

Corporate Plan 2018-22 Annual Report (Full Progress)



Period: 1st April 2018 to 31st March 2019

FOREWORD

I am pleased to present a full progress report (covering the period 1st April 2018 to 31st March 2019) based on our performance against our three well-being objectives contained in our Corporate Plan 2018-2022. The Corporate Plan sets out how we intend (through our three well-being objectives) to improve the well-being of people in the whole of the county borough and how we are demonstrating our contribution to the seven nation well-being goals set by Welsh Government. Overall we are making good progress on our journey to improve the well-being in the area. However, it is also clear that the significant cuts made to our budgets are placing some services under strain.

I hope you will find the information useful and I would welcome feedback from you.

Cllr R G Jones, Leader of Council

A handwritten signature in blue ink, appearing to be 'R G Jones', with a horizontal line extending to the right and a small flourish at the end.

This Report is available in Welsh and on our [website](#)

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Introduction

The Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009 both require the Council to publish an annual report of progress made in achieving its well-being objectives and improvement priorities as set out in the Corporate Plan 2018-2022.

In preparing this Annual Report for the 2018-2019 financial year, the Council was required to consider whether the current well-being objectives remained relevant or whether changes to those objectives should be considered. Given that the objectives were agreed in September 2017 and reviewed in March 2019 when the word 'safe' was added to the third well-being objective for the Corporate Plan 2019-2022 (approved by Council in April 2019), it was not considered necessary to make any changes at that point in time.

This Report provides an account of progress made against the three well-being objectives and associated improvement priorities as set out in the Corporate Plan 2018-2022, covering the period 1st April 2018 to 31st March 2019.

Our performance

- **Well-being objectives** – the Report identifies that the Council is continuing to make good progress on implementing the programme set out in the Corporate Plan 2018-2022. Overall, we achieved most of what we set out to do in relation to our three well-being objectives and associated improvement priorities and report an overall improved position compared to last year. 78 (83%) out of 94 'steps', i.e. the actions we set to deliver on our improvement priorities are on track, compared to 57 of 78 (73%) for last year. 15 (16%) of the steps are just of track and one was off track and is related to the City Deal work streams.
- **How we compare** - the Council also has a duty under the Local Government (Wales) Measure 2009 to compare performance with previous financial years and with other Councils. Our suite of 107 Key Performance Indicators (KPIs) ([hyperlink](#)) were revised to be reflective of the actions set out in the Corporate Plan 2018-2022. As a result of this revision we cannot compare on a 'like for like' basis the full suite of KPIs with the previous year's full suite

(2017-18). However, of those KPIs where previous years information is available, 44% (27 of 61) improved or maintained performance, 30% (18 of 61) marginally declined and 26% (16 of 61) declined by 5% or more.

Of the Corporate Plan KPIs that had targets, over half, 38 of 69 achieved the target for the year, 22 of these KPIs were 5% or more below the target set. Going forward (in relation to the 22 KPIs) we will need to review how we set these targets to ensure they are realistic and achievable.

The Council maintained its own performance compared to 2017-2018, in relation to the small number of Public Accountability Measures (PAMs) with generally the same number of KPIs in the upper quartile (top six) and lower quartile (bottom six). PAMs are a set of national measures which enable Councils to give an account of their performance to the public, including comparing their performance with that of other Councils ([hyperlink](#)).

- **Corporate change programme** - during 2018-19 we made good progress on our corporate change programme in the following key work streams:
 - **Smart and Connected** - in December 2018, the Council approved an updated “[Digital Strategy](#)” which extends the scope of the initial digital strategy (Digital by Choice approved in 2015) considerably to focus on the following three strategic priorities: 1) transforming the way we deliver our functions/services and increasing use of the Council’s on-line functions/services by residents; 2) to contribute to the development of favourable conditions for economic growth in the county borough; and 3) embracing a “digital first” approach to the way we support our workforce.
 - **Sharing the Load** - during 2018-2019, the Council continued its work on income generation to help sustain services whilst continuing to set a balanced budget. This work has included exploring what other Councils have been doing in this area, as well as, with the support of the Association of Public Services Excellence (APSE), working out what type of approach might be adopted locally. Officers and Members have been able to participate in the national networks that APSE maintain, enabling the Council to network with other councils to exchange information about what works in other places.

- **Better Together** - work has begun to generate a new understanding between the Council, its citizens and partners where: there is a genuine, shared vision of what we all want for Neath Port Talbot; we are clear about what the Council's role in achieving that vision needs to be; what the role of individual citizens needs to be; and what the role of whole communities needs to be.

A more detailed assessment can be found later in this report under: **Performance of our Well-being objectives, Improvement priorities and Steps** ([hyperlink](#)).

Securing good governance and continuous improvement of the Council

Governance arrangements have been revised to support the new duties set out in the Well-being of Future Generations (Wales) Act 2015. The revisions already made are summarised below, together with a brief note of the further improvements that the Council plans to make in the next period.

Corporate planning – The Council has fundamentally revised the format and scope of the corporate plan to meet existing duties set out in the Local Government (Wales) Measure 2009 but also the new requirements of the Well-being of Future Generations (Wales) Act 2015. Likewise, arrangements for the Council’s annual reporting arrangements have been amended to meet the new duties. The Council has also sought to improve the accessibility of information to better engage all stakeholders in the Council’s work. The intention is that there will be a continuous flow of information about how the Council is delivering on its well-being objectives and to keep stakeholders up-to-date.

In December 2018, the Council completed the Future Generations Commissioner for Wales’s self-reflection tool. The tool was developed to enable the Commissioner to fulfil the duty of monitoring and assessing the progress being made by the 44 public bodies in Wales, who are subject to the duties of the Well-being of Future Generations (Wales) Act 2015. The Commissioner provided the Council with feedback in September 2019, which included an assessment and advice on our progress towards our well-being objectives and the implementation of the Act. The Commissioner welcomed the view that our three well-being objectives form an integrated framework which demonstrates the contribution of everything the Council does towards the national well-being goals. The Commissioner also commented positively on our interactive website version of the 2017-2018 annual report which contained stories to illustrate how our work is impacting on local people.

However, the Commissioner did comment on our approach to completing the self-reflection tool and recommended we involve a wider range of people in the future. The Commissioner also commented on the lack of information in our self-reflection on the barriers we have faced in implementing the Act and would also like to see more self-reflection on the impact the steps contained in our Corporate Plan are having on meeting our well-being objectives. The Commissioner

provided a more specific assessment and advice on the progress we are making towards our well-being objectives which included positive comments on the diversity of steps and actions under each of our well-being objectives. However, the Commissioner advised when reviewing our objectives and steps, we consider what is going to have the biggest impact in improving well-being for the residents of Neath Port Talbot. The Commissioner's assessment and advice will be taken into consideration when completing our 2019-2020 Annual Report.

During 2018-19, the Wales Audit Office (WAO) undertook: improvement assessment work; an assurance and risk assessment project and work in relation to the Wellbeing of Future Generations Act at the Council. Based on the work carried out by the WAO and other relevant regulators (such as Estyn or Care Inspectorate Wales), the Auditor General believes [Neath Port Talbot Council is likely to comply with the requirements of the Local Government \(Wales\) Measure \(2009\)](#).

The WAO also undertaken work to examine if the Council is acting in accordance with the sustainable development principles of the Well-being of Future Generations Act (Wales) 2015. This work focused on a step within well-being objective one: Step 1.1.5 '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'. The Auditor General found: The Council is acting in accordance with the sustainable development principle in developing this well-being objective. There were no proposals for improvement but opportunities to further embed the five ways of working were identified. These are set out in a full report issued separately for this work in the form of an action plan and will be reported to Cabinet on 2 October 2019.

Financial Planning - In 2018-2019, we achieved our target budget savings of £6.790 million, bringing the cumulative spending reductions to c£83 million since 2010. The total net revenue expenditure was £282.851 million. The budget was prepared in the context of the Corporate Plan, based on the three well-being objectives and includes: 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. The Council updated its [Forward Financial Plan in February 2019](#) to deliver financial savings.

Workforce - In June 2018, the Council approved a Corporate Workforce Plan. The purpose of the Workforce Plan (a copy can be found [here](#)) is to enable us to keep pace with the workforce implications of our Corporate Plan and 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 also sets out the key challenges for our employees over the next five years, articulated in the Corporate Plan well-being objectives and improvement priorities, the Forward Financial Plan, asset management plans and the Strategic Risk Register.

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 and in this in turn informs the allocation of revenue and capital resources.

Risk Management - Following a review by the Wales Audit Office, the Council's Corporate Risk Management Policy was updated in 2018 to reflect improvements made to the way in which both strategic risks and operational risks are recorded, managed and reported. The [revised Policy](#) continues to promote an open, consistent and proactive risk management attitude and enables us to better monitor our risks over the short, medium and long term. In order to strengthen the underpinning risk management process, a new integrated corporate performance and risk management system (CPMS) was implemented last year. CPMS enables a consistent approach to the recording and reporting of risks (both strategic and operational) across the Council.

Procurement – To date the Council has complied with [Welsh Government Procurement Policy](#) by ensuring that contracts over the value of £1,000,000 include community benefits clauses. In line with good practice, consideration is now being given for all tenders to determine whether community benefit provisions should be used and can be generated for the

type of contract being considered (ensuring benefits to the organisation, society and economy). Consideration is also given to contracts advertised on Sell2Wales, as to whether contracts should be split into “Lots” or smaller arrangements. This will allow smaller organisations to bid for elements of contracts if they are unable to bid for larger packages and enable smaller and local organisations to play an active role in the procurement process.

Contracts and tender documents have now been simplified to allow all organisations regardless of size and experience in tendering to have the opportunity to take part in the procurement process. In 2018-2019, the Council enhanced its procurement arrangements by signing up to the [Ethical Supply Chains Programme](#), which makes a commitment to ensuring that the Council actively examines where it sources its goods and services from to ensure those arrangements are ethical.

In addition to offering contracts for services, the Council also has a Third Sector Grant Scheme that was co-produced with representatives of the local third sector. The Grant Scheme makes a direct reference to the Well-being of Future Generations (Wales) Act, encouraging third sector organisations to work in partnership with the Council in pursuit of the Council’s own well-being objectives.

Monitoring and Review

Throughout the year, we examine the progress made in achieving our well-being objectives set out in the Corporate Plan. On a quarterly basis, the key performance indicators set out in Appendix 1 are reported to Cabinet and relevant Cabinet Boards.

The recently introduced corporate performance and risk management system (CPMS) enables the integration of the Council’s strategic planning, business planning, performance management and risk management arrangements. In implementing the CPMS, the Council has taken the opportunity to ensure that there is a golden thread running from the three corporate well-being objectives, through to key corporate strategies and to service business plans. This enables the Council to clearly demonstrate how its services and functions contribute to the Council’s well-being objectives which in turn support the seven national well-being goals.

Public Engagement and Reporting

The Corporate Communications and Community Relations Strategy (2018-2020) was approved (a copy can be found [here](#)). The Strategy was developed to help us meet the requirement under the Well-being of Future Generations (Wales) Act 2015, to involve people in the work that the Council carries out. It has also been designed to make our collective communications and community relations efforts more consistent, effective and relevant and to support the delivery of our Corporate Plan.

A new area on the Council's website '[ShapingNPT](#)' has been designed to improve communications and engagement. The aim is to improve awareness of what the Council does and encourage engagement by simplifying the narrative around the Council's Corporate Plan and Annual Reports. We are using citizens' and wider stakeholders' stories to bring the Council's work to life celebrating successes and highlighting areas where more work needs to be done to achieve our objectives.

During 2019-20 we also intend to: create a Citizen's Panel (a forum where people can express their views and opinions about the Council's work and feel like their voices are listened to); strengthen our arrangements for the Older Persons Council and Black and Minority Ethnic Association; and establish a Youth Mayor (a voice for all children and young people across the county borough).

The next section provides a detailed assessment of how we have performed against each of the Steps set out to achieve our three well-being objectives and improvement priorities. This also includes an overall RAG status against each Step based on the following key:

- Green: on the whole we are on track to deliver what was planned during 2018-19
- Amber: Just off track, we have not delivered some of what was planned during 2018-19
- Red: Generally off track in delivering what was planned during 2018-19 in terms of timescales or we may not deliver

Performance of our Well-being objective 1, improvement priorities and steps

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

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

| | |
|---------------------------------|---|
| A prosperous Wales | The suite of improvement priorities and steps aim, collectively, to ensure that every child and young person enters employment, education or training at the end of full-time education ready to contribute socially and economically. |
| A healthier Wales | Every school in NPT is a “Healthy School” and the county borough also has good participation rates in physical activity. We have made good progress placing greater emphasis on emotional well-being to equip children and young people with the skills, behaviours and support they need. Additionally, parenting programmes are targeting 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. |
| A Wales of cohesive communities | There is a strong emphasis on ensuring equality and celebrating diversity across the 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 income, or by virtue of whether children and young people are cared for by their own families or the council. Programmes to educate children and young people about wider community safety programmes are well-established. We have been continuously reviewing 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. |
| A resilient Wales | Biodiversity and the natural environment are key elements of The Education for Sustainable Development and Global Citizenship (ESDGC) framework and we have a number of resources for schools to incorporate into all areas of the National Curriculum. The resources are designed to be used to complement field visits both within the school grounds, and to local areas across the county borough. |

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

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

| | |
|--|---|
| A more equal Wales | Reducing inequality and inequity is a strong theme across the priorities that have been developed to support the achievement of this objective. There is a particular focus on children most at risk of an adverse childhood experience with the intention of strengthening prevention and early intervention work. We are also building on our children’s rights work to ensure that children and young people have a say in matters that affect them. |
| A Wales of vibrant culture and thriving Welsh language | The county borough has good rates of participation in physical activity and there are a wide range of cultural opportunities. We are strengthening Welsh and bi-lingual education in both pre-school and full time education settings. The Council’s Welsh Promotional Strategy will support the Council’s objectives to increase the number of people who can speak Welsh and who do so on a daily basis. |
| A globally responsible Wales | There are many ways in which our work contributes to the wider world. For example, the technological investment through our 21st Century Schools programme is transforming the way in which children and young people access learning, bringing experiences from across the world into our classrooms, whilst also building skills fit for the future labour markets. |

Overall progress: We set out 31 steps, i.e. the actions to help us deliver the improvement priorities for well-being objective one, of which 28 are on track and 3 just off track. Below is more detailed information on how we did against each step.

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

Improvement Priority 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

| Step | Progress | RAG Status |
|--|---|---------------------|
| <p>1.1.1 We will implement the Government’s programme to increase the availability and quality of child care provision once resources have been made available</p> | <ul style="list-style-type: none"> • The Childcare Offer is now available throughout the whole of the county borough and 120 providers (including some in neighbouring counties) are signed up to provide the Childcare Offer. • Throughout the year we focused on promoting grant funding available to support Childcare providers. As a result we had: five new childcare provisions across the county borough, an existing provider was able to expand, seven existing childminders, two new childminders and six parent and toddler groups all benefitted from the grant funding. • We supported 42 pre-school childcare provisions to achieve their specific targets to achieve the Healthy & Sustainable Pre-School Scheme (HSPSS) by holding a successful HSPSS Providers Well-being event (sharing good practice). The scheme is part of the Welsh Government’s Healthy Schools Scheme initiative and aims to actively promote health in a number of areas including physical activity and active play. • We also undertook a number of activities to promote the use Welsh Language in our childcare settings. These included: holding a Childcare Providers Event with the focus being on Welsh Language; undertaking a questionnaire to understand and establish a baseline on | <p>Green</p> |

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

Improvement Priority 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

| Step | Progress | RAG Status |
|--|---|---------------------|
| | <p>providers needs around Welsh language training/development; and holding taster programmes such as ‘Clwb Cwtsh’ (Welsh lessons for families) focusing on speaking Welsh with young children.</p> <p>KPI: We did not achieve the target of 2350 set for the number of full day childcare places provided. This is due to places fluctuating through the year due to new registrations and de-registrations. Actual for: 2018-19 was 2228.</p> | |
| <p>1.1.2 We will review links between early years’ programmes and schools to ensure they are developed</p> | <ul style="list-style-type: none"> • To support young children's transition to school, we successfully piloted Flying Start transition meetings between childcare providers and schools in the Cymer Afan Federation, Melin and Gnoll schools. This is being replicated in other areas across the county borough. We also invited a number of Non Flying Start providers and schools to transition meetings, however, the uptake from this group was very low. • A Transition Information Sheet (based on a one page profile of the child) was designed by the Early Years Transition sub group. Flying Start providers all received training in using this paperwork and childminders were also invited to an evening training session on transition (15 childminders attended). • Some Welsh medium schools and Cylchoedd (Welsh-medium playgroups) held individual meetings to support transition and next year we will have a member of the Early Years team in post to help support these meetings across all Welsh medium schools and providers. | <p>Green</p> |

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

Improvement Priority 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

| Step | Progress | RAG Status |
|--|---|------------------------------------|
| <p>1.1.3 We will review 0-3yr support, provision and information sharing in non-Flying Start areas</p> | <ul style="list-style-type: none"> • Last year we merged childcare training programmes into one, so that they would be suitable for all childcare staff and ensure parity across the sector. The programme also includes mandatory training and a range of continuous professional development courses designed to up skill the workforce and help improve the quality of childcare across the county borough. • We promoted the free up skilling courses for childcare staff provided by Neath College. The College also organised courses for the Playwork Qualification and Transition into Playwork to ensure providers comply with the new requirements for staff working with children over 5 to have this qualification. • A training audit for all childcare providers was undertaken in January 2019 and has been used to feed into current and future training programmes. <p>KPI: 98.21% of schools reported that children were better prepared to engage in play and learning. 55 out of 56 schools within their Foundation Phase, had a greater number of pupils achieving outcome 5+ from Personal and Social Development than not achieving.</p> | <p align="center">Green</p> |
| <p>1.1.4 We will deliver a national programme and targeted intervention through the Book</p> | <p>We held a number of 'Book Start' events with the focus being on creating a love of reading, improving communication skills and promoting literacy and numeracy in the early years. We distributed all of our Book Start packs to health workers and our Song and Rhyme sessions continued to be popular with users, with regular sessions held across all our Council run libraries.</p> | <p align="center">Green</p> |

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

Improvement Priority 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

| Step | Progress | RAG Status |
|--|---|--------------|
| Start Programme to introduce literacy and numeracy for babies and young children | | |
| 1.1.5 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 | <p>We organised an engagement event with key partners to consider the research on adverse childhood experiences and the first 1,000 days. The event was attended by over 165 practitioners. Following the event a report was prepared with recommendations to progress the work (this work also links to Well-being objective one in the Neath Port Talbot Public Service Board’s Well-being Plan published in May 2018). We were also successful in gaining funding from Welsh Government to have future engagement events regarding the first 1,000 days.</p> <p>During 2018-19, the Wales Audit Office examined this step as part their audit work on the Well-being of Future Generations (Wales) Act 2015. No proposals for improvement were identified from this work but opportunities to further embed the five ways of working were identified. These are set out in the form of an action plan and will be reported to Cabinet on 2 October 2019.</p> | Green |

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

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

| Step | Progress | RAG Status |
|--|--|---------------------|
| <p>1.2.1 With our partners we will refine our wider Think Families Partnership work to more effectively target early intervention and prevention support to those families who need it</p> | <ul style="list-style-type: none"> • During 2018-19 and based on the findings from a needs assessment conducted in 2017 (which included the views of children, young people, families, and engagement with partners), we commissioned a number of services under the Families First early intervention programme. The services commissioned included: parenting, youth services, alcohol and substance misuse, domestic abuse, emotional and mental health services, support for children and young people with a disability and their families. An early intervention and prevention panel has also been introduced to ensure that families are able to access appropriate services as quickly as possible following the identification of their needs. • Families First commissioned services are monitored through: the collection and analysis of quarterly monitoring data, monitoring visits and submission of monthly user information. This is complemented by face to face engagement with service users throughout the term of the contract, including engagement with children and young people. • We commissioned a number of services under the Families First early intervention programme and received positive feedback from those using the services, which included: 87% of participant parents feeling they had improved ability to support their child's learning and development needs and 90% felt they had benefitted from attending an evidence-base parenting programme. | <p>Green</p> |

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

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

| Step | Progress | RAG Status |
|--|---|---------------------|
| <p>1.3.1 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</p> | <ul style="list-style-type: none"> • We completed our mapping exercise of the county borough to provide an accurate picture of what community based youth provisions there are for young people. A report was presented to Education Skills and Culture Cabinet Board in the autumn 2018 (hyperlink). • The Youth Service supported 12 community based Youth Clubs which provided young people aged 11-18 access to a range of educational, social and recreational activities (such clubs are a positive contribution to making a difference to the young people’s social, cultural, economic and environmental wellbeing). • Since April 2018, community based targeted provisions have also been delivered to support vulnerable groups of young people who are carers, lesbian gay bisexual or transgender, and those with speech, language and communications needs. • We are using youth work methods to build positive relationships with young people from above groups, which enables the youth worker and young person to develop a support plan to ensure that individual needs are met. • The Active Young People Programme is offering a range of activities to encourage participation in the community. The Park Lives and Street Games Programmes are delivered in the heart of the communities and a number of different sessions have been set up in the most deprived areas of the county borough. Sessions are well attended. Specific disability sport clubs have also been set up and are being well attended. | <p>Green</p> |

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

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

| Step | Progress | RAG Status |
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| | <p>KPI: Hooked on Sport (survey), 50% of children within Neath Port Talbot participated in sport 3 or more times per week. Although this is a reduction from 55% from three years ago, it is still above the Wales average of 48%.</p> | |
| <p>1.3.2 We will continue with our Strategic School Improvement Programme of school reorganisation to provide modern, state of the art teaching and learning facilities to help improve educational standards; including the provision of 21st Century teaching and learning facilities</p> | <ul style="list-style-type: none"> • We completed the first phase (Band A) of the 21st Century Schools Improvement Programme which has seen circa £123m invested in school modernisation and new buildings. This included: <ul style="list-style-type: none"> ○ The opening of Ysgol Gymraeg Ystalyfera-Bro Dur (south campus) - the £19m new Welsh medium secondary school in Port Talbot; ○ New facilities at Ysgol Gymraeg Ystalyfera Bro Dur (north campus) - which will provide pupils with 21st century facilities and resources; ○ Ysgol Careg Hir in Briton Ferry – a new £7m, 420 pupil primary school built on the grounds of the former Cwrt Sart Comprehensive (replacing the three former primary schools in the area: Llansawel, Brynhyfryd and Ynysmaerdy); and ○ Ysgol Cwm Brombil in Margam - a new £30m all-through school for pupils aged 3 to16 (which replaced Dyffryn School and Groes Primary School). • We received Welsh Government approval (in principle) for five projects; a full business case approval awarded in February 2019 for Ysgol Newydd Cefn Saeson and an outline business case approval for Ysgol Newydd Abbey is pending. Planning is also underway in order to respond to the demand for Welsh-medium education and a Welsh Government grant for £3m to increase the Welsh-medium provision has been successfully secured. | <p style="text-align: center;">Green</p> |

| Well-being Objective 1 To improve the well-being of children and young people | | |
|---|---|--------------|
| Improvement Priority 1.3 Children of school age will be safer, healthier and engaged with their learning | | |
| Step | Progress | RAG Status |
| | <ul style="list-style-type: none"> We have continued to map pupil demand to ensure that the right schools are in the right place. <p>KPI: 52.02% of Year 11 pupils (2017-18 academic year) achieved 5 GCSEs at grades A* to C, or equivalent, including English or Welsh first language and Maths. An increase on 2016-17 academic year but below the target set for the year of 60%.</p> <p>KPI: the percentage of pupil attendance in primary schools was 94.14% for academic year 2017-18, a slight decrease on 2016-17 (94.69%).</p> <p>KPI: the percentage of pupil attendance in secondary schools was 93.48% for academic year 2017-18, slight decrease on 2016-17 (93.64%).</p> | |
| 1.3.3 We will further develop our Welsh in Education Strategic Plan, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for | <ul style="list-style-type: none"> Last year we reviewed our 2017-2020 Welsh in Education Strategic Plan (WESP). The Plan details how we plan to support and further develop Welsh language education in schools and in the wider communities and how we plan for future growth. It's aligned to national policy and guidance in order to contribute to the Welsh Government's aim of achieving a million Welsh speakers by 2050. We are in the process of developing partnerships with pre-school providers such as Mudiad Meithrin and Flying Start, in order to ensure a greater focus on Welsh language learning and to increase Welsh-medium provision. An action plan is to be put in place with an aim of increasing current take up of pre-school Welsh-medium provision by 100% during the lifetime of the WESP. Welsh-medium schools have also developed bespoke information leaflets to promote the benefits of a bilingual education. These leaflets are distributed to | Green |

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

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

| Step | Progress | RAG Status |
|---|--|------------|
| <p>pupils to become more proficient in speaking Welsh</p> | <p>parents with young families within their communities, with a view to encouraging them to choose a Welsh-medium education.</p> <ul style="list-style-type: none"> • We opened new facilities at Ysgol Gymraeg Ystalyfera Bro Dur (north campus) and a £19m new Welsh medium secondary school in Port Talbot: Ysgol Gymraeg Bro Dur (south campus). It is expected, based on parental responses, that this will stimulate interest and growth in Welsh-medium primary provision in the areas of Port Talbot, Neath, Llandarcy, Briton Ferry and the Afan Valley in subsequent years. • The proportion of year six pupils in Welsh-medium schools transitioning to year seven in a Welsh-medium school has increased significantly over the past 10 years and particularly so over the past two years. Menter Iaith are currently working with a select group of year five and six pupils to take their views on Welsh-medium education and its benefits, with the aim of encouraging them to continue with their Welsh-medium education. <p>KPI: 15.78% of pupils assessed in Welsh at the end of Foundation phase for academic year 2017-18, slightly lower than 2016-17 of 16.16%.</p> <p>KPI: There were 191 (12.85%) pupils out of a cohort of 1,486 pupils studying Welsh first language at year 11.</p> | |

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

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

| Step | Progress | RAG Status |
|---|---|--------------|
| 1.3.4 We will pilot a Children's Community model in the Sandfields West ward | A multi-agency group was established to develop a children's community zone in Sandfields West - a pilot project based on similar work undertaken in Hackney, London. Key principles and a vision have been developed in partnership to guide the project. The learning from the pilot will be used to develop approaches across the county borough to secure a more cohesive and collaborative approach to supporting children in their early years. The project has a delivery plan that identifies key actions and milestones. | Green |
| 1.3.5 We will ensure that we effectively implement new statutory duties created by Welsh Government to benefit children and young people with additional learning needs | <ul style="list-style-type: none"> • We have developed a fully costed Local Implementation Plan to ensure the priorities outlined in the Regional Implementation Plan are fully delivered. Good progress is being made against all actions identified and ongoing monitoring is in place via the multi-agency Additional Learning Needs and Educational Tribunal Wales (ALNET) Strategic Steering Group. • We have worked collaboratively with key stakeholders in preparation for Additional Learning Needs and Education Tribunal Wales Reform. • We have identified and reported on financial impact and pressures to ensure that the Council meets its statutory duties. | Green |

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

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

| Step | Progress | RAG Status |
|---|---|------------------------------------|
| <p>1.4.1 Further strengthen “the front door” to social services, providing a coherent information, advice and assistance service</p> | <p>We developed and implemented a one shared “front-door” provision to screen contacts arising from children or adult services and the new team are now working in a more integrated way. One of the outcomes of more integrated working has been the completion of timely, comprehensive assessments, which have been co-produced with stakeholder and family member involvement. A working group continues to meet on a weekly basis where opportunities for even greater integration are explored and discussed with the service.</p> <p>KPI: 94.93% of child assessments were completed on time (2,342 out of 2,467) compared to 97.88% for 2017-18. Although performance has decreased compared to last year, we still remain well above the All Wales average of 88.0%.</p> | <p align="center">Green</p> |
| <p>1.4.2 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</p> | <ul style="list-style-type: none"> • The Family Support Service has provided a wide range of skills and expertise working with parents and children who have adverse childhood experiences. Included in these services are specific services for parenting skills, rapid response, domestic and emotional abuse, neglect, substance misuse, low level mental health difficulties and learning difficulties. • We brought together the Integrated Family Support Service, Family Action Support Team and Hidden Harm Teams under the same leadership. This will enable us to deliver integrated services to families whose children are at risk of becoming looked after by the Council. The Emergency Duty Team has also been incorporated into the same preventative agenda to support the ‘out of hours’ service. | <p align="center">Green</p> |

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

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

| Step | Progress | RAG Status |
|--|--|--------------|
| 1.4.3 We will undertake focused work with partners to improve access to the right support for children and young people who have poor emotional well-being/mental health | We took the lead in developing and implementing a regional Multi Agency Placement Support Service (MAPSS) and has been fully developed and is operational across the Region. MAPSS provides a therapeutic approach to supporting children and young people to achieve stability in their placements and education. The service has supported children to step down from residential care to foster care or home and enabled children to return from out of the area, closer to home (i.e. within their local area). The service also supports foster carers and professionals to develop their skills, knowledge and resilience to improve outcomes for care experienced children. | Green |
| 1.4.4 We will further strengthen arrangements that support young people who receive care and support when they are young and who continue to need care and support when they are | We established a pilot 'Transition Team' to jointly work with complex cases, with the aim of helping to facilitate a smooth transfer for service users in children and young people services to adult services. This included collating information on the outcomes for young people who have been supported by the Pathway To Adulthood Team. This information will be used to formulate a business case setting out options for the work of the team going forward, which will include either a continuation of the team in its current structure or integrating the lesson learning into existing permanent teams. | Green |

| Well-being Objective 1 To improve the well-being of children and young people | | |
|---|---|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| adults (ensuring smooth transition from service receive in childhood to those services that will support them as young adults) | | |
| 1.4.5 We will further develop our role as corporate parents of children and young people who become looked after by the Council, prioritising work to ensure children and young people are stable in their placements | <p>We improved the commissioning and contract monitoring arrangements to ensure children and young people are stable in their placements. This included rolling out contract and monitoring arrangements for Independent Fostering Agency placements and Residential placements. The number of approved foster carers has decreased and the number of children being placed with NPT foster carers has also decreased in line with the continued reduction of the overall number of Looked after Children.</p> <p>KPI: More children in care moved 3 or more times in 2018-19: 7.44% of children (23 children), compared to 2017-18 (6.12% - 20 children).</p> | Green |
| 1.4.6 We will further strengthen arrangements for | We developed and implemented an Admissions Panel to provide robust scrutiny and review of admissions into care. The Panel provides robust management oversight and scrutiny of cases to | Green |

| Well-being Objective 1 To improve the well-being of children and young people | | |
|--|---|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| admitting children and young people to care | ensure only those cases where it is necessary for children and young people to come into care do so. | |
| 1.4.7 We will further develop the in-house fostering service and arrangements for children and young people to be cared for under Special Guardianship Orders to ensure there is a wider choice of placements available to meet the needs of children and young people | <ul style="list-style-type: none"> We fully embedded the Unified Assessment Process in every day practice. A unified assessment process ensures that carers are not needing to undertake repeat assessments and that a single assessment process is used to identify the range of most suitable options available for a child, with the aim of supporting the child to live within their family network wherever it is safe to do so. We concluded our review of the support arrangements for Special Guardianship Order (SGO) carers, including arrangements for financial assistance. All SGO carers / children have a support plan which sets out how children's needs will be met and how carers will be supported. SGO carers can access a support group and are able to access training through the fostering service. Carers who receive financial support from the Council will also have an annual review of their finances. | Green |
| 1.4.8 We will further develop the range of | We undertook a re-commissioning exercise to provide supported accommodation for care leavers and the new contract became operational on 1 st December 2018. The provision aims to | Green |

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

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

| Step | Progress | RAG Status |
|--|---|-------------------|
| accommodation available for young people when they leave the care of the Council | increase the number of supported accommodation placements available to young people, including young people with additional needs. In addition, a separate contract is in place for a crisis accommodation service with two beds available and the option to purchase additional provisions as and when the needed. | |

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

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

| Step | Progress | RAG Status |
|--|--|------------------------------------|
| <p>1.5.1 The Council will provide work placement, apprenticeships and trainee opportunities for young people within its own workforce, in particular providing opportunities for Looked After Children</p> | <p>We made good progress in providing: work placements, apprenticeships and trainee opportunities for young people within the Council’s workforce and during the latter part of 2018 and early 2019 we worked with staff from Route 16 to promote the necessity for work placements for our Looked After Children.</p> <p>We received several requests from Route 16 this year and successfully found placements for some of our young people, e.g. Library Services, Fleet, HR, and Pontardawe Arts Centre. However not all of the placements progressed, as some of the young people were not ready to accept the placement at that specified time (due to personal circumstances). We will revisit these placements once notified by the Young Person’s Advisor that the young people concerned are ready to pursue the placement.</p> <p>We will continue to promote the requirement of work placements for our Looked After Children as Corporate Parents by working with managers to assist with this work, e.g. observational placements, one day placements, long term placements.</p> <p>KPI: a total of 120 (one Looked After Children placement) apprenticeship, traineeship and work placement opportunities were made available within the Council, exceeding the target 83 and an improvement on last year’s performance of 86.</p> | <p align="center">Green</p> |
| <p>1.5.2 Working through the Think Families Partnership we will improve</p> | <ul style="list-style-type: none"> We ensured Legacy Youth Workers are based in all secondary schools, working with young people identified at most risk of becoming NEET (Not in Education, Employment or Training). By working closely with schools, Careers Wales, colleges and work based learning providers, the youth workers can ensure their case load of young people are aware of all the options | <p align="center">Green</p> |

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

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

| Step | Progress | RAG Status |
|--|--|------------|
| <p>information about career and job opportunities for school and college leavers</p> | <p>available to them. The youth workers also support young people via a range of interventions such as arranging work based learning roadshows and visits. Those with very low school attendance are offered support outside of the school environment to make sure they have access to the same information and support as others.</p> <ul style="list-style-type: none"> • The Keeping in Touch (KIT), Cam Nesa and Communities for Work (C4W) provisions all worked with young people aged 16-24 who were NEET. All 3 programmes offered young people employability based interventions. C4W will refer to KIT and Cam Nesa if youth work interventions are deemed necessary. • Transition support was offered to all year 11 pupils leaving school that were on the Legacy Youth Workers case load. Support was also given to young people not on the case load but were identified later on as needing support. Partnership working was instrumental to ensuring this transition was as smooth as possible for the young people. Young people who disengaged with their initial option were supported to find alternatives where possible. For those young people who for a range of reasons were not able to enter education, employment or training support was offered by KIT, Cam Nesa, C4W and Careers Wales. • Summer transition provision was offered to the year 11 pupils that were identified as not having a positive end point or who were at risk of disengaging. This included engagement activities such as: horse riding, bowling and white water rafting. These activities led onto more targeted interventions such as home visits, visits to work based learning providers, support during interviews and applications. | |

| Well-being Objective 1 To improve the well-being of children and young people | | |
|--|---|--------------|
| Improvement Priority 1.5 Young people leaving full- time education will have the opportunity to enter employment, training or further/higher education | | |
| Step | Progress | RAG Status |
| | <ul style="list-style-type: none"> We were unable to provide transition support for young people with disabilities as they leave education due to no referrals being made to the Families First Service. Discussions have been held with the provider to discuss how this can be better supported, however, it was felt that additional information is required regarding the needs of the young people and the barriers that they are experiencing. The Autistic Spectrum Disorder Steering Group has been contacted regarding this and the provider will be invited to a future meeting to speak to the group to discuss how this can be progressed. <p>KPI: 2.9% of young people in 2018-19 were NEET, this is the second lowest figure ever achieved by the Council.</p> | |
| 1.5.3 We will build on our work as Corporate Parents to ensure that all young people have suitable housing and support when they leave the care of the Council | <ul style="list-style-type: none"> Over the last three years we have seen an increase in the number of young people who are opting to stay involved or reconnect to the service after the age of 21. In 2017, 3 young people aged 22-25 were known to the service, in 2018, there were 13 and as at 31 March 2019, 39 were known to be receiving support from the service. As a result the Leaving Care Service has been extended to support young people up to the age of 25. This has been important in supporting young people to access education and housing and to extend support until they feel ready for independence. The Leaving Care Service also utilises the knowledge and support of local training providers to access training opportunities and apprenticeship schemes. This is an area of work we plan to develop and expand to ensure that more young people are engaged in training, education and employment. | Green |

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

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

| Step | Progress | RAG Status |
|--|---|------------------------------------|
| <p>1.5.4 We will review our youth engagement and progression framework</p> | <ul style="list-style-type: none"> • The Council’s Vulnerability Assessment Profile (VAP) model has been adapted to take into account the characteristics most likely to result into a NEET status. This new Youth Engagement and Progression Framework early identification tool has been piloted with schools and the youth service Legacy team. Visits to other Councils have taken place to discuss their VAPs. • Both the Youth Engagement Strategy Group (YES Group) and the NEETs Multi Agency Group have met on a quarterly basis to review the offer to young people both operationally and strategically. YES Group also meet and continue to support and develop county wide approaches to reduce the number of young people who are NEET. • The KIT & Cam Nesa teams have adopted a person centred approach to ensure that their services meet the needs of young people. Support given to young people helps them gain much needed employment skills. Training advice and guidance is provided to young people as well as help with applications, CV writing and interview skills. Partnership working with Department of Work and Pensions and membership of the Employer Support Group and Engagement Provider Group meetings, ensures that young people have access to employment opportunities. <p>KPI: In 2018-19 35.03% of 11-19 year olds were in contact with the Youth Service, which equates to 5,047 of 14,406 compared to 2017-18: 6,132 of 13,897 (44.12%).</p> | <p align="center">Green</p> |

| Well-being Objective 1 To improve the well-being of children and young people | | |
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| Improvement Priority 1.6 All children and young people will be helped to have a say in matters that affect them | | |
| Step | Progress | RAG Status |
| 1.6.1 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 | Schools have been supported to embed a rights based approach as a framework for wellbeing within their schools, this was launched in the Wellbeing Conference in June 2018. So far 39 schools have signed up for the Rights Respecting Schools Award with UNICEF. A training event for schools starting the Bronze award was held last November and Rights Respecting packs were distributed to all schools who have signed up. 41 schools have signed up, 19 have achieved Bronze and 9 have achieved Silver. | Amber |
| 1.6.2 All children and young people in need of protection, or who have been identified as in need of care and support, will have a say in decisions that affect them | We have almost completed our work on developing a Children and Young People’s Participation and Engagement Strategy. We also recently appointed a lead Participation and Engagement officer who will be tasked with developing mechanisms to better capture and analyse the views of children & young people and their families. KPI: In 2019-19, 82.30% of children were satisfied with their care and support (2017-18: 82.11%). | Amber |
| 1.6.3 We will work with our Think | <ul style="list-style-type: none"> Throughout 2018-2019, we sought the views of service users accessing Families First services to better understand how the support received had impacted on them and how we could | Green |

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

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

| Step | Progress | RAG Status |
|---|---|------------|
| <p>Family partners to ensure children and young people can shape and develop services</p> | <p>improve service delivery. 37 engagement sessions were delivered, with 106 service users from all nine of our Early Intervention and Prevention projects.</p> <ul style="list-style-type: none"> • The Think Family Partnership has become the first consortium in Wales to sign up to the Children & Young Person’s National Participation Charter. Signing up to the Charter illustrates the Think Family Partnerships commitment towards working in line with the National Participation Standards. The National Participation Standards in Wales help organisations make sure that the process, quality and experience of all work involving the participation of children & young people is of a high standard. The standards are endorsed by the Welsh Government and are underpinned by the United Nations Convention on the Rights of the Child and the Well-being of Future Generations (Wales) Act 2015, which put the involvement of children at the heart of improving well-being. The next step in the process (2019-2020) is to meet the National Kitemark, which is awarded to organisations who have demonstrated that they are achieving against the seven Participation Standards. • 30 members of staff from the Think Family Partnership, Families First commissioned projects, Schools, Children Services and the NHS attended accredited Participation Training in 2018-2019. Training was designed to improve knowledge and understanding of children and young people participation and develop the ability of staff to embed this into practice. 100% of attendees who completed feedback forms indicated that their knowledge of children and young people’s participation had improved, as well as their confidence to apply this knowledge. | |

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

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

| Step | Progress | RAG Status |
|--|---|---------------------|
| <p>1.6.4 We will encourage young people to exercise their right to vote and participate in local democracy</p> | <ul style="list-style-type: none"> • In October 2018, we held a talk for council staff to celebrate 100 years of Women’s suffrage. It was hosted by the Mayor of Neath Port Talbot and the panel was formed of: Cabinet Member for Corporate Services and Equalities, Chair of Scrutiny Committee for Social Care Health & Wellbeing, Leader of the Welsh Local Government Association and Unison Branch secretary to discuss their experiences as women in politics and their hopes for the future. • Staff were able to put their questions to the panel following their discussions to help facilitate debate on the barriers women still face when entering politics and society today and how this can be addressed in coming years. The feedback from the panel and staff was positive. • In March 2019, a ‘Question Time’ event for students was held in partnership with Neath College. It was hosted by the Mayor of Neath Port Talbot with a focus on the legislation currently being drafted by the Welsh Assembly to enable 16 year olds to vote at the 2021 National Assembly for Wales Elections. The panel included: local, regional and national politicians (i.e. Councillors, MP’s and AM’s). Students were able to ask questions on a variety of topics and to put across their own views. The feedback from the event from both students and elected representatives was positive. | <p>Green</p> |

| Well-being Objective 1 To improve the well-being of children and young people | | |
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| Improvement Priority 1.7 Children and young people are safe and feel safe | | |
| Step | Progress | RAG Status |
| 1.7.1 We will increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong (VAWDASV Strategy) | <p>The Children & Young Peoples Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) Sub Group has worked closely with the Sex and Relationship Education Group to develop age appropriate lessons. Guidance will be included in existing lesson packs for both primary and secondary schools.</p> <p>KPI: 12.12% of schools (8 of 66) adopted suitable programmes to address VAWDASV.</p> <p>KPI: 39% of children and young people (1,886 of 4,836 pupils) participated in a suitable programme that addresses VAWDASV.</p> | Amber |
| 1.7.2 We will ensure all children and young people know how to stay safe when on-line | <p>We identified a number of measures to prevent on-line crime, this included: delivering appropriate lessons in schools, promoting cyber-crime prevention messages on social media and supporting South Wales Police to deliver their cyber-crime campaign.</p> <p>KPI: 97.98% (1,554 of 1,586) of year 6 children and young people participated in a suitable programme to address cyber-crime.</p> | Green |
| 1.7.3 We will ensure all Council services follow rigorous and consistent | <p>Arrangements have been established across the Social Services Health and Housing Directorate to ensure a consistent approach to measuring the quality of practice is adopted including the use of thematic audit activity with service user participation.</p> | Green |

| Well-being Objective 1 To improve the well-being of children and young people | | |
|---|---|--------------|
| Improvement Priority 1.7 Children and young people are safe and feel safe | | |
| Step | Progress | RAG Status |
| safeguarding practices | | |
| 1.7.4 We will work with our partners to implement our Road Safety Strategy | <ul style="list-style-type: none"> We provided a series of progressive education & training initiatives (via school assemblies and classroom education) to road users within the age profile of children and young people. Primary pupils: 16,024 and Secondary pupils: 4,615. Last year a new initiative ‘Megadrive’ was completed to ensure we address emerging trends highlighted within Welsh Government accident statistics. <p>KPI: In relation to road safety key performance indicators, we are still awaiting 2018 calendar year data. Latest available data for 2017 calendar year shows significant reductions across these measures against WG targets. More detail can be found in Appendix 1, which will be published alongside this report (hyperlink to Appendix 1).</p> | Green |

Performance of our Well-being objective two, improvement priorities and steps

| Well-being objective 2 Improve the Well-being of all adults who live in the county borough | |
|--|--|
| How this well-being objective contributes to the seven national well-being goals: | |
| A prosperous Wales | The first priority to support this objective focuses on the importance of 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. |
| A healthier Wales | Ensuring decent, affordable housing is another key area of focus, together with work to ensure more is done to enable people affected by domestic abuse, substance misuse or at risk of on-line criminality to protect themselves. There are particular programmes to support people with more significant health and care needs, but refocusing practice to place emphasis on promoting independence. |
| A Wales of cohesive communities | The importance of "community" is particularly emphasised in relation to the way the Council plans to meet the care and support needs of more vulnerable residents. Proposals to strengthen Local Area Co-ordination and to improve access to information about what is happening in each local area are important building blocks to bring about a wider cultural change in the way the Council proposes to work with its local residents. |
| A resilient Wales | There is a strong emphasis on sustainability across a number of the priority areas, both in the way we plan to house our population and in the way we seek to secure the long term viability of our communities through ensuring quality employment opportunities for local people. |
| A more equal Wales | There is a clear focus on work to address inequality across people of all different types of backgrounds 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. |

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

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

| | |
|--|---|
| A Wales of vibrant culture and thriving Welsh language | The priorities seek to strengthen and develop the social capital of communities to ensure sustainability and resilience. This work will also ensure that the unique cultures of each community are cultivated. |
| A globally responsible Wales | The county borough is producing talented people who have made a contribution on the global stage through sport, arts and culture. Procurement and regulatory activity also takes proper account of the Council's duty to act in a sustainable and responsible manner. |

Overall progress: we set out 35 steps, i.e. actions to help us deliver the improvement priorities for well-being objective two, of which 28 are on track and 7 just off track. Below is more detailed information on how we did against each step.

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

Improvement Priority 2.1 Local people can access sustainable, local, quality employment, in particular helping to grow social enterprises

| Step | Progress | RAG Status |
|--|--|---------------------|
| <p>2.1.1 We will focus our support to existing and new businesses to help create and sustain local employment opportunities for local people</p> | <ul style="list-style-type: none"> • We dealt with a high volume of requests for business start-up information, advice and support, total was 392. We exceeded the target set for the year: 360 and significantly increased on last year's performance: 273. The team also delivered 14 enterprise clubs (against a target of 12) that provided free support and advice to local people considering setting up and running a small business. Due to the popularity, further events were delivered to students at NPTC Group of Colleges and Swansea University. • We had a steady flow of applications for funding via the Council's Economic Development and Business Support Funds throughout the year. This resulted in 100% of funds being allocated to projects by the end of the financial year. • We continued to enhance and promote the Economic Development team's profile in order to raise awareness of the services that are available to support local businesses, potential new investors and residents considering self-employment. This work included: redesigning the website, messaging on social media, developing an information pack and video to promote the county borough and attract new business investment. | <p>Green</p> |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|-------------------|
| Improvement Priority 2.1 Local people can access sustainable, local, quality employment, in particular helping to grow social enterprises | | |
| Step | Progress | RAG Status |
| 2.1.2 The Council will maximise strategic funding available to deliver employability programmes such as Workways+ and Communities for Work to assist those furthest from the labour market to obtain and sustain employment | <ul style="list-style-type: none"> The European Union funded Workways+ project exceeded its targets and outputs for 2018-19. The project provides training, paid work experience opportunities and support to those who are economically inactive and long-term unemployed people. Support provided enabled individuals to take their first steps to re-engage or enter into the labour market. In relation to outputs for Communities for Work we missed our target for the year more detail is reported in Appendix 1. <p>KPI: Workways + - Number of local people in training, volunteering or employment 2018-19 actual: 139 (target: 47), 2017-18 actual: 117.</p> <p>KPI: Communities for work - Number of local people in training, volunteering or employment 2018-19 actual: 260 (target: 336) 2017-18 actual: 276.</p> | Amber |
| 2.1.3 The Council will seek to avoid compulsory redundancies to the maximum extent possible | <ul style="list-style-type: none"> The Head of Service Workforce Planning Group, which includes trade union representation, continued to meet on a monthly basis to facilitate redundancy request, scrutinise external advertising requests and maximise and coordinate redeployment opportunities for employees who are 'at risk' of redundancy. The Group scrutinises all requests for external advertisements and where necessary, posts are prioritised for 'at risk' employees. It is our aim to minimise compulsory redundancies as much as possible and we have done this during this financial year by promoting voluntary redundancy and redeployment. | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|---|-------------------|
| Improvement Priority 2.1 Local people can access sustainable, local, quality employment, in particular helping to grow social enterprises | | |
| Step | Progress | RAG Status |
| | KPI: there were 9 compulsory redundancies in 2018-19 compared to 4 in 2017-18 and 26 in 2016-17. | |
| 2.1.4 Employment and training opportunities for local people will be identified within major developments within the county borough | <ul style="list-style-type: none"> The Economic Development Team continued to take the lead in ensuring local investments support job creation, apprenticeship training weeks, work experience opportunities and the use of local businesses to deliver contracts. The inclusion of 'Community Benefit' clauses into our corporate infrastructure projects such as those funded through Welsh Government's 21st Century Schools Programme, is helping to deliver employment, training and work experience opportunities for local people. In addition, working closely with key contractors to deliver 'Meet the Buyer' events, has encouraged the use of more local suppliers in the delivery of these contracts. The Employer Support Group, a collaboration of local employment support organisations and projects, such as Workways+, the Cynnydd and Cam Nesa Projects, Communities for Work, Communities for Work+ and the Economic Development Team continue to work together to help local people, many from disadvantaged groups, overcome barriers to employment. This approach to delivering community benefits has been successfully developed by the Economic Development team over the past few years and has been very successful in identifying employment opportunities for local people. <p>KPI: 114 local people were helped to get back into work through our regeneration projects, exceeding our target of 75 set for the year.</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|--|-------------------|
| Improvement Priority 2.1 Local people can access sustainable, local, quality employment, in particular helping to grow social enterprises | | |
| Step | Progress | RAG Status |
| | KPI: the number of completed training weeks for apprenticeship, traineeships and work experience projects of 1,493 was lower than the target of 4,100. This is due to including only NPT residents in the data, whereas the target was set to include people living in the south west Wales region. | |
| 2.1.5 We will encourage alternative service models to support social care, particularly focusing on the duty to promote social enterprise set out in the new Social Services Act | <ul style="list-style-type: none"> Alternative service models were developed through our Early Intervention/Prevention (EIP) Services, so no formal assessment or care and support plan is required. The Community Connecting team, Community Independence Service and Employment, Work and Training team are now all working in an “open door, free at the point of contact” way of accessing the teams. The Building Safer Resilient Communities Pilot Programme is currently in place and is actively considering the best way in fulfilling the duty to promote social enterprises and commission services in innovative ways. Further work is needed to achieve the aim of promoting social enterprises as an alternative service model to support social care and the lessons learned from the pilot programme will be taken on board prior to inform our next steps | Green |
| 2.1.6 Council procurement practices enable local businesses to bid for contracts | <ul style="list-style-type: none"> We engaged with the voluntary sector to better understand how the Council can assist them in participating in tender activities. Feedback from the voluntary sector has been positive and they look forward to continuing working with the Council to address such issues. We have developed procurement strategies so that local small business have the opportunity to undertake areas of work with the Council and are now liaising with Welsh Government on the development of a pilot programme (this work will continue into 2019-2020). | Amber |

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

Improvement Priority 2.1 Local people can access sustainable, local, quality employment, in particular helping to grow social enterprises

| Step | Progress | RAG Status |
|------|---|------------|
| | <ul style="list-style-type: none"> • We developed new contract procedure rules to reflect legislative compliance, local and national policies and to ensure transparency in all tendering activities. Engagement with internal departments and stakeholders undertaken. A report will be brought to Council in the autumn 2019 for approval of these new procedural rules. • We worked with Welsh Government and the National Procurement Service on the development of a tendering software to ensure its user friendly and so that all organisations regardless of size (and experience) can take part in the procurement process. • Development of an electronic standard procurement document (a more efficient way for tender opportunities without the need to resubmit pre-qualification information on a regular basis). Consultation is presently ongoing with Welsh Government and Welsh Local Government Association Procurement team to discuss how to implement on an ‘All Wales’ level. <p>All of the above are designed to ensure smaller and locally based organisations are able to participate in tender processes regardless of their size.</p> | |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
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| Improvement Priority 2.2 Local people can access quality, affordable housing | | |
| Step | Progress | RAG Status |
| 2.2.1 We will work with our partners to ensure that a sufficient number and variety of housing is available to meet the needs of our growing communities | <ul style="list-style-type: none"> We continually monitor the delivery of housing across the county borough and the latest figures set out within the 2018 Annual Monitoring Report, identifies (as of 31.03.18) a total of 1,827 new homes which have been delivered since 2011, of which 50 units were affordable. We risk assessed 77 complaints / notifications received of empty homes across the county borough. By using council tax records, 176 properties were identified for proactive intervention / enforcement having been empty for over 10 years. There were 45 properties identified as high priority for enforced sale and 30 problematic properties brought back into use. We also risk assessed 355 long term empty properties out of the empty home notifications received, 45 of these have been identified as high priority for proactive enforcement action. <p>KPI: 11.68% (25) of long term problematic empty private properties were brought back into use by direct action, exceeding our target of 10%.</p> <p>KPI: None of the private properties brought back into use by direct action created additional dwellings (for example a house converted into three flats and brought back into use would count as two additional dwellings being created).</p> <p>KPI: the number of affordable housing delivered through the planning system (i.e. Section 106 Agreements), continues to be considerably lower than the annualised Local Development Plan targets.</p> | Amber |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|--------------|
| Improvement Priority 2.2 Local people can access quality, affordable housing | | |
| Step | Progress | RAG Status |
| 2.2.2 Working with strategic housing partners we will continue to prevent homelessness | <p>Cabinet approval was given in December 2018 for a four year Homelessness Strategy (hyperlink). The Strategy and associated action plan have been published in line with Welsh Government legislation. Housing Options continues to work with all Registered Social Landlord's and with third sector support providers to save tenancies and to provide support to break the cycle of issues such as poor budget management. .</p> <p>KPI: 53.15% of households were successfully prevented from becoming homeless (target: 41%), compared to 55.56% for 2017-18.</p> | Green |
| 2.2.3 We will target available funding to provide effective housing support for people identified as in need of additional help and support | <p>122 housing units were developed and delivered through the Social Housing Grant and Intermediate Care and Innovation Fund (ICF). ICF funding was also approved to develop two supported living schemes over a two year period (2018-19 / 2019-20). These two schemes will provide six units of specialist accommodation for people with a learning disability or mental health need.</p> | Green |
| 2.2.4 We will continue to provide Disabled Facilities Grants within the limits of the funding available to the Council | <p>300 disabled facility grants were completed during the year compared to 258 the previous year and the average time take to deliver a grant was 232 days compared to 242 the previous year. These variations can largely be attributed to fluctuations in demand. There were more low cost smaller adaptations completed during this year.</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
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| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| 2.3.1 We will increase reports of violence against women, domestic abuse and sexual violence (VAWDASV) in Neath Port Talbot, through awareness raising and challenging attitudes | <p>We are working with Welsh Government to further develop our VAWDASV Communications Strategy and to ensure that it is aligned with the Welsh Government Communications Strategy. We are working on joint campaigns and promoting Welsh Government campaigns by using the same strap lines and social media platforms.</p> <p>KPI: the number of incidents of VAWDASV where the risk is considered low or medium was 7,040 in 2018-19 (this figure represents the total number of low / medium risk incidents reported to South Wales Police).</p> | Green |
| 2.3.2 We will make early intervention and prevention a priority to reduce the number of repeat victims and reduce the number | <ul style="list-style-type: none"> We produced an Annual Report demonstrating the progress made on implementing our VAWDASV Strategy. It was considered by the Community Safety and Public Protection Scrutiny Sub Committee on 3rd July 2018. The report can be found on the Safer NPT Website (hyperlink this). A regional event was held during November 2018 where the Annual Report was presented and keynote speakers shared information on initiatives related to these priority areas. | Amber |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|--|--------------|
| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| of high risk cases (VAWDASV strategy) | <ul style="list-style-type: none"> The revised governance arrangements and delivery plan have been finalised and presented to the Violence against Women, Domestic Abuse and Sexual Violence Leadership Group. The delivery plan outlines ongoing work, progress updates and next steps. <p>KPI: there were 38.56% (target: 34%) of incidents of domestic abuse where people are repeat victims (highest risk victims).</p> | |
| 2.3.3 We will implement our PREVENT plan to ensure we identify and support those people who are vulnerable to being drawn into terrorism and extremism | <p>All actions contained within the PREVENT Action Plan are now complete or in progress. Work on the final remaining actions could not commence until a new referral pathway for Channel and a training audit for WRAP had been completed, both of which were finalised in October 2018. Actions will continue to be monitored by the Prevent Action Group.</p> <p>KPI: During 2018-19 the one referral that was discussed at Channel, had a positive, successful outcome and relevant support was provided by the intervention provider and Neath College.</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|---|-------------------|
| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| 2.3.4 We will continue to address anti-social behaviour across the county borough in collaboration with our community safety partners | <p>Work is ongoing to sustain and build on the progress made in Neath town centre to address anti-social behaviour. The 'Have a Heart', diverted giving scheme was launched in September 2018 and all donations are given to local charities and schemes that support local people.</p> <p>KPI: In 2018-19 a total of five (target: six) repeat anti-social behaviour victims were supported through South Wales Police action plans. These figures are low as the early interventions put in place are generally effective.</p> <p>KPI: In 2018-19 a total of 26 street vulnerable people have been referred to the Street Vulnerable Multi Agency Referral Assessment Conference.</p> | Green |
| 2.3.5 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 and improving service | <p>Work continues to more fully understand the root causes of the high rate of drug related deaths in the area. A detailed report was presented to the joint Public Services Board (Swansea and Neath Port Talbot) setting out the context of the issues (risk threat and harm), and the need to establish a Critical Incident Group (CIG). This report also contained an action plan, setting out key actions over the short, medium and longer term. The action plan also set out clear lines of accountability by delegating responsibility for specific actions to appropriate Boards, including the Area Planning Board (APB) and Community Safety Partnerships. The CIG has now been stood down, but the Public Service's Board has and will retain oversight to ensure that this work continues.</p> <p>We are working with Welsh Government and Public Health Wales to prepare for the Minimum Unit Pricing (MUP) Policy for alcohol. Actions identified to prepare for MUP will be shared with the Area Planning Board and actioned accordingly.</p> | Amber |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
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| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| responses for people who have co-occurring mental health and substance misuse issues | <p>KPI: There have been no drug related deaths in Neath Port Talbot during 2018-19 reported to the APB Case Review Coordinator. This measure records only those drug related deaths in Neath Port Talbot that have been reported to the APB and not the total number of drug related deaths that may have occurred (as provided annually by the Office of National Statistics from Coroners data). A full time Case Review Coordinator has been recruited to ensure a dedicated resource is available to drive forward an improvement in reporting.</p> <p>KPI: Service users with drug-related co-occurring issues reporting an improvement in service responses - there is no data available on clients with a co-occurring diagnosis in relation to their recovery journey.</p> | |
| 2.3.6 We will work with our partners to implement our Road Safety Strategy | <p>We delivered a comprehensive programme of education and training to all road users in this age profile. This included: classroom education, pedestrian and cycle training and initiatives such as Pass Plus Cymru and Mega Drive which is a new grant funded pre driver training initiative.</p> <p>We continued to promote and deliver our driver training initiatives and used radio advertising for publicity campaigns such as awareness of speed, anti-drink and drug driving.</p> <p>KPI: In relation to road safety key performance indicators, we are still awaiting 2018 calendar year data. Latest available data for 2017 calendar year shows significant reductions across these measures against WG targets. More detail can be found in Appendix 1, which will be published alongside this report (hyperlink to Appendix 1).</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|---|------------|
| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| 2.3.7 We will work with our partners to ensure those with the most complex needs are safeguarded, strengthening our vulnerable adults safeguarding arrangements | <p>We appointed a new officer to oversee Safeguarding across Children and Adult Services, along with a new team manager for Adult Safeguarding in October 2018. A review of safeguarding practices across the Social Services Directorate is currently underway, which will incorporate the requirements of the new All Wales Safeguarding Procedures, soon to be introduced during 2019.</p> <p>Thematic audits, similar to those used in Children's Services have also been introduced as part of the Adult Services audit activity and it is expected that over time, the outcomes of these audits will greatly assist in ensuring the consistency and quality of practice throughout the Directorate.</p> | Green |
| 2.3.8 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 | <p>The service achieved its target to inspect all businesses as set out in its proactive programme of food hygiene inspections. This was as a consequence of financial support from the Food Standards Agency which enabled us to use external contractors. Since then we have undertaken a comprehensive review and re-engineering of the service to be more efficient.</p> <p>KPI: In 2018-19, 93.92% (target: 95%) of food establishments met food hygiene standards of a rating of 3 or above. This percentage is slightly down from 2017-18 but is not of concern (94.76%).</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|--|--------------|
| Improvement Priority 2.3 People are safe and feel safe | | |
| Step | Progress | RAG Status |
| 2.3.9 We will investigate breaches in the integrity of the food chain, from farm to fork (feed, animal health and food standards) | <p>Food Safety and Animal welfare are the subject of both proactive and reactive inspections by the Trading Standards Service. This service has recently created increased links with the food hygiene team to ensure that intelligence is shared and duplication of duties is removed - demonstrated with the joint investigation of a local business, which has proceeded to a successful prosecution. Joint training and joint sampling is in place and there is increased evidence that referrals between the two services have increased.</p> <p>KPI: 68.75% (target: 80%) of detected breaches in animal health, feed and food standards were rectified. That equates to 80 breaches of which 55 were rectified.</p> | Green |
| 2.3.10 We will investigate significant breaches of consumer fraud, product safety and age restricted sales detected proactively or reactively. Working with partners and protecting the public | <p>The Council arranged an illegal tobacco event which attracted national media coverage through ITV Wales. Our Trading Standards Service continues to respond to requests for training from partner authorities and consumer groups on scams and consumer frauds and is working more closely with other agencies.</p> <p>We successfully secured convictions against a car dealer (Prestige Motors) who were sentenced to 12 months (suspended) for fraud. This also resulted in compensation to victims of £17,583. Success has also been secured against rogue builders one of which is Landmark Builders who carried out poor quality work which wasn't fit for purpose.</p> <p>KPI: 32 breaches in consumer fraud investigations were successfully concluded.</p> <p>KPI: the total value of consumer fraud investigations was £25,260 with 33 of those resolved.</p> | Green |

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

Improvement Priority 2.4 People unable to work can maximise their income

| Step | Progress | RAG Status |
|---|--|---------------------|
| <p>2.4.1 People will be supported to receive the UK Government benefits they are entitled to</p> | <p>We have constantly updated our website to ensure we give relevant advice in relation to Housing Benefit, Council Tax Support and Discretionary Housing Payments. Accuracy of granted benefits remains very high and average days taken to process new claims and changes of circumstances represents a trend of continuous improvement. Particular reference is made to Universal Credit in view of the regular changes and continued roll out to new customers. Signposting to support agencies is also provided.</p> <p>During 2018-19, the Welfare Rights team raised £9.5 million in benefit income.</p> <p>KPI: In 2018-19, correctly granted benefit against total granted was 99.5% (target: 99.5%) and accuracy remains very high with little variance over time.</p> <p>KPI: In 2018-19, the average days taken for new claims and changes of circumstances was 3.31 (target: 6). Performance is above target and represents a trend of continuous improvement from 2016-17 (5.445) and 2017-18 (4.34%).</p> | <p>Green</p> |
| <p>2.4.2 We will implement the Welsh Government's Scheme to relieve the Council Tax burden on those</p> | <p>We promoted the availability of scheme on our website and in the media, and updated the Council Tax Support Scheme in line with Welsh Government policy.</p> | <p>Green</p> |

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

Improvement Priority 2.4 People unable to work can maximise their income

| Step | Progress | RAG Status |
|------------------------|----------|------------|
| with the lowest income | | |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| 2.5.1 We will further develop the “front door” to social services, ensuring that we provide a coherent, information, advice and assistance service | Work was undertaken throughout the year to align processes between Adults and Children’s front-door services. A working group continues to meet on a weekly basis to develop further integration of the service and is well attended by representatives from across the social services directorate as well as the wider Council. The working group agreed to take an incremental approach to integration; with the aim to assimilate the receipt and processing of contacts/referrals during the first 12 weeks of operation, with a view to consider more wider integration of practices thereafter. | Green |
| 2.5.2 We will further develop our Local Area Co-ordination work, linking this to the Council’s overall approach to community development | We now have a new local area coordinator in post for Briton Ferry & Melin area and also have community independence workers, working in areas associated with the Building Safe & Resilient Communities project. Pilot areas have been confirmed and the local area coordinator now attends primary cluster meetings with NHS teams. | Green |
| 2.5.3 We will further develop our direct payments work, ensuring that when | Direct Payments are discussed where an individual need is identified during the assessment process. This may not be the only course of action taken as many people still prefer the Council to manage their care and support provision for them. The Direct Payments Policy has been | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|--|--|--------------|
| 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 | | |
| Step | Progress | RAG Status |
| it is appropriate to offer a Direct Payment, there is a good take up rate | updated and Practice Guidance written to reflect the updated Policy. The number of Direct Payments have increased from 414 in 2017-18 to 433 this year (2018-19). | |
| 2.5.4 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 | <ul style="list-style-type: none"> • A position statement on the care home sector was developed and presented to Cabinet 10th May 2018 (hyperlink). It set out the current provision in the county borough, anticipated future demands and what type of provision we need for the future (i.e. services that the Council is likely to have to purchase to meet need). • Quarterly provider meetings have been established with the home care sector to discuss market developments and support service transformation. A number of pre-procurement events have taken place prior to the publication of tender opportunities and a care home fee sub-group was established to agree fees for the 2019-20 financial year. • A response to the Older Peoples Commissioner Report was submitted to the Commissioner on May 11th 2018, (hyperlink) highlighting what steps the Council had taken in response to the Older Peoples Commissioner for Wales assessment of the Council's self-evaluation against 'A Place to Call Home'. | Green |
| 2.5.5 We will further develop our intermediate care services to enable | <p>Work continues across the region to review the types of services that are provided in the community to enable more people to retain their independence.</p> <p>KPI: the rate of people kept in hospital while waiting for social care per 1,000 population aged 75 was 6.29 (target: 2.5).</p> | |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| more people to retain and regain their independence | <p>KPI: 14.29% (target: 28%) of adults who completed a period of reablement and have a reduced package of care and support 6 months later. There has been a slight decrease on previous year's performance (14.63%).</p> <p>KPI: 83.02% of adults were satisfied with their care and support, a slight increase compared to last year (82.54%).</p> | Amber |
| 2.5.6 We will further develop our progression-based model of care for people with mental health needs, learning disabilities and physical disabilities | <ul style="list-style-type: none"> • A Learning Disability Framework has been developed as well as a Mental Health Delivery Plan. • A four bedded extra care scheme for people with learning disabilities is in the process of development. • A three bedded supported living scheme for people with learning disabilities is in the process of development. • An accommodation group has been set up with membership from the former ABMU Health Board. • Work is continuing between health and social care teams and commissioning to create clear pathway models for complex care services to enable people to achieve optimum independence. This has included making applications for Intermediate Care and Innovation Fund monies to develop alternative models of care which have been successful, enabling the development of alternative accommodation. | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| 2.5.7 We will make sure we optimise the use of assistive technologies to meet need | <p>Due to management and service priority changes in the Commissioning team, we were unable to pilot the use of assistive technology packages in learning disability supported living schemes. Ad-hoc installations for 'Just Checking' assessments have been carried out on request for supported living settings. Of these referrals, 57 assessments and evaluations have been completed to support social worker assessments, right-sizing and transitions for service users. The kit has proved beneficial in:</p> <ul style="list-style-type: none"> • Informing more accurate assessments for individuals requiring more complex assisted technology packages, avoiding waste of resource whilst maximising independence • Improving safety for individuals by providing evidence of unmet need • Improving reassurance and quality of life for clients and their families who may be anxious about the person's ability to cope, promoting independence. <p>This is an area of ongoing development for the team to improve promotion and subsequent uptake of the scheme, and to further explore the full potential of the technology in delivering outcomes for service users and the organisation.</p> | Amber |
| 2.5.8 We will review the services we provide for people with the most complex needs to ensure that they | <p>Seven external providers were reviewed with changes made, totalling £383,207.32 savings per annum (note: full year savings not savings made in 2018-19). Three other providers reviewed but there were no opportunities for change.</p> <p>All of the social work teams have undertaken 'outcome focused' assessment training. The change in practice is now being reflected in assessments undertaken by practitioners. Reviews are being undertaken involving social work and occupational therapy staff to establish if</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|---|-------------------|
| 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 | | |
| Step | Progress | RAG Status |
| remain fit for purpose | individual's needs can be met differently. Work is continuing between health and social care teams and commissioning to develop alternative models of care (including applications for funding). | |
| 2.5.9 We will review the way carers assessments are promoted with a view to increasing the number of carers who take up the option of an assessment | <p>Work has been undertaken jointly with Neath Port Talbot Carers Service around carer's assessments. The service has reported an increase in up-take of carer's assessments. The new carers assessment documentation has been launched which assists with capturing the appropriate information about the needs of individual carers.</p> <p>KPI: In 2018-19, 287 carer's assessments were completed (2017-18: 282).</p> <p>KPI: In 2018-19, 60.77% of carers felt supported, a reduction compared to 2017-18: 66.18%.</p> | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
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| 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 | | |
| Step | Progress | RAG Status |
| 2.6.1 We will implement the Regional Joint Carers' Strategy with our health partners | We continued to work with our health partners via the Western Bay Carers Partnership Board, to implement the Joint Carers Strategy. We also developed a Local Carers Strategy that 'recognised, valued and supported' the needs of our citizens. The Western Bay Carers Partnership Valuing Carers Plan was in place for 2018-2019. This plan covers areas such as training for staff, improving access to information advice and assistance, respite services and involving carers in developing services and new initiatives. | Green |
| 2.6.2 We will implement the Welsh Government's Autism Strategy | We developed an Autism Spectrum Disorder (ASD) Group made up of professionals, parents and carers who meet on a monthly basis to devise working plans in order to improve the lives of people with Autism, their families and carers. The ASD strategic plan has been developed and a new ASD lead is in the process of being appointed to deliver the plan. | Green |
| 2.6.3 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 | To strengthen the provision of advocacy services across the county borough, we undertook a self-assessment of current provisions and developed an action plan to address those areas identified that need to be developed. 'Golden Threads' facilitated a workshop for us on the 5th of December, which comprised of social workers, local area coordinators, safeguarding team and the third sector, to understand how to develop services further. | Green |

| Well-being Objective 2 Improve the Well-being of all adults who live in the county borough | | |
|---|--|------------|
| Improvement Priority 2.7 To promote and deliver healthy, sustainable, safe and confident communities and develop vibrant settlements supporting a range and mix of facilities and services | | |
| Step | Progress | RAG Status |
| 2.7.1 We will work with developers and partners to provide an adequate supply, mix, type and tenure of housing to meet the needs of the local population including the gypsy and traveller community in the right locations | <p>The Local Development Plan makes provision for 8,760 housing units in order to deliver the need of 7,800 new housing units by 2026. Within this overall figure is a delivery target of 1,200 affordable housing units through the planning system. The Plan also makes provision for 11 pitches for the gypsy and traveller community at Cae Garw, Margam.</p> <p>Although the number of housing applications has reduced, negotiations continue with developers to achieve an appropriate mix of properties, such discussions primarily focussing on the delivery of smaller sites such as the mixed use development at Water Street as part of the Neath Town Centre regeneration.</p> <p>KPI: The 2018 TAN1 Study concluded that the housing land supply in Neath Port Talbot was 5 years. The Council has therefore been able to demonstrate a 5 year land supply each year since adoption of the Local Development Plan in 2011.</p> <p>KPI: The most recent Gypsy and Traveller Accommodation Assessment (2016) concluded that the 11 pitches recently provided at Cae Garw was sufficient to meet the needs of the community up to 2021.</p> | Green |

Performance of our Well-being objective three, improvement priorities and steps

| Well-being objective 3 - To develop the local economy and environment so that the well-being of people can be improved | |
|---|---|
| How this well-being objective contributes to the seven national well-being goals: | |
| A prosperous Wales | We have described 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, good housing and recreation opportunities, the protection of the environment and ensuring the county borough is attractive to investors. |
| A resilient Wales | The priorities reference the important sections of our Local Development Plan which has been subject to full sustainability appraisals and show how those policies will underpin the Council’s objectives to improve the social, cultural, economic and environmental well-being of its residents. |
| A more equal Wales | The priorities have been developed to create greater opportunity for all people to get on in life, starting with the opportunity to obtain quality employment and then affordable housing in attractive, safe and clean places where people can bring up their families. |
| A Wales of vibrant culture and thriving Welsh language | The importance of local heritage sites and the part these have to play in sustaining culture feature amongst the priorities as does the regeneration of valley communities. Working with communities features prominently as a theme in this section as in the preceding sections. |

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

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

A globally responsible Wales

Priorities include reducing waste generated and increasing recycling, as well as taking a range of steps to protect and develop the county borough's natural assets. The growing importance of digital and new energy technologies are also incorporated into the work proposed.

Overall progress: we set out 35 steps, i.e. actions to help us deliver the improvement priorities for well-being objective three, of which 28 are on track and 7 just off track. Below is more detailed information on how we did against each step.

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
|--|--|-------------------|
| Improvement Priority 3.1 We will create an environment where new businesses can establish themselves and existing businesses can grow | | |
| Steps | Progress | RAG Status |
| 3.1.1 We will work with our regional partners to deliver the City Deal and lead on those projects that impact directly on the county borough subject to appropriate governance structures being agreed and affordability/risk criteria | <p>The following progress was made during last year:</p> <ul style="list-style-type: none"> Homes as Power Stations – business case developed and submitted to the City Deal Regional Office. Awaiting UK Government and Welsh Government response to business case amendments submitted in February 2019. We were unable to appoint a programme team for this project as the City Deal funding had not been approved. Swansea Bay Technology Centre - business case in development, finalising the economic case section of business case. <p>Centre of Excellence for Next Generation Services - business case in development.</p> | Red |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
|--|--|-------------------|
| Improvement Priority 3.1 We will create an environment where new businesses can establish themselves and existing businesses can grow | | |
| Steps | Progress | RAG Status |
| 3.1.2 We will deliver our local economic development and strategic regeneration programmes | <ul style="list-style-type: none"> • During last year we made the following progress on major regeneration programmes: Vibrant & Viable Places – the redevelopment of the former police station and Aberafan House in Port Talbot town centre was completed and occupied. Glanafan School redevelopment has been completed and all residential units are occupied. • Dialogue is ongoing with Welsh Government and private property owners around the refurbishment of numerous prominent buildings across the county borough via the Property Enhancement Development Grant and Buildings for the Future Grant. • We are currently undertaking a review of the projects we want to target so that we can support our valley communities to help them become more sustainable and promote economic growth. Opportunities are being sought to deliver employment and business opportunities, via the utilisation of existing under-used premises and the potential to develop new business premises. • We continued to support our town centres to make them more viable, this included: supporting events such as the Neath Food & Drink Festival and establishing a Business Improvement District for Port Talbot (a business led partnership between the business community and the Council to improve the local trading environment). Developments in Neath town centre included: Coastal Housing development at the rear of Boots' service yard due on site by the summer 2019 and consideration of including a leisure offer on the old multi storey car park site. | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
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| Improvement Priority 3.1 We will create an environment where new businesses can establish themselves and existing businesses can grow | | |
| Steps | Progress | RAG Status |
| | <ul style="list-style-type: none"> We have an effective strategy in place to promote the County in attracting new inward investment enquiries. This includes handling enquiries from potential investors, identifying suitable premises, providing advice on business support including the availability of grant funding, ensuring effective coordination between Council departments (e.g. Planning and Regeneration team) providing an on-going after care service to the new investor if a relocation goes ahead. The work plan for the year progressed well and remained on track so that all actions were completed by the end of the year. Remediation Strategy for Harbourside – this will enable a prime strategic employment site to fulfil its development potential, particularly around research and development, and compliment the already established companies occupying business premises there. <p>KPI: During 2018-19, there were 5,454,974 visitors to our town centre in Neath.</p> | |
| 3.1.3 We will continue to maximise all funding opportunities to support the delivery of the Council's economic development and strategic | <p>To part fund the delivery of the Council's Economic Development and Strategic Regeneration programmes, the following business plans were submitted for European Structural and Investment Funds:</p> <ul style="list-style-type: none"> Former Magistrates Court, Port Talbot (Harbour Court) - full approval. The former Plaza Cinema, Port Talbot - in principle funding approval. 6 Station Road, Port Talbot (St Oswald's) - in principle funding approval. 8 Wind Street, Neath - in principle funding approval. Swansea Bay Technology Centre – full European Regional Development Fund (ERDF) approval. | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
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| Improvement Priority 3.1 We will create an environment where new businesses can establish themselves and existing businesses can grow | | |
| Steps | Progress | RAG Status |
| regeneration programmes | | |
| 3.1.4 We will continue to focus our support to existing and new businesses to help create and sustain local employment, support the growth of the local economy and attract new investment | <p>Business support activities were monitored on a quarterly basis to ensure their effectiveness in creating and sustaining employment and supporting economic growth. The Economic Development Team also continued to work closely with the Port Talbot Waterfront Enterprise Zone Board, to attract new investment and jobs to the area and to support local businesses to diversify and enter new markets and further promote economic growth. This included training and advice for businesses provided via Welsh Government, the Economic Development Team and other partners such as Swansea University.</p> <p>KPI: In 20218-19, we dealt with a variety of requests (673 in total) for support from local businesses, such as availability of property, funding and training support.</p> <p>KPI: In 2018-19, 456 jobs were created / safeguarded as a result of financial support from the Council (target: 290).</p> | Green |
| 3.1.5 Supply chain opportunities for local companies will be identified within major developments in the county borough | <p>The Economic Development team delivered on the following:</p> <ul style="list-style-type: none"> • Partnership working with our key contractors and their sub-contractors to help maximise the number and value of contracts secured and % spend with local and Welsh businesses. Work also involved monitoring job creation, apprenticeship training weeks, work experience opportunities and the use of local businesses to deliver contracts. • Partnership working with local councils within the South West Wales area via the South West Wales Construction Framework Community Benefits Group. The Group was set | Green |

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

Improvement Priority 3.1 We will create an environment where new businesses can establish themselves and existing businesses can grow

| Steps | Progress | RAG Status |
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| | <p>up to ensure consistency in the application and delivery of client requirements for the delivery of community benefits throughout the region. To date, they have introduced a unified regional approach to evaluating and scoring community benefits bids as part of the tender process, encouraging lower value lots suitable for smaller businesses to bid for and hold regular meetings with contractors from the region.</p> <ul style="list-style-type: none"> Contract opportunities were promoted to the maximum extent possible and action plans for specific projects were put in place. Examples include regular press releases to promote good news stories, case studies on contractors supporting local employment or training, social media and direct mail posts informing local businesses of 'Meet the Buyer' events. <p>KPI: In 2018-19, there was a high volume of enquiries (35) from new investors and business expansions throughout the year which has resulted in achieving the target (35).</p> <p>KPI: The value of contracts awarded to local companies was £12.5 million against a target of £16.5 million (still a substantial positive effect on the South West Wales economy).</p> <p>KPI: 60% (target: 30%) of contracts were awarded to local companies, exceeding our target of 30% set for the year.</p> | |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
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| Improvement Priority 3.2 We will work with communities to increase reuse, recycling and composting | | |
| Steps | Progress | RAG Status |
| 3.2.1 We will review and refine our Waste Management Strategy in the context of delivering against statutory targets | <p>Members reviewed the Council’s Waste Strategy and the measures in the subsequent action plan were either implemented or put in place for commencement on 1st April 2019. Some of the work delivered included: all domestic properties are now on the Recycle + service; we completed our plans to change from single use plastic sacks to reusable sacks and delivered new reusable green bags to all households; both Cymmer and Briton Ferry household waste recycling centres now have dedicated black bag presentation areas (whilst there has been some negative feedback most are willingly participating). This initiative has resulted in approximately one tonne of waste being diverted and recycled each week; we introduced more robust checks regarding the van permit scheme, this includes limiting the number of permits to 12 per year and increased proof of residency checks (implemented from the 1st April 2019); and a number of recycling bins have been installed in high footfall areas in our town centres to encourage more recycling. Many of the measures above to improve performance do not come into effect until later in the year so we are yet to see their full impact.</p> <p>KPI: 61.33% (NPT 2018-19 target: 62%) of waste was reused, recycled or composted, exceeding the Welsh Government target of 58%.</p> <p>KPI: on average 189.1 kilograms of residual waste is generated per person, our updated Waste Strategy contains measures to reduce residual waste.</p> | Amber |

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| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be | | |
| Improvement Priority 3.2 We will work with communities to increase reuse, recycling and composting | | |
| Steps | Progress | RAG Status |
| | <p>KPI: 93.6% (target: 95%) of our streets are clean (this figure is based on snapshot surveys) and a slight improvement on last year (93.2%). Additional funding has been made available for 2019-20 which may improve this.</p> <p>KPI: Average number of days to clear fly-tipping was 3 days.</p> | |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside | | |
| Steps | Progress | RAG Status |
| 3.3.1 We will identify inward investment opportunities for both the private and public sector in order to expand and improve upon the existing attractions and leisure offer | <ul style="list-style-type: none"> • Cefn Coed Colliery Museum has been proposed as a Discovery Gateway by the Council under the Valleys Regional Park initiative and a master plan has been devised for the site, including preparations for funding. This application will be submitted in the 2019-20 financial year. • Funding of £128,000 has been secured via Visit Wales' Tourism Amenity Investment Scheme to deliver the Vale of Neath Hub project at Resolven Canal Car Park. The funding will refurbish the existing public toilet building to create a new cafe and improved public toilet provision. In addition to this the project will deliver a digital information point which will connect visitors to the wider Vale of Neath area. • During the 2018-2019 financial year the Tourism Team delivered advice and assistance to: 17 new / proposed tourism operators seeking to invest in the area and 11 existing tourism operators who were seeking to make further investments in the area. | Green |
| 3.3.2 We will work with partners to refurbish, repair and maintain locally important buildings and structures | <p>Progress on the following projects as follows: former Port Talbot Magistrates Court (behind the railway station) is due for completion in May 2019; former Port Talbot Police Station site, Aberafan House and Glanafan School site have been completed; Coastal housing development in Neath town centre due to commence in June 2019 and the Councils retail / leisure development (Neath town centre) due to commence April 2020.</p> <p>We made good progress in securing funding for repair and refurbishment to our listed buildings in most need of repair. These include: the Turbine House in Margam Park, 8 Wind Street in Neath is currently being designed for refurbishment into an office facility, the former</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside | | |
| Steps | Progress | RAG Status |
| | <p>Plaza cinema in Port Talbot due to be redeveloped into a multi-use centre. Work is also on going with Friends of Margam Park and Neath Abbey Ironworks in order to preserve historic buildings and structures.</p> <p>KPI: 1,574,049 visitors to attractions. This figure represents visitors to attractions located across the county borough during the 2018 calendar year (Jan-Dec 2018) and are measured via pedestrian / cycle counters at various sites across the county borough.</p> | |
| 3.3.3 We will encourage and help to promote local tourist attractions and encourage local communities and visitors to participate in and visit attractions and events. | <p>The Tourism Team continued to co-ordinate the Neath Port Talbot Destination Management Plan Steering Group and a series of Task and Finish Groups which are attended by a range of local tourism providers / tourism stakeholders. 24 destination management plan actions have been delivered against a target of 12.</p> <p>The Tourism Development in Neath Port Talbot project is on track to achieve all outputs set and has been extended until the end of October 2019. Work commissioned through the project includes: a feasibility study looking at the potential for a visitor information network within the county borough and a series of Sense of Place events to encourage tourism operators to become more familiar with the area so that they can then, in turn, inform their visitors.</p> <p>A destination branding exercise is underway to establish a brand for the promotion of Neath Port Talbot to visitors. The Tourism Team has secured £93,000 via Visit Wales' Regional</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside | | |
| Steps | Progress | RAG Status |
| | Tourism Engagement Fund to deliver a destination marketing campaign during 2019-2020 and 2020-2021. | |
| 3.3.4 We will develop the service models that support our leisure services, theatres and parks so that new income streams support their operation and they are less dependent on subsidy from the Council | We continued to work with and monitor the performance of Celtic Leisure, to ensure that the leisure trust model is delivering what the Council requires, both in terms of a quality provision and value for money. Celtic Leisure have completed their recent facility refurbishment programme and submitted an application for funding via prudential borrowing for gym refurbishment at Pontardawe Arts Centre. Whilst they are trading in a difficult market, they continue to meet the targets set in the performance management framework. Income is under performing but they are managing their expenditure and are introducing new initiatives to drive income. | Green |
| 3.3.5 We will develop the offer of our theatres to attract a wide range of acts and performances | Our theatres offered a varied range of performances to include, comedians, music, drama and dance and we had record sales for pantomimes in December 2018. Pontardawe Arts Centre has also adopted a more commercial approach and seen an increase in the number of main stream performers. The Princess Royal Theatre had record sales (i.e. income) in 2018-19. We retained the revenue support grant for Arts Council for Wales (ACW), based on successful outcomes from 2017-18 programme of events. | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside | | |
| Steps | Progress | RAG Status |
| | <p>Richard Newton Business Consultants, funded via ACW's Resilience programme, has completed his business review in relation to a new cinema at the Arts Centre and the report recommends a 70 seater cinema. A brief and tender document has been prepared in readiness for the tendering of a design architect. The ACW will review the brief and it will go to tender early September 2019.</p> <p>KPI: In 2018-19, we had 239,481 visits to our theatres, lower than last year: 249,661 for 2018-19.</p> | |
| 3.3.6 We will work with businesses and wider partners to support them to develop their visitor offer | <p>The following actions were completed during 2018-19:</p> <ul style="list-style-type: none"> • Administered enquiries from tourism businesses looking for support to enable them to expand and grow • Managed and delivered the Council's financial programmes to support tourism business growth and investment to help create and / or safeguard employment • Referred tourism businesses to funding schemes and initiatives delivered by our wider partners where appropriate • Provided advice, guidance and support to individuals starting up a new tourism business and throughout early years of trading <p>KPI: In 2018-19, a total of 28 (target: 15) tourism operators were supported by the Council.</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.3 Local people and visitors can access good quality leisure and community facilities, country parks and countryside | | |
| Steps | Progress | RAG Status |
| 3.3.7 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 | <p>The grant funded Working with Nature project undertakes conservation and community engagement activities at publicly accessible sites, focusing on the multiple benefits to be had from the natural environment. The project is progressing well and whilst engagement and delivery of health and well-being activities continue, the focus of the programme is being shifted to encouraging repeat participation (and exploring the well-being benefits to these participants) and progression onto volunteering. There are currently 17 sites under active management as part of this project.</p> <p>A training programme has been devised, in conjunction with the Council's Adult Community Learning Team and is being offered to regular participants. We are currently looking at improving our volunteer support framework and we will be looking to offer targeted volunteer positions, with a view to increasing responsibility for the volunteer and offer better experience and employment benefits.</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.4 We will develop our local tourism offer | | |
| Steps | Progress | RAG Status |
| 3.4.1 We will lead the delivery of the Neath Port Talbot Destination Management Plan | <p>Work involved:</p> <ul style="list-style-type: none"> • The Tourism Team co-ordinating the Neath Port Talbot Destination Management Plan Steering Group, which is attended by a range of strategic partners and local tourism providers. The Steering Group meets quarterly and monitors progress against delivery of the Plan. • Co-ordinating a series of Task and Finish Groups for Afan Forest Park, Margam Country Park and the Swansea and Amman Valleys. Representatives on the Group consist of private and voluntary sector tourism operators who are tasked with delivering priority actions identified within the Plan • Reporting the good progress against the delivery of the Destination Management Plan to the Regeneration and Sustainable Development Cabinet Board (on 1st March 2019). <p>KPI: 24 (target: 12) Destination Management Plan actions were delivered.</p> | Green |
| 3.4.2 We will seek funds to deliver tourism related initiatives in the area | <p>Funding of £128,000 has been secured via Visit Wales' Tourism Amenity Investment Scheme to deliver the Vale of Neath Hub project at Resolven Canal Car Park. The funding will refurbish the existing public toilet building to create a new cafe and improved public toilet provision. In addition to this, the project will deliver a digital information point which will connect visitors to the wider Vale of Neath area. The Tourism Team also secured £93,000 funding from the Visit Wales' Regional Tourism Engagement Fund to deliver a destination marketing campaign during 2019-2020 and 2020-2021.</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.5 To realise the potential and opportunities available for sustainable economic development along the coastal corridor to foster economic growth and to reinvigorate the valley areas and improve economic prospects | | |
| Steps | Progress | RAG Status |
| 3.5.1 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 | <p>The existing masterplan for Coed Darcy Urban Village is a requirement of the planning permission and is of paramount importance given that the development of Coed Darcy will be phased over the Local Development Plan period and beyond.</p> <ul style="list-style-type: none"> • The Baglan Energy Park Development Framework Supplementary Planning Guidance (SPG) was completed and published in October 2016. • The SPG for Fabian Way, which includes the land associated with the Swansea Bay University Campus, is being prepared in collaboration with colleagues in the City & County of Swansea. The completion of the SPG has however been delayed by the Tidal Lagoon. • Work on the SPG relating to ‘Port Talbot Harbourside Development Framework’ is to be progressed in 2019/20 reflecting the research undertaken in relation to flooding. Furthermore, the development of the SPG will take account of the work occurring in parallel in respect of the Port Talbot Waterfront Enterprise Zone. • The Council received £540k from the Welsh Government Active Travel Grant in 2018-19. The majority of the funding was allocated to improving the Neath Canal towpath between Crown Foods (Melin) and Giant’s Grave Road, Briton Ferry. This route has built on improvements previously undertaken between Neath and Crown Foods, and it is anticipated that this route will be added to the Existing Route Map when it is next reviewed. Although this funding was allocated specifically for cycling the Neath Canal route is a shared use path, therefore the improvements will also benefit pedestrians. | Amber |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.5 To realise the potential and opportunities available for sustainable economic development along the coastal corridor to foster economic growth and to reinvigorate the valley areas and improve economic prospects | | |
| Steps | Progress | RAG Status |
| | KPI: Pedestrian and Cycle routes - number of accessible routes in 2018-19 increased (by Kilometres) in accordance with the Existing Route Map and Integrated Network Map was 2.4. | |
| 3.5.2 Promote and protect a diverse portfolio of employment land and employment opportunities in the right places | <p>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 Local Development Plans and also contribute positively as a potential baseline for future work on Strategic Development Plans (SDPs):</p> <ol style="list-style-type: none"> 1. Regional Employment Study (RES) – 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 Local Development Plans. 2. Regional Viability Study (RVS) – This study will identify the deliverability of sites taking into account land values and construction costs. The RVS is also making good progress following the appointment of ‘Burrows-Hutchinson’ to assist the process. A series of meetings have already taken place, a stakeholder event has been scheduled for mid-May and the final model / report is expected by the end of May 2019. Welsh Government has agreed to fund 75% of the project costs. 3. Joint Local Housing Market Assessment (LHMA) – This study will identify the housing need and associated affordable housing need for the South West Region. This study is intertwined with the above mentioned studies as our sustainable development approach links housing need | Amber |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.5 To realise the potential and opportunities available for sustainable economic development along the coastal corridor to foster economic growth and to reinvigorate the valley areas and improve economic prospects | | |
| Steps | Progress | RAG Status |
| | to economic activity in an attempt to ensure that we provide the appropriate type of housing close to areas of employment thereby reducing commuting and associated travel to work times. | |
| 3.5.3 Maintain, enhance and develop the county borough's town, district and local retail centres | We continue to assess all planning applications for retail developments against the relevant LDP policies which seek to protect our town centres from inappropriate development. These are also identified within our Annual Monitoring Report of the Local Development Plan to ensure that developments are being robustly assessed. | Green |
| 3.5.4 We will support a local Valleys Taskforce to complement the Welsh Government's objective of regenerating the valley communities | A number of projects have been identified to drive forward regeneration within the valley communities to encourage tourism and improve employment opportunities. This includes: <ul style="list-style-type: none"> • The reconfiguration and development of the welfare block at Resolven car park on the A465. • Opportunities are being sought to deliver employment and business opportunities, via the utilisation of existing under-used premises and the potential to develop new business premises. • Neath town centre identified as a Strategic Hub for the Valleys and a programme of key projects developed (i.e. potential Neath Transport Hub). This will provide employment, transportation and investment opportunities, bringing benefits to neighbouring valley communities. | Green |

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

Improvement Priority 3.5 To realise the potential and opportunities available for sustainable economic development along the coastal corridor to foster economic growth and to reinvigorate the valley areas and improve economic prospects

| Steps | Progress | RAG Status |
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| | <ul style="list-style-type: none">• Other employment and regeneration investments taking place at Harbourside and the Enterprise Zone in Port Talbot.• Cefn Coed Colliery Museum has been proposed as a Discovery Gateway by the Council under the Valleys Regional Park initiative. A Master Plan has been prepared for the future development of the site and a funding application has been submitted to the Welsh Government and a decision is pending. | |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.6 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 | | |
| Steps | Progress | RAG Status |
| 3.6.1 All services work together to deliver the Biodiversity Duty Plan and green infrastructure across the county borough | <p>Implementation of the Biodiversity Duty Plan is continuing. Currently, service areas across the Environment Directorate are being assessed in order to determine the potential for work undertaken by such services to have an impact on biodiversity (positively or negatively). General areas of work are being discussed and suggestions are being provided on how adverse impacts on biodiversity can be minimised and positive improvements delivered. Opportunities for partnership working with the Countryside and Wildlife Team are also being discussed to enable services to access biodiversity advice when needed and to deliver added value to projects.</p> <p>The Green Infrastructure Partnership Project was completed in Jan/Feb'19. An initial mapping exercise was undertaken, identifying demand and opportunity for retention and creation of green infrastructure. Two community/stakeholder engagement sessions were conducted to inform site selection and potential designs of the final site. Improvement works were subsequently designed for Groeswen Playing Fields, including tree planting for air quality, access provision and changes to the mowing regime to promote wildflower growth.</p> <p>KPI: 43 (target: 48) biodiversity rich areas were protected and / or enhanced. 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 number of sites have been removed, hence there has been a reduction.</p> | Amber |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.6 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 | | |
| Steps | Progress | RAG Status |
| 3.6.2 We will use our statutory powers to challenge unacceptable levels of pollution | <p>Extensive air quality monitoring is ongoing in the numerous monitoring stations throughout the county borough. Despite press coverage indicating that Port Talbot is the dirtiest town in Britain, this is not the case. Nevertheless continued monitoring will be undertaken and consideration will be given to issuing more regular press releases when positive news is available in an attempt to turn the tide of negativity especially in relation to air quality.</p> <p>KPI: In 2018-19, there were 19 PM10 breaches in the Air Quality Management Area (Port Talbot / Taibach). This compares well against the short term air quality objective, which allows 35 exceedance days.</p> <p>KPI: 100% of private water supplies during 2018-19 were operating in accordance with drinking water requirements.</p> | Green |
| 3.6.3 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 | Progress as per Step 3.3.7 (hyperlink to step) | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.6 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 | | |
| Steps | Progress | RAG Status |
| accessibility of our natural environment | | |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.7 To deliver a positive contribution to the regional planning agenda | | |
| Steps | Progress | RAG Status |
| 3.7.1 Work collaboratively with neighbouring authorities to scope and deliver a Strategic Development Plan | In light of the new emerging planning regime in Wales and the introduction of Strategic Development Plans (SDPs), work has continued in respect of supporting and contributing to the regional agenda. Discussions between Heads of Service and Policy Officers are now taking place on a regular basis to establish the future role of Councils, the scope of work required in any future SDP and the potential for future collaboration initiatives and studies (refer also to 3.5.2). | Green |

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

Improvement Priority 3.8 To promote and deliver sustainable accessibility and improve connectivity and communication links

| Steps | Progress | RAG Status |
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| <p>3.8.1 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</p> | <p>An initial assessment of the Rights of Way network has been completed. This included a consultation exercise which sought views of the public on the quality and condition of the Rights of Way network and the wider countryside.</p> <p>As a consequence of this initial assessment, a formal decision was taken to commence a review of the Council's 'Rights of Way Improvement Plan'. This will be completed by September 2019.</p> <p>Implementation of the Council's Integrated Network Map (INM) is now underway.</p> <p>Confirmation of a successful bid for up to £235k Welsh Government grant was received in April 2018 for 'pre-work' activities including feasibility studies and route option development. As a result of this work, a total of 11 active travel routes have been designed and three bids have been submitted to the Welsh Government's 'Active Travel Grant' (2019-20) totalling £3,042,000 which include: Vale of Neath Phase 1 (Neath to Resolven); Taibach to Bryn; and Pontardawe.</p> <p>The Council also received a further £540k from the Welsh Government Active Travel Grant in 2018-19 for improvements on Fabian Way and the Neath Canal towpath. The latter route has built on improvements previously undertaken between Neath and Crown Foods.</p> | <p>Green</p> |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.8 To promote and deliver sustainable accessibility and improve connectivity and communication links | | |
| Steps | Progress | RAG Status |
| 3.8.2 We will endeavour to maintain and expand the current transport network and explore alternative transport solutions where conventional transport services are no longer sustainable | <p>We continue to work with bus operators and community transport organisations to improve transport connectivity for our communities and support Community Transport Association with their connecting communities' project and developing community car schemes in the NPT Valleys to help residents to access health facilities.</p> <p>We have also worked with community transport organisations to back fill gaps in transport when commercial services are withdrawn from an area. DANSA and NPT Shopmobility secured three year grants while NPT Community Transport secured one year funding.</p> <p>Funding to support local bus services in NPT has reduced from £717k in 2011-12 to £312k in 2016-17. However, the Integrated Transport Unit will continue to work with local bus operators to promote bus services and to minimize the impact of route rationalising.</p> <p>The Transport section will also work with Transport for Wales on the National Bus Network, Integrated Responsive Transport and Ticketing and Back Office Functions.</p> | Green |

| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
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| Improvement Priority 3.9 We will work with partners to improve connectivity and infrastructure across the county borough | | |
| Steps | Progress | RAG Status |
| 3.9.1 We will maximise the opportunity of the City Deal investment and other digital and connectivity investment opportunities to improve digital connectivity and infrastructure in the county borough | <p>Digital Infrastructure and Test Beds programme – this work is being led by Carmarthenshire County Council. The business case is expected to be completed in 2019-20.</p> <p>We continue to work with partner organisations to scope any potential opportunity to maximise the opportunity of European Union funded broadband schemes.</p> <p>Ensure the county borough is maximising the exploitation of ICT - various activities have been supported such as the South Wales regional network bid (Long Range Wide Area Network). A ‘Local Full Fibre Network’ application is under development as part of the wider Swansea Bay City Region and work is on-going to identify other opportunities.</p> <p>We worked with Welsh Government Superfast Cymru since its inception and various workshops have been delivered across the county borough. We have also established good links at senior and regional level. Superfast Cymru have also been integrated into Enterprise Zone events to maximise its reach to businesses. We also worked with Super-Fast Business Wales to shape the local delivery plan and support this activity to promote the events and workshops.</p> | Amber |
| 3.9.2 We will help promote the Welsh Government’s Superfast Broadband Cymru Programme | Current programme has been completed and a replacement programme will be based on use of wireless and 4/5 G. Development of new programme will be monitored. | Green |

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|--|---|-------------------|
| Well-being Objective 3 To develop the local economy and environment so that the well-being of people can be improved | | |
| Improvement Priority 3.9 We will work with partners to improve connectivity and infrastructure across the county borough | | |
| Steps | Progress | RAG Status |
| 3.9.3 We will bring forward proposals as to how we can support the third sector to enable more people to access on-line services | The multi-agency Digital Inclusion Working Group was reconvened in January 2019 to progress the Public Services Board's (PSB) priority to tackle digital exclusion. A drop in event took place in March 2019 in Neath College, to support third sector organisations to build digital capacity and capability. To date the group has encouraged a number of PSB Partner organisations to sign up to the Digital Inclusion Charter and is supporting some partner to seek formal accreditation. Work was delayed due to staffing changes but is now back on track to deliver improvements within project timescales. | Green |

Have your say on what matters to you

We welcome feedback on the information contained with this Report via:

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

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



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

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