Full Council meetings will be able to do so. In addition, where members of the public wish to participate in a meeting via the medium of Welsh they will be able to do as the technological requirements will be in place.
Treating the Welsh language no less favourably than English	X				M	The development of a hybrid meeting system will allow for simultaneous translation of Full Council meetings ensuring that those that wish to use the medium of Welsh in Full Council meetings will be able to do so. In addition, where members of the public wish to participate in a meeting via the medium of Welsh they will be able to do as the technological requirements will be in place.

**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				It is not expected that the proposal will have any adverse effect on biodiversity or Eco-system resilience.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	X				M	The introduction of a hybrid meeting policy will present opportunities for elected members and members of the public to participate in Council processes negating the need to travel to attend should they wish, thereby having a positive impact on environmental issues

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

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	X		<p>The Local Government and Elections (Wales) Act 2021 will make new arrangements for meetings that will come into effect in May 2022.</p> <p>These arrangements include (amongst others):</p> <p>(a) The requirement for principal councils to make, and publish, arrangements that ensure that the proceedings of certain types of council meeting are broadcast electronically in a way that allows members of the public, not in attendance, to see and hear proceedings. The proceedings must be broadcast live (subject to any exceptions that may be specified in regulations) and they must be available electronically after the meeting for a period specified in regulations. Clarification has yet to be provided as to which meetings will be covered by this but at this stage it is envisaged it will be Full Council and possible Cabinet/Cabinet Board meetings</p> <p>(b) local authorities must make arrangements that ensure their meetings can take place in a manner which enables persons who are not in the same place to attend the meeting. The authority must publish these arrangements, if the arrangements are revised or replaced the new arrangements must also be published. This requirement though does not however require meetings to be held in a certain format. Whether they are held fully virtually, partially virtually – whereby some participants are in the same physical location whilst others join the meeting virtually – or as physical meetings will be a matter for those responsible for arranging the meetings.</p> <p>The proposal will have a positive impact on the basis it will assist in removing blockages to the participation in democratic processes with elected members (and members of the public) being able to attend meetings in person or access and participate in meetings remotely, all with the aim of improving the democratic accountability of the Council and the promotion of public participation in decision making.</p>



<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		<p>The proposal will have a positive impact on all three wellbeing objectives, on the basis it will assist in removing blockages to the participation in democratic processes with elected members (and members of the public) being able to attend meetings in person or access and participate in meetings remotely.</p>
<b>Involvement</b> - how people have been involved in developing the initiative	X		<p>In 2019 and 2020, the Democratic Service Committee commenced a programme of work to look at public participation in decision making, namely the concept of webcasting of Council meetings and work was undertaken by a Task and Finish Group to investigate the process of webcasting meetings and the level of work that would be required to facilitate this.</p> <p>In order to obtain the views of elected members, a member survey was recently undertaken asking a wide range of questions in order to ascertain how members would feel about the hold of such meetings.</p> <p>The following themes were identified:</p> <ul style="list-style-type: none"> <li>(a) the majority of members have felt that the meetings over the last year have worked well</li> <li>(b) the overwhelming majority of members have felt able to participate in remote meetings</li> <li>(c) the majority of members have seen a benefit in remote meetings and have found them a somewhat positive arrangement</li> <li>(d) members would wish to have a variety of options for attendance at meetings but would welcome the opportunity to attend face to face meetings</li> <li>(e) members feel a hybrid policy in attendance could be appropriate</li> <li>(f) members would wish all meetings to be held in a hybrid way though feel that Full Council is best being held in person</li> <li>(g) Chairs and Vice Chairs would wish to have the opportunity to attend in person in order to receive appropriate support</li> <li>(h) Members are concerned about IT reliance and connection issues.</li> </ul>

<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	X		Discussions have been ongoing with other organisations via the Welsh Local Government Association to identify opportunities where local authorities could collaborate for the provisions of such services, with focus being more on hybrid meeting policies and public participation in decision making. Given though that this report relates to the infrastructure necessary to achieve hybrid meetings, no further opportunities for collaboration are available.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	X		The proposal will have a positive impact on the basis it will assist in removing blockages to the participation in democratic processes with elected members (and members of the public) being able to attend meetings in person or access and participate in meetings remotely, all with the aim of improving the democratic accountability of the Council and the promotion of public participation in decision making.

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

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	
<p>The modifications proposed to the Council Chamber and the development of a hybrid system will allow greater access for members of the public who have any affected protected characteristic as any adjustments made will be in accordance with equality legislation, all with the aim of removing any barriers to participation in Council processes.</p> <p>The proposal will have a positive impact on the basis it will assist in removing blockages to the participation in democratic processes with elected members (and members of the public) being able to attend meetings in person or access and participate in meetings remotely, all with the aim of improving the democratic accountability of the Council and the promotion of public participation in decision making.</p> <p>The introduction of a hybrid meeting policy will present opportunities for elected members and members of the public to participate in Council processes negating the need to travel to attend should they wish, thereby having a positive impact on environmental issues</p> <p>The development of a hybrid meeting system will allow for simultaneous translation of Full Council meetings ensuring that those that wish to use the medium of Welsh in Full Council meetings will be able to do so. In addition, where members of the public wish to participate in a meeting via the medium of Welsh they will be able to do as the technological requirements will be in place.</p>	

	<b>Name</b>	<b>Position</b>	<b>Date</b>
Completed by	<b>Craig Griffiths</b>	<b>Head of Legal and Democratic Services</b>	<b>1<sup>st</sup> August 2021</b>

Mae'r dudalen hon yn fwiadol wag

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

**CABINET**

**22nd September 2021**

**Report of the Chief Executive – Mrs Karen Jones**

**Matter for Information**

**Wards Affected:**

All wards

**South West Wales Corporate Joint Committee**

**Purpose of the Report:**

1. To provide an update on the current status and progress in relation to the creation of the South West Wales Corporate Joint Committee

**Background:**

2. The Local Government and Elections (Wales) Act 2021 (“the LGE Act”) created the framework for a consistent mechanism for regional collaboration between local government, namely Corporate Joint Committees (CJCs). The LGE Act provides for the establishment of CJCs through Regulations.
3. The CJC will exercise functions relating to strategic development planning and regional transport planning. They will also be able to do things to promote the economic well-being of their areas. In contrast to other joint committee arrangements, CJCs are separate corporate bodies which can employ staff, hold assets and budgets, and undertake functions
4. On the 12<sup>th</sup> May 2021, a report was presented to Cabinet providing an update to members on the implementation of CJCs, where it was agreed that:

- (a) delegated authority be granted to the Chief Executive (in consultation with the Leader) to agree an application for grant funding to be made to Welsh Government for funding to establish the South West Wales CJC and to accept any grant offer that maybe made by Welsh Government (whether made to this Council or to a participating authority in the Swansea Wales CJC);
  - (b) delegated authority be granted to the Chief Executive to enter into dialogue with authorities who will comprise the South West Wales CJC to develop proposals for establishing the South West Wales CJC; and
  - (c) a report be brought back to members for approval, once dialogue has been completed for members to approve the arrangements for the South West Wales CJC so far as they relate to Neath Port Talbot County Borough Council
5. At that meeting, it was also requested by Cabinet and Cabinet Scrutiny that a letter be forwarded to the Minister of Local Government and Finance setting out concerns on the CJC process. A response was received from the Minister for Finance and Local Government which is included at Appendix 1.
  6. Accordingly, since this meeting officers have been liaising with our neighbouring authorities and have convened a group comprising Chief Executives, Directors of Environment, Finance Directors (S151 Officers) and Monitoring Officers that meets on a fortnightly basis to progress these discussions. Each of these groups has also established working groups in order to progress various matters.
  7. The following resources have been put in place to deliver this programme of work. These resources only relate to the transitional period and in no way predetermine the formal arrangements once the CJC is constituted:
    - (a) Project management and general administration duties will be undertaken by Swansea Council on behalf of the region
    - (b) The legal activities will be “shared” equally across the four SWW authorities. Any additional external advice will be procured by one of these parties as required
    - (c) Strategic S151 Financial resources will be “shared” equally across the four SWW authorities.

- (d) Strategic support from the Chief Executives will be shared equally with NPT chairing the Chief Executive Monitoring Group
8. Since this meeting, funding has been made available by Welsh Government to assist in the establishment of the CJC, with the sum of £250,000 being made available, with the City and County of Swansea holding this sum on the part of the CJC constituent authorities.
  9. The Cabinet report approved on the 12<sup>th</sup> May 2021 outlines the requirements for composition, membership, and meetings so that detail is not repeated here. However, in determining governance two additional aspects are outlined further:
    - (a) Co-opted members - The CJC will be able to co-opt such members to the CJC and determine/agree the terms of membership of any co-opted participant (e.g. voting rights, role, funding contribution etc.).
    - (b) Sub committees – CJCs will be able to establish sub committees if they wish to do so and decide who sits on them. These could consist of members of the constituent principal councils other than those members on the CJC itself (e.g. relevant Cabinet Members). Other partner organisations may also be invited/co-opted to be sub-committee co-opted participants should a CJC wish to do so and this is likely to include representatives from the universities and Health Boards.
  10. Initial discussion amongst constituent authorities has suggested that the starting point for the CJC is to commence with the statutory functions as set out in the regulations namely:
    - strategic development planning;
    - regional transport planning; and
    - the power to do things to promote or improve the economic well-being of the areas covered by the principal councils within the region.

There are current and effective regional arrangements already in place for these activities and it is proposed that these be utilised as the transitional arrangements into the new CJC governance structure. However, alongside the work to establish suitable governance arrangements for the CJC, Directors of Regeneration

have been tasked to develop and bring forward priorities and work programmes in each area of the new CJC's work. This includes refreshing the regional economic development strategy and a regional energy strategy.

11. A project timetable has now been considered as part of the implementation of the CJC:

<b>Date</b>	<b>Action</b>
By 31 <sup>st</sup> October 2021	<p>Finalise constitutional matters including position on co-opted members, joint committees, recruitment and employment matters and private sector representatives</p> <p>Finalise proposed governance arrangement and structure for CJC delivery including recruitment strategy private sector engagement and proposed financial implications of new arrangements</p>
By 31 <sup>st</sup> December 2021	<p>Finalise all CJC legal and governance agreements</p> <p>Confirm new proposed arrangements for scrutiny, audit and standards functions</p> <p>Setting or a draft budget (based on governance structure and costs)</p>
By 31 <sup>st</sup> January 2022	<p>Appoint or arrange secondment of staff to new arrangements</p> <p>Final budget to be approved.</p> <p>First formal CJC meeting to take place</p>
Early 2022	<p>Set out the year one priorities for the CJC and the scope of its remit in line with the core</p>



	activities of strategic land use planning, strategic transport planning and economic development
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12. Future reports will be brought before members when any decisions are required by members throughout 2021 and early 2022.

**Financial Impacts:**

13. The Establishment Regulations do not prescribe any formula basis for funding of CJsCs. It will be for each CJC to decide how the budget requirement will be met by the constituent principal councils (and the National Park Authority in the case of the strategic planning functions). In the absence of unanimous agreement on the amount payable, the regulations provide for the amounts payable by the constituent councils and National Park member(s) to be directed by Welsh Ministers.
14. CJsCs will be the accountable body for the funding provided by constituent councils and/or directly received from any other funding streams. CJsCs will also be able to pay towards expenditure incurred or to be incurred in relation to carrying out its functions as it may determine, and to charge fees relating their specified functions. The Establish Regulations also enable CJsCs to provide assistance by way of grant or contributions to support functions exercisable by them. The funding from constituent principal councils will be held and managed by CJsCs and it is expected that they will be required to manage the funds under the same financial management arrangements as local government bodies in Wales.
15. The CJC has an unlimited levy power meaning the financial contributions from respective Council's must be set by 14<sup>th</sup> February 2022. However, practically this contribution should be set no later than 31<sup>st</sup> January 2022, with an indicative figure split being considered by the end of December 2021. Future costs including the formal levy from the CJC will be built into the budget setting round for 2022-2023

**Integrated Impact Assessment:**

16. There is no requirement for an Integrated Impact Assessment for this report as this relates to governance arrangements. This will be kept under review with any future reports considering whether impacts require consideration.

### **Valleys Communities Impacts:**

17. There are no valley community impacts with this report but the impact on valley communities will be considered as part of any proposals for the development of CJs

### **Workforce Impacts:**

18. The Establishment Regulations provide flexibility for each CJC to determine the approach it takes to staffing, including the ability to employ and recruit staff; make agreements to place staff at the disposal of other devolved Welsh Authorities and have staff placed at the CJC's disposal; and undertake secondments (in and out) to enable CJs to discharge their functions.
19. CJs will also be required to appoint a number of statutory "executive officers" similar to the roles within principal councils (e.g. Chief Executive, Chief Finance Officer, Monitoring Officer and Chief Governance Officer/Head of Democratic Services). The intention is for CJs to be able to directly employ, commission services or have relevant staff loaned from a constituent council to fulfil these roles as the CJC may determine. It is also intended that all executive roles within a CJC will be afforded the same statutory protection and indemnity as statutory officers within principal councils.
20. The provisions in law relating to staffing which apply to principal councils will also apply to CJs. These include TUPE and staff transfers; Trade Union relations and standing orders relating to employment (e.g. procedures relating to the appointment/dismissal of officers and disciplinary action). Staff employed by the CJC are to be appointed on the same or similar terms and conditions (including remuneration) as officers appointed to one of the constituent councils undertaking substantially similar or the same responsibilities.

21. The impact on the workforce and staffing of CJsCs will be considered as part of any programmes of work dealing with their establishment.

### **Legal Impacts:**

22. Part 5 of the Local Government and Elections (Wales) Act 2021 provides for the establishment, through regulations, of CJsCs and compliance will be had with this and the Establishment Regulations in the establishment of CJsCs.

### **Risk Management Impacts:**

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

### **Consultation:**

24. There will be no requirement for any consultation.

### **Recommendations for Noting:**

25. It is recommended (noting there is no Integrated Impact Screening Assessment) that members NOTE the work undertaken in respect of the establishment of the South West Wales Corporate Joint Committee and note that a report will be brought back to members once dialogue has been completed for members to approve the arrangements for the South West Wales CJC so far as they relate to Neath Port Talbot County Borough Council

### **Appendices:**

26. Appendix 1- Letter from Minister for Finance and Local Government

### **List of Background Papers:**

27. Cabinet Report 12<sup>th</sup> May 2021

**Officer Contact:**

Karen Jones

Chief Executive

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Rebecca Evans AS/MS  
Y Gweinidog Cyllid a Llywodraeth Leol  
Minister for Finance and Local Government



Llywodraeth Cymru  
Welsh Government

Eich cyf/Your ref  
Ein cyf/Our ref RE/10145/21

Councillor Saifur Rahaman  
Chair of Cabinet Scrutiny Committee  
Neath Port Talbot County Borough Council

[c.l.davies2@npt.gov.uk](mailto:c.l.davies2@npt.gov.uk)

1<sup>st</sup> July 2021

Dear Councillor Saifur Rahaman,

Thank you for your letter.

I am pleased to hear about the progress being made by the four authorities involved in establishing the South West Wales Corporate Joint Committee.

I appreciate the concerns of your Scrutiny Committee. However, in relation to resourcing concerns, one of the key benefits of Corporate Joint Committees (CJCs) will be the opportunity to share scarce resources and expertise across the region. CJCs will lead on those functional areas where it makes sense to work at a regional scale and where expertise can be applied to aid more effective strategic decision making.

It is intended that a CJC, in consultation with its constituent councils, will be required to agree appropriate locally determined overview and scrutiny arrangements. This will be an important part of the democratic accountability of the CJC to locally elected members. The Welsh Government will be consulting on overview and scrutiny arrangements for a CJC in due course.

I would also like to reiterate that CJCs will be led by the Leaders of the constituent principal councils and will be democratically accountable to your citizens.

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
0300 0604400

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1SN

[Correspondence.Rebecca.Evans@gov.wales](mailto:Correspondence.Rebecca.Evans@gov.wales)  
[Gohebiaeth.Rebecca.Evans@llyw.cymru](mailto:Gohebiaeth.Rebecca.Evans@llyw.cymru)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Tudalen 365

I would like to thank you for the hard work of you and all your colleagues across local government throughout the Covid-19 pandemic and fully endorse the crucial role of local authorities in Wales' recovery. I am committed to continuing to work with you on this.

Yours sincerely,

A handwritten signature in black ink that reads "Rebecca Evans". The script is cursive and fluid.

**Rebecca Evans AS/MS**

Y Gweinidog Cyllid a Llywodraeth Leol  
Minister for Finance and Local Government

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

## Cabinet

22nd September 2021.

Report of the Head of Legal and Democratic Services-  
C.Griffiths**Matter for Information****Ward Affected:** All**Officer Urgency Actions**

Details of the Urgency Actions taken by the relevant Heads of Service in consultation with the requisite Members, for immediate implementation can be seen in the table below. All decisions are published on the Mod.Gov system for members to access.

Cabinet Urgency Actions

Title:	UA Number:	Date:
Non-domestic Rates - Retail, Leisure and Hospitality Rates Relief in Wales – 2021-22	30 NH	17 March 2021
Zero Racism Wales Policy	93TD	19 March 2021
Highway Adoption Of Unregistered Land (Private)	94TD	7 April 2021
UK Community Renewal Fund (Private)	4JWR	17 June 2021
Funding for tackling food poverty and addressing food insecurity 2021/22	97TD	19 July 2021

Regeneration and Sustainable Development Cabinet Board Urgency Actions

Title:	UA Number:	Date:
Port Tennant Company Ltd and Neath Port Talbot County Borough	91TD	5 March 2021

Council		
Melin Court Wind Farm Legal Indemnity	92TD	11 March 2021
Lost Peatlands	95TD	20 April 2021
Aberavon Seafront Changing Place and Access Enhancements	7JWR	20 August 2021

### Social Care Health and Wellbeing Cabinet Board Urgency Actions

Title:	UA Number:	Date:
Housing Renewal & Adaptation Service Repayment Of Disabled Facility Grant Monies	96TD	20 May 2021

### Completed Regulatory Committee Urgency Actions:

#### Personnel Committee Urgency Actions

Title:	UA Number:	Date:
Special Leave Arrangements (Skewen Floods)	90TD	9 February 2021

#### Planning Committee Urgency Actions

Title:	UA Number:	Date:
Section 16 Notice	5JWR	2 March 2021

### **Financial Impacts**

There is no financial impact associated with this report

### **Integrated Impact Assessment:**

Not Required.

### **Valleys Communities Impacts**

There are no impacts associated with this report

### **Workforce Impacts**



There are no workforce impacts associated with this report.

**Legal Impacts**

Ensuring adherence to the Council's constitutional requirements.

**Risk Management Impacts**

No impact.

**Consultation:**

There is no requirement for external consultation on this item.

**Recommendations For NOTING**

That Members note the schedule of Urgency Actions taken.

**Officer Contact**

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