

Pecyn Dogfen Gyhoeddus



Swyddog Cyswllt:
Nicola Gittins 01352 702345
nicola.gittins@flintshire.gov.uk

At: Cyng Ian Roberts (Arweinydd)

Y Cynghorwyr: Glyn Banks, Chris Bithell, Derek Butler, Dave Hughes,
Christine Jones, Billy Mullin a Carolyn Thomas

Dydd Mercher, 11 Mawrth 2020

Annwyl Gyngorydd,

Fe'ch gwahoddir i fynychu cyfarfod Cabinet a fydd yn cael ei gynnal am 9.30 am
Dydd Mawrth, 17eg Mawrth, 2020 yn Ystafell Bwyllgor Clwyd, Neuadd y Sir, Yr
Wyddgrug CH7 6NA i ystyried yr eitemau canlynol

R H A G L E N

1 YMDDIHEURIADAU

Pwrpas: I dderbyn unrhyw ymddiheuriadau.

2 DATGAN CYSYLLTIAD

Pwrpas: I dderbyn unrhyw ddatganiad o gysylltiad a chynghori'r Aelodau
yn unol a hynny.

YSTRID YR ADRODDIADAU CANLYNOL

ADRODDIAD STRATEGOL

3 CYNLLUN CYDRADDOLDEB STRATEGOL 2020/24 (Tudalennau 5 - 130)

Adroddiad Prif Weithredwr - Aelod Cabinet dros Reolaeth Gorfforaethol ac
Asedau

Pwrpas: Cytuno ar amcanion cydraddoldeb a Chynllun Cydraddoldeb
Strategol (CCS) 2020/2024 y Cyngor cyn eu cyhoeddi.

4 DIWEDDARIAD ADFYWIO CANOL TREFI (Tudalennau 131 - 140)

Adroddiad Prif Swyddog (Cynllunio, Amgylchedd ac Economi) - Aelod Cabinet
Datblygu Economaidd

Pwrpas: I ddarparu a diweddarau ar y dulliau a ddefnyddir i adfywio canol
trefi.

5 **MODERNEIDDIO YSGOLION - RHAGLEN GYFALAF YSGOLION YR 21AIN GANRIF** (Tudalennau 141 - 156)

Adroddiad Prif Swyddog (Addysg ac Ieuenctid) - Arweinydd y Cyngor ac Aelod Cabinet Addysg

Pwrpas: Rhoi'r wybodaeth ddiweddaraf i aelodau ar y Rhaglen Moderneiddio Ysgolion.

ADRODDIAD GWEITHREDOL

6 **MODERNEIDDIO YSGOLION – DEDDF SAFONAU A THREFNIADAETH YSGOLION (CYMRU) 2013 – AIL-DDYNODI YSGOL LICSWM** (Tudalennau 157 - 162)

Adroddiad Prif Swyddog (Addysg ac Ieuenctid) - Arweinydd y Cyngor ac Aelod Cabinet Addysg

Pwrpas: Rhoi gwybod i'r Cabinet am yr ymatebion a dderbyniwyd yn ystod y cyfnod gwrthwynebu i ail-ddynodi Ysgol Gynradd Gymunedol Licswm yn Ysgol a Gynorthwyir yn Wirfoddol.

7 **TREFNIADAU DERBYNIADAU YSGOL 2021/22** (Tudalennau 163 - 178)

Adroddiad Prif Swyddog (Addysg ac Ieuenctid) - Arweinydd y Cyngor ac Aelod Cabinet Addysg

Pwrpas: Rhoi gwybod am ganlyniad yr ymarfer ymgynghori statudol ynghylch trefniadau derbyn Medi 2021 ac i argymhell eu cymeradwyo.

8 **MONITRO CYLLIDEB REFENIW 2019/20 (MIS 10)** (Tudalennau 179 - 208)

Adroddiad Rheolwr Cyllid Corfforaethol - Aelod Cabinet dros Gyllid

Pwrpas: Mae'r adroddiad misol rheolaidd hwn yn darparu'r wybodaeth ddiweddaraf am fonitro cyllideb refeniw 2019/20 Cronfa'r Cyngor a'r Cyfrif Refeniw Tai. Mae'r sefyllfa yn seiliedig ar incwm a gwariant gwirioneddol fel yr oedd hyd at Fis 10 a rhagamcan ymlaen i ddiwedd y flwyddyn.

9 **ADOLYGIAD ANNIBYNNOL O'R CYFLENWAD TAI Fforddiadwy** (Tudalennau 209 - 230)

Adroddiad Prif Swyddog (Tai ac Asedau) - Aelod Cabinet dros Dai

Pwrpas: Rhoi'r wybodaeth ddiweddaraf i'r Cabinet ar yr Adolygiad Annibynnol o'r Cyflenwad Tai Fforddiadwy a goblygiadau posibl yr argymhellion, a wnaed gan banel annibynnol, ar y Cyngor.

10 **CARTREFI GOGLEDD DDWYRAIN CYMRU CYFYNGEDIG** (Tudalennau 231 - 238)

Adroddiad Prif Swyddog (Llywodraethu) - Aelod Cabinet dros Reolaeth Gorfforaethol ac Asedau

Pwrpas: Bod y Cabinet yn cymeradwyo'r addasiadau i reolau Cartrefi Gogledd Ddwyrain Cymru (erthyglau cymdeithasiad) i ganiatáu mwy o gyfarwyddwyr annibynnol ar y bwrdd a thynnu'r ddarpariaeth o Swyddog Gyfarwyddwr y Cyngor.

11 **TIPIO ANGHYFREITHLON A GORFODAETH DYLETSWYDD GOFAL DEILIAD TŶ** (Tudalennau 239 - 242)

Adroddiad Prif Swyddog (Stryd a Chludiant) - Dirprwy Arweinydd ac Aelod Cabinet dros Strydlun a Chefn Gwlad

Pwrpas: Darparu adolygiad deuddeng mis i'r Cabinet ar roi Rhybuddion Cosb Benodedig ar gyfer troseddau Tipio Anghyfreithlon a chynnig cyflwyno addysg a gorfodaeth i ofynion Dyletswydd Gofal Deiliad Tŷ.

12 **RHAGLENNI YNNI DOMESTIG** (Tudalennau 243 - 248)

Adroddiad Prif Swyddog (Cynllunio, Amgylchedd ac Economi) - Aelod Cabinet dros Gynllunio a Diogelu'r Cyhoedd


Pwrpas: Rhoi diweddariad am y dulliau a gymerwyd i fynd i'r afael â thlodi tanwydd yn Sir y Fflint.

13 **YMARFER PWERAU DIRPRWEDIG** (Tudalennau 249 - 250)

Pwrpas: Darpau manulion y camau a gymerwyd o dan bewrau.

RHAGLAN GWAITH I'R DYFODOL - Y CYNGOR SIR, CABINET, PWYLLGOR ARCHWILIO A'R WYLLGOR TROOLWG A CHRAFFU - ER GWYBODAETH

Yn gywir



Robert Robins
Rheolwr Gwasanaethau Democraidd

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 3



CABINET

Date of Meeting	Tuesday, 17 th March 2020
Report Subject	Strategic Equality plan 2020/24
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The purpose of this report is to present the Council's revised equality objectives and Strategic Equality Plan (SEP) 2020/24.

All devolved public authorities in Wales are required by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to identify and publish equality objectives and a Strategic Equality Plan, every four years. We are also required to report annually on progress to meeting our equality objectives. The aim of the Strategic Equality Plan is to reduce inequalities and ensure the delivery of positive outcomes for people with protected characteristics. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This is our third Strategic Equality Plan, our current Strategic Equality Plan for the period 2016/20 will be replaced by this new Plan on 1st April 2020. Progress to meeting our SEP is reported to Cabinet and published annually.

RECOMMENDATIONS

1	To endorse the Council's equality objectives and Strategic Equality Plan (SEP) 2020/ 2024.
---	--

REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN
1.01	<p>The Equality Act 2010 includes a Public Sector Equality Duty (PSED) comprising two parts- a general duty and a specific duty. The general duty requires the Council to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The specific duties in Wales, aim to help organisations meet the general duty. This includes the requirement to publish equality objectives and a Strategic Equality Plan, which sets out how the objectives will be met. One of the objectives we set must be to address gender pay differences or we must publish a reason why we have not done so.</p>
1.02	<p>Development of the equality objectives and Strategic Equality Plan 2020-2024</p> <p>A series of activities of engagement and consultation events were held to review the SEP 2016-2020 and equality objectives. This included a working in partnership with other public bodies in north Wales to hold a regional joint consultation event with stakeholders, representing people with protected characteristics. We also carried out a consultation through a survey on our website.</p>
1.03	<p>A review of local and regional research was also undertaken. Gwynedd County Council was commissioned to undertake research on inequalities in the region on behalf of the public bodies in north Wales. The results of this research is provided in Appendix 2.</p> <p>In addition, the Equality and Human Rights Commission (EHRC) report into inequalities in Wales in 2018 was also reviewed. Their report “Is Wales Fairer? 2018” identified six areas of life where inequalities still exist:</p> <ul style="list-style-type: none"> • education • work • living standards • health • justice and security • participation in society
1.04	<p>The outcomes of the research and consultation reflected the themes of the research by the EHRC and reinforced that the objectives originally set in 2016 were still a priority. This is not surprising, given that these are deeply entrenched and persistent inequalities, not just in Flintshire but regionally and nationally. Reducing inequalities will not happen in the short term but will be achieved over a longer period of time.</p>
1.05	<p>The Welsh Government are commencing Part 1, of the Equality Act 2010 – “the socio-economic duty”, which was not enacted by the UK Government. The socio-economic duty requires public bodies, when taking strategic decisions, to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. This</p>

	part of the Equality Act and associated guidance will come into force on 1 st April 2020. Therefore, an equality objective to take account of this new duty has been included within the SEP.
1.06	<p>The proposed equality objectives for the period 2020-2024 have been slightly amended from the objectives set in 2016 to become more specific and reflect the socio-economic duty. The proposed objectives are:</p> <ul style="list-style-type: none"> • Improve health, well-being and social care outcomes including outcomes for older people and disabled people • Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being • Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place. • Reduce inequalities in employment and reduce the pay gap between men and women • Improve personal safety for all protected groups • Increase access to participation to services and decision making for all protected groups • Improve living standards of people with different protected characteristics • Develop our knowledge of the socio-economic duty to protect people from poverty.
1.07	The SEP (Appendix 1) describes how we developed our objectives, why each objective is a priority, what we intend to do by 2024 and how we will measure achievement. The measures and actions have been developed to ensure consistency with the Council Plan.
1.08	The action plan sets out our actions for year one. It will be reviewed and updated annually, to ensure that we continue to make progress and set new actions and measures that will contribute to meeting our objectives.
1.09	<p>Monitoring and review</p> <p>Actions in the SEP will be incorporated within CAMMS, our performance management system. To assist with monitoring relevant objectives and actions will be incorporated within Portfolio Business Plans. Half yearly and annual reports on progress to meeting our equality objectives will be presented to Cabinet.</p>
1.10	Schools are required to produce their own equality objectives and Strategic Equality Plans.


2.00	RESOURCE IMPLICATIONS
2.01	<p>Financial: There are no revenue / capital implications. The costs (if any) of any initiatives undertaken or proposed by services will be expected to be met from existing resources.</p> <p>Human Resources: there are no implications for additional capacity or for any change to current workforce structures or roles.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT										
3.01	<p>A full Integrated Impact Assessment has been completed on the SEP and is available in section 6 of this report. There will be a positive impact on equality, poverty and Welsh language as the purpose of the SEP is to reduce inequalities experienced by people with protected characteristics and to reduce the impact of socio-economic disadvantage.</p> <p>Failure to comply with the PSED could lead to enforcement action by the Equality and Human Rights Commission. Compliance with the Strategic Equality Plan is included within the Strategic Risk Register. The SEP will be incorporated within CAMMS to ensure regular monitoring and reporting.</p>										
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <p>Under the five ways of working principles of the Well-being of Future Generations Act 2015, the SEP will have the following impact:</p> <table border="1" data-bbox="320 786 1385 1473"> <tr> <td data-bbox="320 786 743 931">Long-term</td> <td data-bbox="743 786 1385 931">Positive - the SEP will address deeply entrenched and long standing areas of inequality.</td> </tr> <tr> <td data-bbox="320 931 743 1077">Prevention</td> <td data-bbox="743 931 1385 1077">Positive - the SEP aims to reduce unequal outcomes experienced by people with protected characteristics.</td> </tr> <tr> <td data-bbox="320 1077 743 1189">Integration</td> <td data-bbox="743 1077 1385 1189">Positive - the SEP is aligned with our Well-being objectives and Council Plan.</td> </tr> <tr> <td data-bbox="320 1189 743 1335">Collaboration</td> <td data-bbox="743 1189 1385 1335">Positive - we are working with other public bodies in north Wales to take action to achieve similar objectives.</td> </tr> <tr> <td data-bbox="320 1335 743 1473">Involvement</td> <td data-bbox="743 1335 1385 1473">Positive - people with protected characteristics have been involved in the development of equality objectives.</td> </tr> </table>	Long-term	Positive - the SEP will address deeply entrenched and long standing areas of inequality.	Prevention	Positive - the SEP aims to reduce unequal outcomes experienced by people with protected characteristics.	Integration	Positive - the SEP is aligned with our Well-being objectives and Council Plan.	Collaboration	Positive - we are working with other public bodies in north Wales to take action to achieve similar objectives.	Involvement	Positive - people with protected characteristics have been involved in the development of equality objectives.
Long-term	Positive - the SEP will address deeply entrenched and long standing areas of inequality.										
Prevention	Positive - the SEP aims to reduce unequal outcomes experienced by people with protected characteristics.										
Integration	Positive - the SEP is aligned with our Well-being objectives and Council Plan.										
Collaboration	Positive - we are working with other public bodies in north Wales to take action to achieve similar objectives.										
Involvement	Positive - people with protected characteristics have been involved in the development of equality objectives.										
3.03	<p>Well-being Goals Impact</p> <p>Against the seven well-being goals of the Well-being of Future Generations Act 2015, the SEP will have the following impact:</p> <table border="1" data-bbox="320 1738 1385 2098"> <thead> <tr> <th data-bbox="320 1738 743 1771">Well-being Goal</th> <th data-bbox="743 1738 1385 1771">Impact</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 1771 743 1917">Prosperous Wales</td> <td data-bbox="743 1771 1385 1917">Positive - reducing inequalities in education and employment and pay will contribute to a prosperous Wales.</td> </tr> <tr> <td data-bbox="320 1917 743 1995">Resilient Wales</td> <td data-bbox="743 1917 1385 1995">No change.</td> </tr> <tr> <td data-bbox="320 1995 743 2098">Healthier Wales</td> <td data-bbox="743 1995 1385 2098">Positive - through reducing health inequalities.</td> </tr> </tbody> </table>	Well-being Goal	Impact	Prosperous Wales	Positive - reducing inequalities in education and employment and pay will contribute to a prosperous Wales.	Resilient Wales	No change.	Healthier Wales	Positive - through reducing health inequalities.		
Well-being Goal	Impact										
Prosperous Wales	Positive - reducing inequalities in education and employment and pay will contribute to a prosperous Wales.										
Resilient Wales	No change.										
Healthier Wales	Positive - through reducing health inequalities.										

	More equal Wales	Positive - through increasing access to services and information and reducing known inequalities.
	Cohesive Wales	Positive - through addressing hate crime and fostering good relations between people from different protected groups.
	Vibrant Wales	Positive - through increasing access to cultural activities and promoting Welsh language through community cohesion activities.
	Globally responsible Wales	Positive - reducing inequalities and addressing poverty will contribute to global well-being.
3.04	Well-being Objectives The SEP will contribute to all of our well-being objectives.	

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	A regional workshop was held in partnership with other public bodies in north Wales to identify inequalities and issues raised by people with protected characteristics. Consultation was also undertaken through the website.

5.00	APPENDICES
5.01	Appendix 1: Strategic Equality Plan 2020/24 Appendix 2: Background Data and Evidence Report

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Integrated Impact Assessment . This is also available in the Member's library  IIA SEP2020-24.doc

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Fiona Mocko, Strategic Policy Advisor Telephone: 01352 702122 E-mail: Fiona.mocko@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>CAMMS: an integrated planning, risk management and programme/project management and reporting system.</p> <p>Equality and Human Rights Commission (EHRC): an independent statutory body with the responsibility to encourage equality and diversity, eliminate unlawful discrimination, and protect and promote the human rights of everyone in Britain. The EHRC enforce equality legislation.</p> <p>Protected Characteristics: these are the groups protected under the Equality Act 2010. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.</p> <p>PSED: Public Sector Equality Duty, places a general duty and specific duties on public bodies. The general duty requires public bodies to show due regard to the need to: eliminate unlawful discrimination, advance equality of opportunity between people who share a protected characteristic and foster good relations. The specific duty in Wales requires public bodies to develop equality objectives and publish Strategic Equality Plans. It also includes the requirement to train employees, assess impact of decisions and undertake equality monitoring.</p>



Strategic Equality Plan

2020 - 2024

If you would like a copy of this document in an alternative format or your own language please contact:

Stephanie Aldridge
Corporate Business and Communications Support Officer
County Hall
Mold
Flintshire
CH7 6NG

Tel: ☎ - 01352 702131

E-Mail: 📧 stephanie.aldridge@flintshire.gov.uk

Flintshire County Council Strategic Equality Plan 2020 – 2024

Contents	Page
Foreword	
1. Introduction	4
2. Our Equality Objectives	9
3. Meeting the Specific Duties	23
3.1 Arrangements for identifying, collate and publishing information	23
3.2 Arrangements for assessing impact	23
3.3 Arrangements for promoting knowledge and understanding	24
3.4 How we will incorporate equality into procurement	24
4 Monitoring and Review	25
5. Publication	25
Appendices	
1. Action Plan	
2. Profile of Flintshire County Council Workforce	

Foreword

Welcome to Flintshire County Council's third Strategic Equality Plan. We are pleased to publish this plan which details the objectives, actions and targets that will be undertaken during the next four years and identifies the evidence base and rationale on which the objectives are based.

We have continued to work in partnership with all the public bodies across North Wales and have identified regional as well as local equality objectives. Working in partnership is important in these financially challenging times but it also helps to identify common equality objectives. This means that activity is targeted on tackling specific areas of inequality which will benefit all sections of North Wales. Several organisations working together to create change will have greater impact than a single organisation. Our objectives are based on the Equality and Human Rights Commission (EHRC) research "Is Wales Fairer 2018?" which sets out key inequalities in Wales. We have developed more outcome focussed objectives which aim to reduce the inequalities identified in the EHRC report.

These are consistent with the equality objectives identified in our previous Strategic Equality Plans. This is not surprising as we are addressing deeply entrenched and long standing inequalities. We recognise that we are on a journey and making a sustained change will take time. In producing this plan we will meet our statutory Public Sector Equality Duties under the Equality Act 2010 to advance equality, eliminate unlawful discrimination, victimisation and harassment, and foster good community relations in our employment, policy, procurement and service delivery functions.

This Strategic Equality Plan builds upon the progress we have made through the previous Plans. The Strategic Equality Plan alongside the Diversity and Equality Policy and Welsh Language Standards sets out our commitment to equality. The Strategic Equality Plan is linked to our Well-being plan and our Council plan.

We have valued the contributions from everyone who has participated in the development of this plan. If you would like to become involved and contribute to continuing to review our priorities that will reduce inequalities in Flintshire, please contact us.

Colin Everett
Chief Executive

Cllr Billy Mullin
Cabinet Member for Corporate
Management

1. Introduction

1.1 Legal Context

The Equality Act 2010 protects people from discrimination in employment and services on the basis of the following characteristics:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Act introduced the public sector equality duty which places a **general duty** on public bodies to have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- And
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Specific Duty

Devolved public bodies in Wales have specific duties within the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011; these include setting and publishing equality objectives and developing a Strategic Equality Plan (SEP). This is our third Strategic Equality Plan setting out our equality objectives and the steps we will take to achieve them.

The purpose of the plan is to address inequalities to make a real difference to the lives of people across the protected characteristics who live and work in Flintshire. The equality objectives aim to address significant areas of inequality. We have reviewed evidence from a range of sources both qualitative and quantitative to inform the SEP. Welsh language is addressed through implementation of the **Welsh Language Standards** as set out in the Compliance Notice served by the Welsh Language Commissioner.

1.2 The socio economic duty is set out in the Equality 2010 but was not enacted by Westminster. The Welsh Government (WG) is commencing the socio economic duty in Wales as from April 1st 2020. For the first time this will form part of our Strategic Equality Plan, sections 1 of the Equality Act states:

An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

The Welsh Government will publish interim guidance on 1st April 2020 to support the implementation of the socio economic duty.

1.3 Human Rights Act

We also comply with the Human Rights Act 1998 which gives effect to the human rights set out in the European Convention on Human Rights. These rights are called **Convention Rights**.

Examples of Convention or human rights include:

- the right to life
- the right to respect for private and family life
- the right to freedom of religion and belief
- the right not to be discriminated against.

1.4 Equality objectives for 2020/24

We have updated and reviewed the Council's equality objectives, going forward from 2020/24 the objectives are:

Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being

Objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place

Objective 4: Improve personal safety for all protected groups

Objective 5: Increase access to participation to services and decision making for all protected groups

Objective 6: Improve living standards of people with different protected characteristics

Objective 7: Develop our knowledge of the socio economic duty to protect people from poverty

Achieving these equality objectives will contribute to providing appropriate, accessible and effective services and facilities meeting the diverse needs of our community and ensuring that the Council is a fair employer in all its employment practices. Appendix 1 identifies the steps that we will take to meet these objectives and meet the specific duties of the Equality Act 2010.

1.5 Population Profile

Flintshire is a semi-rural Welsh county in North East Wales. It borders Cheshire to the East, Wrexham to the South and Denbighshire to the West.

A summary of the profile of Flintshire residents is set out below:

- The resident population aged 0 to 25 years is predicted to decline by 11% between 2015 and 2035;
- the 3 to 7 year old population is predicted to decline by 19%;
- the 85 years and over population is expected to increase by 168%; which is higher than the predicted increases for Wales (119%);
- 50.7% of the population are female and 49.3% are male;
- 98.5% of the population report that their ethnic group is White.
- 50% of the population report that they were born in Wales
- 66.4% of the population reported that they were Christian
- 25.4% of the population stated that they did not have a religion
- 17.3% report that they have a disability
- Data on sexual orientation is not currently estimated below UK region / country level. Data from the Annual Population Survey for 2017¹ estimates that across Wales as a whole, 94.9% of the population aged 16 and over identify as heterosexual / straight, 1.3% as gay or lesbian, 0.7% as bisexual, 0.5% other, and 2.5% refuse to answer / don't know.
- 13.2% of the population report that they can speak Welsh

Further details are provided on our [website](#).

1.6 The Council

Elected members

Flintshire County Council has 70 Councillors who represent 57 electoral divisions in Flintshire. They are democratically elected every four years. Of the elected members 53 are male, 17 are female compared to 2016 Strategic Equality Plan in which it was reported that there were 51 male elected

members and 19 females. Prior to 2008 elections there were 13 female elected members.

Employees

The Council employs nearly 6,000 people delivering services from various sites around the county with the main administrative centre at County Hall, Mold. Services include council tax, education, housing, planning, refuse services, social services, trading standards and transport. A breakdown of the profile of the workforce is provided in Appendix 2. Data shows that the majority of Council employees are female 63.58% compared to 36.42% males. For employees working in schools this figure increases to 84.83% female employees compared to 15.17% males. Detailed annual workforce information reports are published on the Council [website](#).

The equal pay audit completed in April 2019 shows that the gender gap between men and women in the Council is 13.65% (mean) and 20.36% (median). The current gender pay gap in the UK, based on median hourly earnings, excluding overtime for full time workers is 14.1% (mean) or 9.1% (median). The gap for all employees (full and part time) is 17.4% (mean) or 18.4% (median), as identified in the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (2017). The full details of our annual Equal Pay Audit is published annually on our website and can be found [here](#).

As a Council we have continued to make savings to meet the financial challenge. In doing this we have still managed to protect key services such as maintaining roads, keeping communities clean and tidy, local schools, welfare support and services for older people and vulnerable children.

1.7 Well-being objectives and Council Plan

We have developed Well-being objectives to meet the [Well Being of Future Generations \(Wales\) Act 2015](#); these are:

AMBITIOUS COUNCIL

- Sustaining economic growth through local and regional business development, employment and skills strategies.
- Developing the transport infrastructure and employment sites, and transport services, widening access to employment and training sites.
- Creating a supply of diverse and quality training and employment opportunities.

ACHIEVING COUNCIL

- Providing high quality, accessible, responsive and cost effective public services.
- Providing joined-up services with public and third sector partners which support quality of life in communities and for individuals and families
- Continuing to be a high performing and innovative public sector organisation with social values.

CARING COUNCIL

- Ensuring a supply of affordable and quality housing of all tenures.
- Making early interventions to support healthy and independent living.
- Sustaining a local market of high quality and affordable service provision for those who are highly dependent on care support.
- Protecting people from poverty by maximising their income and maximising their employability.
- Giving equal opportunity to all to fulfill their lives.
- Protecting people from the risk of any form of abuse.

Our Strategic Equality Plan contributes to all of these Well-being objectives.

Seven priorities are identified in the Council Plan, the table below identifies which equality objective contributes to each priority:

Council priority	Equality objective
Ambitious Council	Objectives 3 and 5
Caring Council	Objectives 1, 6 and 7
Connected Council	Objectives 3 and 5
Green Council	Objective 5
Learning Council	Objective 2
Safe and Clean Council	Objective 4
Serving Council	Objectives 1 and 3

Each priority is supported by sub priorities. Details of our Council Plan can be found [here](#).

1.8 Links to other plans and strategies

The Strategic Equality Plan cannot stand alone if equality is to be mainstreamed into every day practice; it is linked to:

- Accessibility Strategy schools- to ensure that schools are accessible for disabled pupils, parents/carers and employees
- Affordable Warmth action plan- ensuring vulnerable residents can access affordable heating to stay warm
- Dignity at Work policy- The long-term aim is to be a responsive authority in every aspect of our service activities; providing appropriate, accessible and effective services and facilities to meet the diverse needs of our community

- Domestic Energy Efficiency Project
- Homelessness Strategy and Local Action Strategy
- People Strategy and other Human Resources policies which aim to ensure that we are fair in all our employment practices
- Managing Unauthorised Encampments Protocol, which aims to ensure that the way the Council manages unauthorised Traveller encampments is fair and proportionate.
- 21st Century schools strategy ensuring schools are fit for purpose and meet the needs of learners with protected characteristics

2.0 Equality Objectives

2.1 Meeting our equality objectives.

Progress to meeting our equality objectives is set out in our **annual equality reports**. During the past four years we have improved information on the diversity of our employees and have exceeded the targets we set ourselves. We have also increased the number of accessible buildings, full details our achievements are set out in our **annual reports**.

2.2 Reviewing our objectives

The statutory equality duties require public bodies to set equality objectives in relation to the protected groups. Objectives should be evidenced based and outcome focussed to address the most significant areas of inequality leading to improvements for both employees and customers. The equality objectives should meet the three parts of the general duty. We must also publish an objective to address gender pay difference. The action plan to meet our equality objectives is set out in Appendix 1.

We reviewed our objectives using a variety of approaches:-

Regionally

- We worked collaboratively with other public sector bodies across North Wales to undertake regional and national research on the equality profile of our communities and identify specific inequalities. A detailed breakdown of the population is provided and the research on inequalities in North Wales was undertaken by Gwynedd County Council on behalf of the North Wales Public Sector Equality Officers Network (NWPSSEN).
- As a member of NWPSSEN we consulted with other public bodies on our regional equality objectives.
- We will work together with NWPSSEN to address issues raised through consultation.

Locally

- We reviewed the Equality and Human Rights Commission’s research into inequalities in Wales “[Is Wales Fairer? 2018](#)”, we also reviewed the [Welsh Government’s](#) draft equality objectives and research.
- We published a consultation on our website and circulated to over 20,000 people. People who responded told us that:
 - Hate incidents and hate crime towards disabled people is an issue.
 - Transport – access to public transport is an issue.
 - Promotion of community cohesion in some areas of Flintshire is important.
- We met with local groups, including disabled people to ask about their views on the key priorities that needed to be addressed. Transport was raised a key issue.
- We met with services to identify key actions we could take that would have a significant impact to improve outcomes
- We reviewed progress of our current Strategic Equality Plan and identified those objectives we struggled to find data to measure progress.
- We also reviewed the data we held on the profile of Council employees and customers. We found limited data was available about the profile of customers and employees and where available did not cover all of the protected characteristics. We recognise we need to continue collating data to monitor any inequalities for specific groups and also to identify areas for improvements.

2.3 We have set ourselves seven equality objectives for the period 2020/24. We have identified each equality objectives, what actions we will take by 2024, why the objective is priority, how we will measure our achievement and what actions we have already taken. Our equality objectives for 2020/24 are:

Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people

Outcomes

- Gypsies and Travellers on the Council site will have access to GP services, dental services and mental health services.
- Services are dementia friendly
- People with a learning disability have annual health checks

What we will do by 2024

- Refurbish the Council owned Traveller site to improve sanitary facilities and establish a community hub on the site from which key health services can be provided.

- Provide green spaces on the Council owned Traveller site, providing play spaces for the children.
- Develop and implement an action plan in response to the research we have commissioned into the health needs of Travellers.
- Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.
- Develop and implement a local model of 'Team around the Individual' to support those living with dementia.
- Implement a Health and Well-being strategy for our employees and introduced initiatives to improve our employees' mental health.
- Ensure people with a learning disability receive annual health checks
- Implement an action plan to ensure we retain "Working towards becoming a Dementia Friendly" organisation status.
- Develop an activity plan for the new model of Archive Services which positively targets the engagement of older people and disabled people.

This is a priority because:

- Feedback from both regional and local consultation said this was important.
- The EHRC reported in "Is Wales Fairer ? 2018":
 - Some groups of people in Britain, including Transgender people, Gypsies and Travellers and homeless people have difficulty accessing health care.
 - Romani and Traveller communities face high levels of health inequalities, including poorer health and shorter life expectancy than the general population.
 - Disabled people reported poor mental health nearly 3 times more frequently than non-disabled people.
 - In 2016 men in Wales were over 4 times more likely than women to die by suicide.

What we have already achieved:

- Commissioned Public Health Wales to undertake research to understand key issues for Travellers including
 - access to services;
 - mental ill health and suicide amongst young male Travellers;
 - diet; and
 - disproportionate mortality rates.
- Accredited as a "Working towards Dementia Friendly" organisation"
- Signed up to the "Time to Change" initiative promoting positive mental health in the workplace and ending mental health discrimination.
- Provide C (Condom) card scheme available in all youth clubs.
- Have become accredited as "Working towards becoming a Dementia Friendly" status.
- Implemented actions from Welsh Government's Suicide and Self-harm Prevention Action Plan

Achievement will be measured by:

- Number of new assessments completed where needs were met through care and support, broken down by age, disability and sex
- The number of people receiving Direct Payments broken down by age, disability and sex.
- Number of new assessments completed by DSN
- Number of people offered a form of advocacy
- Number of people Providers who have achieved Bronze Award in "Progress for Providers"
- Number of people with a sensory impairment referred to Leonard Cheshire
- Number of people completing packages of reablement broken down by age, disability and sex
- Number of people signposted to other agencies by Adult Single Point of Access (SPOA) Team broken down by age, sex and disability
- Number of families signposted to other agencies by the Early Help Hub broken down by age, disability and sex
- Number of Young Carers identified in the year (Breakdown by age, disability and sex)
- Number of Adult carers identified in the year (Breakdown by age, sex and disability from 2021/22 reporting year)
- A hub for health services established on our Traveller site
- Work related absences due to mental health reduce
- Increase in the number of employees who attend dementia awareness training
- Council owned Traveller site is refurbished
- Working Towards Dementia Friendly status is maintained
- An analysis of the Archive Activity Plan

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being

Outcome:

- Increased number and percentage of students from all protected groups and those receiving free school meals (FSM) achieve designated performance measures (Mathematics, English and Welsh) at key stage 4

What we will do by 2024

- Review exclusion rates to identify and address disproportionate exclusion rates
- Review absenteeism by protected characteristic
- Develop and implement a Trans policy and guidance for primary schools
- Implement an electronic system to record and report on identity based bullying in schools

- Monitor the impact of the Pupil Development Grant (PDG) delegated to schools to close the attainment gap for pupils receiving free school meals.
- Develop and deliver plans for the distribution of the PDG Access Grant to support wider participation and support the well-being of pupils receiving free school meals

This is a priority because:

- Girls outperform boys at all key stages in our schools (insert data)
- The EHRC reported in “Is Wales Fairer ? 2018”:
 - attainment gaps at school-leaving age persist for children with Additional Learning Needs and those eligible for Free School Meals (FSM).
 - children from poorer backgrounds and Gypsy, Roma, and Traveller children continue to have lower than average levels of attainment
 - poorer children, children with ALN, White children and children of mixed ethnicity have higher than average exclusion rates
 - Ethnic minorities and disabled people are under- represented in apprenticeships
- Stonewall Cymru, reported that more than half of LGBT young people in Wales (54%) and almost three quarters of trans young people (73%) face bullying at school for being LGBT (Stonewall Cymru, School Report 2017).

What we have already achieved:

- Commissioned Show Racism the Red Card to deliver race equality training to every secondary school in the county and equip teachers to deliver future training
- Delivered “Getting on Together“ (GoT) training for teachers to deliver training promote tolerance, understanding and respect for all
- Developed and implemented a Trans policy for secondary schools
- Provided training to increase awareness and understanding to support LGBT young people

Achievement will be measured by:

- Annual monitoring and analysis of educational attainment levels of different protected groups -gender, ethnic background, Free School Meals (FSM)
- % of children by protected characteristic and FSM achieving the core subject indicator at key 4.
- Number and type of incidents of identity based bullying in schools
- Exclusion rates of pupils by protected characteristics
- Analysis of delivery plans funded by PDG Access Grant to measure increased engagement and impact on young people

- Number of school and Portfolio employees who complete Modern Slavery training

Objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place

Outcome:

There will not be a pay gap between employees with protected characteristics Disabled apprentices and apprentices from a BME background will increase. The workforce will reflect the diversity of the local community

What we will do by 2024

- Undertake an annual equal pay audit and take action to reduce the pay gap
- Include community benefit clauses within our contracts to encourage contractors to provide apprenticeships to disabled people, people from a BME background and women
- Support people with learning disabilities to gain paid employment through Project Search.
- Continue to work with the “Clean Slate Cymru” project an initiative funded by the Construction Industry Training Board (CITB) to support Refugees and Travellers secure employment
- Implement the action plan for Ethical Employment in Supply Chains

This is a priority because:

- the Gender pay gap in the Council is 20.36%
- the EHRC reported in “Is Wales Fairer ? 2018:
 - the Gender pay gap in Wales is 13.7% and in Flintshire County Council it is 20.36%
 - unemployment is higher for some protected groups – young people, disabled people.
 - Ethnic minorities and disabled people are under- represented in apprenticeships
 - Apprenticeships remain strongly gender segregated
 - 7 out of 10 mothers have had a negative or possibly discriminatory experience during pregnancy, maternity leave or on returning to work from maternity leave.

What we have already achieved:

- Achieved Department of Work and Pensions Disability Confident Employer level 2
- Implemented the Living wage for our employees
- Signed up to the Welsh Government’s Code of Practice : Ethical Employment in the Supply Chain.

- Carried out a review of our pay and grading system to ensure it is fair and free from bias.
- Undertaken an equal pay review.
- Theatr Clwyd Created “Bright Sparks” a project aimed at young people in years 2 and 3 to introduce them to STEM (Science, Technology, Engineering and Mathematics) .The latest programme has targeted engagement with young girls.
- Provided apprenticeships through **Project Search** to support people with learning disabilities to gain paid employment. Project Search provides apprenticeship opportunities for people with learning disabilities.

Achievement will be measured by:

- Increasing the quality and quantity of workforce data
- Completing and publishing an annual analysis of workforce data and producing an action plan to address any potential or actual inequalities
- The number of complaints made by employees of discrimination and identity based bullying
- The number of complaints of discrimination made by job applicants
- The number and % of our apprentices by protected characteristic
- The pay gap between men and women employed by the council
- The pay gap between employees by ethnic group
- The pay gap between disabled employees and non-disabled employees
- Number of disabled and BME apprentices.
- The number of people who gain paid employment through Project Search
- The number of Refugees and Travellers who access employment through the **Clean Slate Project**

Objective 4: Improve personal safety for all protected groups

Outcome:

Flintshire will be a safe place to live and work in, and to visit.

What we will do by 2024

- Continue training employees in key teams to recognise and report a hate crime
- Implement an e-learning module on hate crime awareness
- Develop a policy to support employees who are the victims of hate crime
- Provide hate crime training in schools funded by Welsh Government, Community Cohesion Grant.

- Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant
- Explore options to develop resources for Black History month
- Participate in LGBT History month
- Participate in the annual hate crime awareness week to increase reports across all protected characteristics.
- Provide safeguarding training to all bus drivers operating in the county.
- Implement the Wales Audit Office recommendations on progressing the Domestic Abuse, Violence Against Women and Sexual Violence Action Plan.
- Increase the number of employees who attend Modern Slavery training

This is a priority because:

- Consultation identified that hate crime is still an issue for many people
- The EHRC reported in “Is Wales Fairer ? 2018”
 - 75% of hate crimes recorded in Wales 2016/17 were motivated by race or religion
 - the number of recorded hate crimes has increased across all recorded protected characteristics in Wales, particularly for disability hate crimes.
 - There has been a sharp increase in the number of sexual and domestic violence offences reported to, and recorded by, the police since 2015.
- The number of hate crimes reported to North Wales Police has increased in the county

Type of incident	2015/16	2016/17	2017/18	2018/19
Racially motivated	33	37	84	76
Homophobic	6	6	26	29
Disability Related	6	9	8	14
Transphobic	0	1	0	1
Religious	4	6	5	9
Total	49	59	123	129

- The majority of LGB and Trans people who had experienced hate crime or an incident did not report it ([Stonewall Cymru 2017](#))
- [Wales Audit Office](#) report that it is estimated that domestic violence costs Wales £826 million annually- £202.6 million in services’ costs, £100.9 million in economical costs and £522.9million in human and emotional costs. Wales Audit Office - Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act 2019

What we have already achieved:

- Established a refuge for men fleeing domestic violence
- Delivered hate crime awareness training to our employees
- Participated in initiatives to promote awareness of hate crime
- Gained accreditation with the **White Ribbon** campaign for our work to raise awareness of and reduce incidents of domestic violence
- Implemented a tension monitoring system to capture trends and hotspots in the county and address issues before they escalate.
- Provided safeguarding training to all taxi drivers to enable them to recognise signs of vulnerable people and know how to make a report.
- Developed a corporate safeguarding e-learning module to ensure our workforce recognise signs of abuse and know how to make a report
- Provide modern slavery training for our employees to increase their awareness and understanding of the issues and recognise signs and know how to make a report.

Achievement will be measured by:

- Number of reports of hate incidents by protected characteristic
- Percentage and number of employees who complete Welsh Government's e-learning training on sexual violence and domestic abuse
- Percentage of employees who complete the corporate safeguarding e-learning module
- Increased number and percentage of employees who attend Modern Slavery training

Objective 5: Increasing access to participation to services and decision making for all protected groups

Outcome:

People with protected characteristics are involved in decisions which affect them

Council services are inclusive and accessible

The number and percentage of disabled people accessing services increases

What we will do by 2024

- Put in place a new contract for interpretation and translation services to ensure language is not a barrier when accessing services
- Develop and implement an action plan in response to the research undertaken by the Regional Community Cohesion Officers through "community conversations"
- Ensure a wider range of people with protected characteristics are represented at the Impact Assessment Quality Assurance group.
- Continue providing equality training to our employees
- Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups

This is a priority because:

- engaging with protected groups and undertaking equality impact assessments are statutory requirements of the PSED
- this has been raised as an issue during consultation
- the EHRC reported in “Is Wales Fairer ? 2018:
 - Disabled people in Wales experience poor access to, and have poor experiences when trying to use taxis and private hire vehicles, and being refused journeys.
 - Disabled people (46.6%) less likely to have taken exercise than non- disabled people (69.4%)
 - Disabled people have told us access to transport is an issue.
- In Wales, two-thirds of single pensioners have no car, leaving them vulnerable to a lack of transport or access to key services, particularly in rural areas

What we have already achieved:

- Established a youth group for the LGBT young people with Viva, young people’s project.
- Theatr Clwyd provided “Singing for the Soul” for people living with Dementia.
- Offered drama classes for young people with additional learning needs (ALN) –over 400 young people attend these;
- worked with Betsi Cadwaladr University Health Board (BCUHB) on an “Arts from the Armchair” Project;
- Provided placements for “Mind the Gap” project- this project provides opportunities for young women from disadvantaged backgrounds to prepare for work
- Piloted live streaming of theatre into local care homes with wraparound workshops
- established a community focus group for individuals who would have struggled to visit the theatre. This group is helping the theatre develop their access strategy
- Offer sign language, audio and subtitles to increase access for people with sensory impairments
- Introduced Dementia Friendly screenings in cinemas
- Produced an all-female production of “Lord of the Flies”
- Increased female representation on their Board from 0% to 30%

Achievement will be measured by:

- Number of courses for employees in leisure services
- Percentage of employees who complete the Equality Act 2010 and Equality in the Workplace e-learning modules
- Equality monitoring and analysis undertaken in key services: Education, Housing, Social Services
- An analysis of the Archive Activity Plan

Objective 6: Improve living standards of people with different protected characteristics

Outcome:

Improved living conditions for Travellers on Council sites

Timely, accessible accommodation available for disabled people

What we will do by 2024

- Develop a transit site for Travellers
- Improve toilets, washrooms and kitchen facilities on the Council owned Traveller site
- Become a Resettlement area for Asylum Seekers and Refugees
- Complete a Strategic review of housing needs to inform new builds

This is a priority because:

- Consultation both regionally and locally has identified that this is an issue
- the EHRC reported in "Is Wales Fairer ? 2018"
 - Disabled people face a shortage of accessible and adaptable housing
 - the average wait for an adaptation in Wales, from application to installation, is 18 weeks
- Refugees granted leave to remain and considered in 'priority need' for housing can spend long periods in temporary accommodation that is often unsuitable or unsafe

What we have already achieved:

- Delivered social and affordable housing with a 500 home social and affordable housing new build programme in place and additional affordable homes being built by Registered Social Landlords. A wholly owned housing company has been created which is delivering affordable housing and managing private landlord property
- Completed an assessment of the accommodations needs of Travellers
- Trained employees in housing to improve awareness and understanding of the needs of Travellers
- Secured a Welsh Government Grant to refurbish our existing Traveller site
- Resettled and supported Syrian Refugees in the county

Achievement will be measured by:

- Equality monitoring and analysis undertaken in key services: Education, Housing, Social Services

- Waiting times for Adapted Housing compared to other Housing
- Traveller site refurbished

Objective 7: Develop our knowledge of the socio economic duty to protect people from poverty

Outcome:

We will ensure that any strategic decisions we take will consider the impact on families/people living in poverty

What we will do by 2024

- Provide free sanitary products in secondary schools
- Provide free sanitary products in primary schools
- Maximize the numbers attending the SHEP school holiday lunchtime programme - four sites offering lunches will be available per year. 40 places will be offered on each site
- Implement Welsh Government's guidance on the Socio economic duty
- Raise awareness of illegal money lending to protect people who are vulnerable to being exploited.
- Support a regional conference on illegal money lending.
- Continue to introduce campaigns to increase take-up of benefits.
- Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.
- Continue to raise awareness of the Welfare Reform Team who can support any customers impacted by Welfare Reform changes or who are simply struggling financially.
- The Welfare Reform team can provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.
- Continue to raise awareness to ensure all low income households are aware they may be eligible to receive Free School Meals and a uniform grant.
- Develop a Child Poverty Strategy which focuses on supporting pupils in schools through a review of Free School Meals, School Uniform Exchanges and curriculum delivery models

This is a priority because:

- the EHRC reported in "Is Wales Fairer ? 2018:
 - A quarter of adults and a third of children are now living in poverty.
 - Disabled people are more likely to live in poverty and experience severe material deprivation than non-disabled
 - Children and young people living in poverty in Wales miss out on their most basic human rights of having their food, shelter and health needs met. The costs of attending and participating in

school leads to an inequality of opportunity for children and young people living in poverty

- the proportion of people who are working and living in poverty (in-work poverty) has risen from 13% in 1994-95 to 18% in 2017, Institute for Fiscal Studies (IFS) research, funded by the Joseph Rowntree Foundation. In the mid-1990s 37% of those in poverty lived in a working household. This has now reached 58%
- 43.6% of learners in receipt of free school meals achieve 5 GCSE's A* - C in comparison to 75.2% of girls achieving 5 GSCEs A* -C
- The Illegal Money Lending unit have told us that illegal money lending is under reported in North Wales, and some protected groups are more likely to be victims.
- The Council Tax Reduction caseload has reduced which has been an effect of Universal Credit across all LAs. However, we want to ensure that all low income households are claiming what they are entitled to.
- Due to the negative impacts that Universal Credit has had on some customers we want to continue providing Welfare support to all customers.
- We want to raise as much awareness as possible to ensure all families know they may be entitled to receive free school meals and a uniform grant.
- Based on the reported levels of poverty in Wales it is clear that we need this campaign to ensure that people who are on a low income and living in poverty are claiming all benefits they are entitled to. This campaign has also been encouraged by Welsh Government.
- The impacts of Welfare Reforms are continuing to have a negative impact on those most vulnerable customers.
- Based on the reported levels of poverty in Wales it is clear that we need to ensure that people who are on a low income and living in poverty are claiming all benefits they are entitled to.
- The number of children in Flintshire and in Wales living in poverty has not reduced

What we have already achieved:

- Provide free sanitary products at all schools, youth clubs and food banks
- Provide the School Holiday Enrichment (SHEP) programme - SHEP is a school-based programme that provides healthy meals, food and nutrition education, physical activity and enrichment sessions to children in areas of social deprivation during the summer holidays
- Offer a Uniform Exchange
- SHARE Programme - our employees gave their time to volunteer to serve lunches on the summer play schemes
- Include poverty as part of our integrated impact assessments
- Implemented a Fair Debt recovery policy
- Participated in a campaign to increase the take-up of benefits

- Theatr Clwyd worked with the Money Penny Foundation (which gives unemployed young people new opportunities) to provide workshops to support young unemployed women have new opportunities in life and work.
- Theatr Clwyd offer concessionary tickets for Social Services' service users.
- Continue to introduce campaigns to increase take-up of benefits.
- Promotional correspondence has been produced, this will be sent to all households in Flintshire to advise them of the Council Tax Reduction Scheme and how to apply.
- Promotional correspondence has been produced and is being used via Social Media and other means such as letters to advise customers of what support is available.
- Our website confirms who would be eligible to receive a free school meal and a uniform grant, the schools are also aware to share with families.

Achievement will be measured by:

- The number of children attending SHEP
- Percentage of schools providing free sanitary products
- Percentage of youth clubs providing free sanitary products
- Percentage of Food Banks providing free sanitary products
- This will be measured by monitoring the Council Tax Reduction expenditure.
- This will be measured by monitoring the Welfare Reform Team outcomes.
- Recording the number of children in receipt of free school meals via the yearly PLASC. (Pupil Level Annual School Census)
- Recording the number of uniform grants awarded by completing the annual return to Welsh Government.

3. Meeting the Specific Duties

3.1 Arrangements for identifying, collating and publishing information

Employment

We currently monitor the profile of employees by age, disability, ethnicity, marital status, religion, sex and sexual orientation. Detailed reports are published annually on our [website](#) and include profiles of:-

- the workforce
- levels of pay
- applicants submitted for jobs
- applicants selected for interview
- successful appointments
- leavers
- incidents of bullying and harassment
- disciplinary action
- employees who have received training

Schools

We also collate data on the profile of school pupils by age, ethnicity, gender, language, in relation to:-

- attainment (key stages 2, 3, 4 and 5)
- attendance
- exclusions
- free school meal entitlements

Data on attainment at specific key stages is published in the annual equality report. The data is collated as part of Pupil Level Annual School Census (PLASC) and published by the Welsh Government.

Services

A profile of customers is collated by Social Services for Adults, Social Services for Children, Housing and Customer Services through the Council's complaints and comments system. This information is published in the annual equality report on our website. Residents' surveys, satisfaction surveys and consultation exercises also capture equality information.

3.2 Arrangements for assessing impact

To meet the specific duty all public authorities are required to set out the methods of impact assessments on policies and practices. This is to ensure

that the needs and concerns of all protected groups are taken into consideration.

An Integrated impact assessment (IIA) screening tool and template for a full impact assessment have been developed. A group of stakeholders representing protected characteristics from both employees and members of the public review IIAs and provide feedback to authors. IIAs have been integrated into the performance management system to facilitate more effective monitoring. Summaries of IIAs which have a significant impact as agreed by the stakeholder group are published on our website.

All reports to Committee have a Risk Assessment section which needs to include the IIA.

3.3 Arrangements for promoting knowledge and understanding and identify training needs of employees in relation to public sector duties

This section sets out the Council's arrangements for ensuring employees have the knowledge, skills and attitudes to meet the general and specific duty. We recognise that some awareness raising / training will be generic which all employees will need to attend and other training will be more specifically related to individual job roles and will support them to implement the SEP.

Specific activities to support these arrangements include:-

- Bespoke workshops on Equality.
- Training to support initiatives such as Deaf Awareness Week, Gypsy and Traveller History Month, Lesbian, Gay Bisexual and Transgender History Month and promote awareness and understanding of specific equality issues.
- Resources are available on the Council's intranet including guidance for working with people from the protected groups.
- E-learning modules are available on the Equality Act 2010 and Equality in the workplace. These have to be completed by all new starters.
- Hate crime, Modern Slavery, County Lines and Prevent training is also available.
- Hate Crime, Modern Slavery and Trans awareness training are also available as e-learning modules.

3.4 How we will incorporate equality into Procurement

When procuring works, goods or services from other organisations a public body in Wales must:-

- have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty
- have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty.

In some contracts equality will be a core requirement and this will be set out in detail within the contract. The Flintshire County Council Procurement Policy states its commitment to:-

- Users of all services
- Council core and policy objectives
- Compliance with service aims and objectives
- Continuous improvement
- Quality and equality
- Operational efficiency

Our Contract Procedure Rules include all the protected characteristics into the pre- qualification questionnaire (PQQ) for tenders. Guidance is available for employees on the inclusion of equality considerations into specific contracts.

4 Monitoring and review

4.1 Actions and measures will be incorporated into the Council's performance management system and progress will reported to Cabinet annually and as when needed. A report describing progress to meeting the equality objectives will be published annually; relevant equality information will be published in this report. Progress will be monitored through the Chief Officer Team, Equality Impact Assessment Stakeholder Group, Cabinet and relevant Overview and Scrutiny Committees.

The objectives will be reviewed annually and revised if necessary or if monitoring indicates that there are emerging areas of inequality that need to be addressed urgently. The action plan will be updated annually. If the objectives are revised the Strategic Equality Plan will be republished otherwise it will be republished in 2024.

5. Publication

The Strategic Equality Plan will be published on our website and will be available in English, Welsh and Easy Read. A summary will be available in British Sign Language DVD. Other formats and languages will be available on request. Information on the profile of the workforce is published annually.

Thank you for reading our Strategic Equality Plan 2020/2024.

Views and suggestions for the Strategic Equality Plan are welcome.

Please contact us on: Tel: 📞 01352 702131

Email: 📧 Stephanie.aldridge@flintshire.gov.uk

Appendix 1

Strategic Equality Plan- Action Plan Year 1 2020/21		
Objective 1 Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.		
Action	Who	By when
We will support people to achieve their Health, Wellbeing and social care outcomes through providing care and support.	Service Managers	On-going
We will give people more choice and control over the care and support they receive, which will further reduce inequalities for people with protected characteristics	Service Manager (Disability Services)	On-going
Ensure people with sensory impairment, including people who are deafblind are able to access Information, Advice and Assistance &/or Care and Support, reducing inequality to access and support.	Commissioning Manager	On-going
We will Actively Offer Care and Support through the medium of Welsh, reducing risks of inequality or discrimination.	Commissioning Manager	On-going
We will Actively Offer Advocacy to people when assessing their needs for care and support, reducing risks of inequality or discrimination.	Commissioning Manager	On-going
We will support people to achieve their health, wellbeing and personal outcomes in care and support settings reducing the likelihood of discrimination and inequality	Commissioning Manager	On-going
We will support people to remain with protected characteristics to remain independent and able to live at home, particularly when impacted by age or disability.	Service Manager (Older People)	On-going

We will support people at the earliest opportunity through early intervention and preventative support	Service Managers	On-going
Develop and implement a local model of 'Team around the Individual' to support those living with dementia.	Commissioning Manager	April 2021
Implement an action plan to ensure we retain "Working towards becoming a Dementia Friendly" organisation status	Commissioning Manager	April 2021
We will support carers to continue in their caring role	Commissioning Manager	On-going
Develop project plan to refurbish Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
Commission contractor to improve greenspaces and play spaces for children on Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
Develop and implement an action plan in response to the research we have commissioned into the health needs of Travellers.	Gypsy and Traveller Liaison Officer	April 2021
Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.	Gypsy and Traveller Liaison Officer	April 2021
Implement a Health and Well- being strategy for our employees and introduce initiatives to improve our employees' mental health	Senior manager HR and OD	March 2021

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being		
Action	Who	By when
Implement an electronic system to record and report on identity based bullying in schools	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Provide training for school Governors to increase awareness and understanding of the Equality Act 2010	Strategic Policy Advisor	March 2021
Monitor Estyn Inspection Reports and identify any equalities issues in schools in order to target support to school	Senior Manager School Improvement	March 2021
Ensure compliance by all schools on the Wales Government Respecting Others (statutory guidance)	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Monitor school exclusion rates for protected groups in order to target support to schools.	Senior Manager Inclusion	March 2021
Monitor persistent school absenteeism by protected characteristic	Senior Manager Inclusion	March 2021
Raise awareness of identify based bullying during anti-bullying week	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Ensure all schools access modern slavery training	Learning Advisor, Health,	March 2021

	Well-being and Safeguarding	
Ensure all primary schools access “Getting on Together” resource and training	Learning Advisor, Health, Well-being and Safeguarding	March 2021
Reduce the gap and educational attainment level for those eligible/for /receiving free school meals.	Senior Manager School Improvement	March 2021
Continue supporting LGBT Youth group fortnightly	Information and Involvement Officer	March 2021
Continue supporting young Traveller weekly sessions	Youth Forum Worker	March 2021
Monitor the impact of the Pupil Development Grant (PDG) delegated to schools to close the attainment gap for pupils receiving free school meals.	Senior Manager School Improvement Systems	March 2021
Objective 3 Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place		
Action	Who	By when
Undertake an annual equal pay audit and develop an action to reduce the pay difference between men and women and other protected groups	HR Policy and Reward Officer	March 2021
Support people with learning disabilities to gain paid employment through Project Search.	Planning and Development Team	March 2021

Achieve Level 3 Disability Confident Leader – DWP Disability Confident Employer	HR Policy and Reward Officer	March 2021
Continue to work with the “Clean Slate Cymru” project an initiative funded by the Construction Industry Training Board (CITB) to support Refugees and Travellers secure employment	Gypsy and Traveller Liaison Officer	March 2021
Continue to collate diversity data from employees to increase response rate	HR Business Information Officer	On-going
Undertake annual workforce equality monitoring and develop an action plan to address and reduce any inequalities	HR Business Information Officer	March 2021
Undertake annual equality monitoring of our apprentices to identify under representation and develop action plan to address any inequalities	HR Business Information Officer	March 2021
Identify opportunities to use positive action to reduce inequalities	Strategic Policy Advisor	March 2021
Develop a strategic and consistent approach to embedding social value in the procurement process to increase apprenticeship opportunities to disabled people, people from a BME background and women	Social Value Development Officer	March 2021
Increase the number of employees who complete the equality e-learning modules	Strategic Policy Advisor	March 2021
Objective 4 : Improve personal safety for all protected groups		
Action	Who	By when
Continue training employees in key teams to recognise and report a hate motivated incident and hate crime	Regional Community Cohesion Officer	March 2021

Implement an e-learning module on hate incidents and hate crime awareness	Regional Community Cohesion Officer	March 2021
Develop a policy to support employees who are the victims of hate incidents and hate crime	HR Policy and Reward Officer	March 2021
Raise awareness of hate incidents and hate crime in schools through the Welsh Government, Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Develop initiatives to promote community cohesion through the Regional Community Cohesion Grant	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Explore options to develop resources to promote Black History month	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Participate in LGBT History month	Strategic Policy Advisor	February 2021
Participate in the annual hate crime awareness week to increase reports across all protected characteristics.	Strategic Policy Advisor	October 2020

Increase the number of employees who complete the Welsh Government's Domestic Violence against women e-learning modules.	HR Business Information Officer	March 2021
Increase the number of employees who attend Modern Slavery training	Strategic Policy Advisor	March 2021
Participate in initiatives to promote good relations	Strategic Policy Advisor	March 2021
Objective 5: Increasing access to participation to services and decision making for all protected groups		
Action	Who	By when
Develop and implement an action plan in response to the research undertaken by the Regional Community Cohesion Officers through community conversations	Strategic Policy Advisor /Regional Community Cohesion Officer	March 2021
Put in place equality monitoring processes in key services to identify potential barriers to access	Strategic Policy Advisor	March 2021
Complete review of website to ensure it meets accessibility standards	Digital Solutions Architect	March 2021
Review opportunities to improve access to public transport for disabled and older people	Transport Manager	March 2021
Develop an activity plan for the new model of Archive Services which positively targets the engagement of protected groups	Principal Archivist	March 2021

Explore opportunities to strengthen equality within the procurement process	Strategic Policy Advisor	March 2021
Objective 6: Improve living standards of people with different protected characteristics		
Action	Who	By when
Develop plan for a transit site for Travellers	Gypsy and Traveller Liaison Officer	April 2021
Improve toilets, washrooms and kitchen facilities on the Council owned Traveller site	Gypsy and Traveller Liaison Officer	April 2021
Commission contractor to improve greenspaces and play spaces for children on Traveller site.	Gypsy and Traveller Liaison Officer	April 2021
Become a Resettlement area for Asylum Seekers and Refugees	Gypsy and Traveller Liaison Officer	April 2021
Review opportunities to improve access to public transport for disabled people and older people	Transportation Manager	March 2021
Objective 7 Develop our knowledge of the socio economic duty to protect people from poverty		
Action	Who	By when
Provide free sanitary products in secondary schools	Learning Advisor – Health, Well-being & Safeguarding	March 2021
Provide free sanitary products in primary schools	Learning Advisor –	March 2021

	Health, Well-being & Safeguarding	
Maximize the numbers attending the SHEP school holiday lunchtime programme - four sites offering lunches will be available per year. 40 places will be offered on each site	Learning Advisor – Health, Well-being & Safeguarding	September 2020
Implement Welsh Government’s guidance on the Socio economic duty	Strategic Policy Advisor	June 2020
Raise awareness of illegal money lending to protect people who are vulnerable to being exploited.	Regional Community Cohesion Officer	March 2021
Support a regional conference on illegal money lending.	Regional Community Cohesion Officer	December 2020
Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.	Team Manager – Benefits Assessment	Ongoing
Provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing
Continue to raise awareness of the Welfare Reform Team who can support any customers impacted by Welfare Reform changes or who are simply struggling financially.	Welfare Reform Team Manager	Ongoing

Continue to raise awareness to ensure all low income households are aware they may be eligible to receive Free School Meals and a uniform Grant	Team Manager – Grants and Performance	Ongoing
Continue to raise awareness of Council Tax Reduction scheme and ensure that all low income households are aware of what they are entitled to and how they can make a claim.	Team Manager – Benefits Assessment	Ongoing
The Welfare Reform team can provide holistic and financial support to those customers who find themselves in financial difficulty before they fall into poverty.	Welfare Reform Team Manager	Ongoing

Appendix 2 Profile of the Flintshire County Council employees

1. Profile of employees by Ethnic Origin

Table 1.1 Profile of the Non-Schools workforce by Ethnic Origin

Ethnic Origin	2016		2019	
	Total employees	% employees	Total employees	% employees
BME	17	0.49	19	0.69
White	2,452	71.03	2066	75.02
Not Stated	983	28.48	626	22.73
Prefer Not To Say			43	1.56
Totals	3,452	100.00	2754	100.00

Table 1.2 Profile of the school workforce by Ethnic Origin

Ethnic Origin	2016		2019	
	Total employees	% employees	Total employees	% employees
BME	7	0.19	8	0.25
White	2,108	57.90	1754	54.86
Not Stated	1,528	41.91	1405	43.95
Prefer Not To Say			30	0.94
Totals	3,641	100.00	3197	100.00

2. Profile of employees who classify themselves as being disabled

Table 2.1 Profile of disabled employees (excluding schools)

Disabled employees	2016		2019	
	Total employees	% employees	Total employees	% employees
No	2,286	66.22	1942	70.52
Not Stated	1,051	30.45	599	21.75
Yes	115	3.33	104	3.78
Prefer Not To Say			109	3.96
Total	3,452	100.00	2754	100.00

Table 2.2 Profile of disabled employees in schools

Disabled employees	2016		2019	
	Total employees	% employees	Total employees	% employees
No	1,948	53.50	1629	50.95
Not Stated	1,651	45.34	1484	46.42
Yes	42	1.16	33	1.03
Prefer Not To Say			51	1.60
Total	3,641	100.00	3197	100.00

3 Profile of employees by Sexual Orientation

Table 3.1 Profile of employees (excluding schools) by Sexual Orientation

Sexual Orientation	2016		2019	
	Total employees	% employees	Total employees	% employees
Bi-Sexual	5	0.14	12	0.44
Gay Man	12	0.35	9	0.33
Gay Woman/Lesbian	11	0.32	16	0.58
Heterosexual / Straight	1,137	32.93	1498	54.39
Not Stated	2,221	64.34	1102	40.01
Other	4	0.12	4	0.15
Prefer Not To Say	62	1.80	113	4.10
Total	3,452	100.00	2754	100.00

Table 3.2 Profile of school employees by Sexual Orientation

Sexual Orientation	2016		2019	
	Total employees	% employees	Total employees	% employees
Bi-Sexual	2	0.05	4	0.13
Gay Man	2	0.05	5	0.16
Gay Woman/Lesbian	1	0.03	2	0.06
Heterosexual / Straight	771	21.18	859	26.87
Not Stated	2,826	77.62	2276	71.19
Other	5	0.14	4	0.13
Prefer Not To Say	34	0.93	47	1.47
Total	3,641	100.00	3197	100.00

4 Profile of employees by Religion or Belief

Table 6.1 Profile of employees (excluding schools) by Religion or Belief

Religion or Belief	2016		2019	
	Total employees	% employees	Total employees	% employees
Buddhist	3	0.09	3	0.11
Christian	1,146	33.20	1028	37.33
Hindu	0	0.00	0	0.00
Jewish			1	0.04
Muslim	2	0.06	0	0.00
None	512	14.83	665	24.15
Not Stated	1,671	48.40	915	33.22
Other	60	1.74	42	1.53
Prefer Not To Say	58	1.68	100	3.63
Sikh	0	0.00	0	0.00
Total	3,452	100.00	2754	100.00

Table 4.2 Profile of Schools employees by Religion or Belief

Religion or Belief	2016		2019	
	Total employees	% employees	Total employees	% employees
Buddhist	1	0.03	2	0.06
Christian	986	27.07	824	25.77
Hindu	0	0.00	1	0.03
Muslim	1	0.03	3	0.09
None	278	7.64	329	10.29
Not Stated	2,301	63.20	1952	61.06
Other	31	0.85	27	0.84
Prefer Not To Say	42	1.15	58	1.81
Sikh	1	0.03	1	0.03
Total	3,641	100.00	3197	100.00

5 Profile of employees by Marital Status

Table 5.1 Profile of employees (excluding schools) by Marital Status

Marital Status	2016		2019	
	Total employees	% employees	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	126	3.65	112	4.07
Married or in a Civil Partnership	1,525	44.18	1103	40.05
Not Married or in a Civil Partnership	697	20.19	607	22.04
Not Stated	1,087	31.49	833	30.25
Widowed or Surviving Civil Partner	17	0.49	80	2.90
Prefer Not To Say			19	0.69
Total	3,452	100.00	100.00	100.00

Table 5.2 Profile of school employees by Marital Status

Marital Status	2016		2019	
	Employees	% Employees	Employees	% Employees
Divorced or in a Dissolved Civil Partnership	15	0.41	22	0.69
Married or in a Civil Partnership	1,389	38.15	1037	32.44
Not Married or in a Civil Partnership	487	13.38	504	15.76
Not Stated	1,746	47.95	1613	50.45
Widowed or Surviving Civil Partner	4	0.11	1	0.03
Prefer Not To Say		100.00	20	0.63
Total	3,641	100.00	3197	100.00

6. Profile of employees by gender

Table 6.1 Profile of employees (excluding schools) by gender

	Gender	Female	%	Male	%	Not Stated	%
2016	Totals	2,247	65.09	1,205	34.91	0	0.00
2019	Totals	1,751	63.58	1,003	36.42	0	0.00

Table 6.2 Profile of school employees by gender

The tables below show that the majority of school employees are female.

	Gender	Female	%	Male	%	Not Stated	%
2016	Totals	3,112	85.47	529	14.53	0	0.00
2019	Totals	2712	84.83	485	15.17	0	0.00%

7 Profile of employees by age

Table 7.1. Employee profile by age (excluding schools)

Age Range	2017		2019	
	Total employees	% employees	Total employees	% employees
16 – 24	192	5.59%	178	6.29%
25 – 34	512	14.91%	409	14.46%
35 – 44	719	20.94%	590	20.86%
45 – 49	544	15.85%	418	14.78%
50 – 54	578	16.84%	446	15.77%
55 – 59	486	14.16%	424	14.99%
60 – 64	287	8.36%	253	8.95%
65 – 69	81	2.36%	80	2.83%
70 – 74	25	0.73%	20	0.71%
75 and Over	9	0.26%	10	0.35%
Totals	3,433	100.00%	2,828	100.00%

Table 7.2. Employee profile of school employees by age

Age Range	2017		2019	
	Total employees	% employees	Total employees	% employees
16 – 24	120	3.49	107	3.35
25 – 34	624	18.17	590	18.45
35 – 44	915	26.65	803	25.12
45 – 49	588	17.12	512	16.02
50 – 54	526	15.32	508	15.89
55 – 59	393	11.44	350	10.95
60 – 64	195	5.68	221	6.91
65 – 69	48	1.40	70	2.19
70 – 74	21	0.61	27	0.84
75 and Over	4	0.12	9	0.28
Totals	3,434	100.00	3197	100.00

Equality in North Wales: Data and evidence report

1. Purpose of report

This report has been commissioned by the North Wales Public Services Board Officers Network in order to gain a deeper understanding of equality data at local level – in particular on the issues covered in the “Is Wales Fairer?” report (Equality and Human Rights Commission, 2018).

This document is intended as a supplement to, rather than a duplication of, the data and findings contained in “Is Wales Fairer?”, concentrating on the more detailed information which is available at overall north Wales level, the 6 local authority areas and more locally if available. It is based on the latest available data at time of writing (September 2019).

It also draws attention to the gaps in data and information at local levels and suggests some priorities for improvement.

Appendix 1 of the report contains a comprehensive list of the data sources used with hyperlinks. These could be used to update and review progress in delivering the objectives over time.

2. Introduction / approach used

The report uses the same headings and structure as the “Is Wales Fairer?” report, in order to emphasise the intention for it to be used as a supplement to that report and to facilitate comparisons with Wales as a whole.

The starting point for the report was to investigate all the data sources referenced in “Is Wales Fairer?” to check whether they were available at north Wales, local authority or lower level.

This information was then supplemented with data from the Wales Public Health Observatory and other databases such as InfoBaseCymru, StatsWales and Nomis. In some cases more detailed data was requested from organisations such as the Welsh Government.

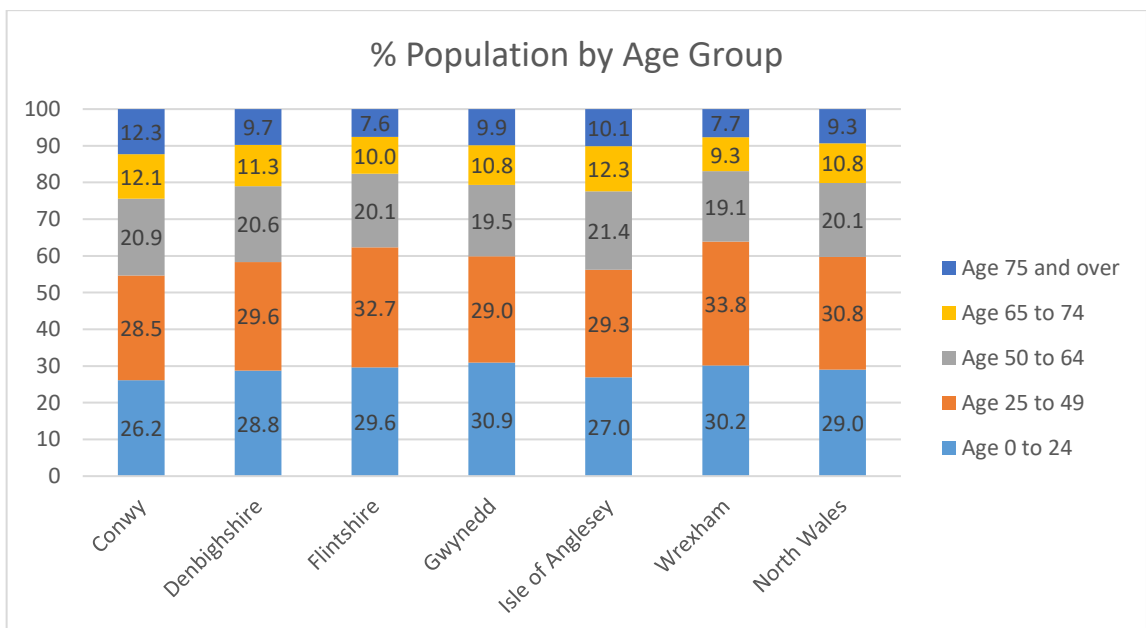
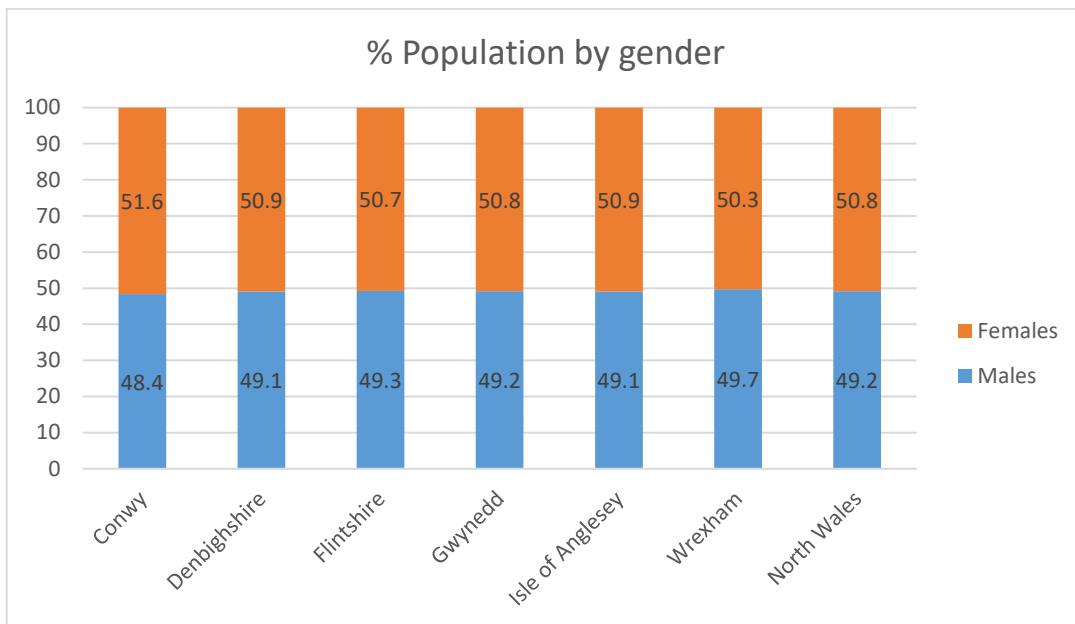
We discussed the findings, and specifically the information gaps which became evident, with North Wales Public Sector Equality Network members as the report was developed. They provided us with useful links to other data and more locally available evidence.

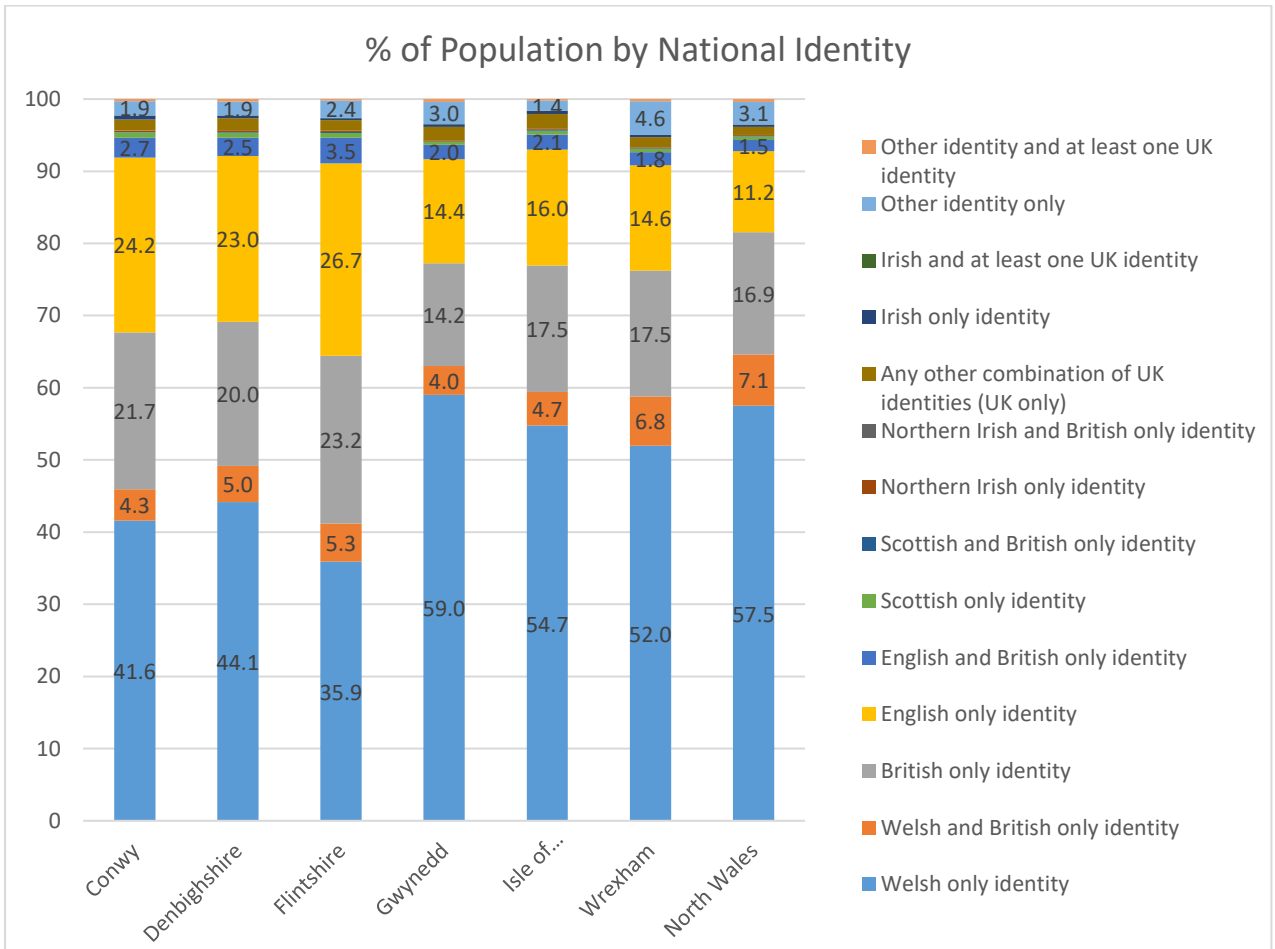
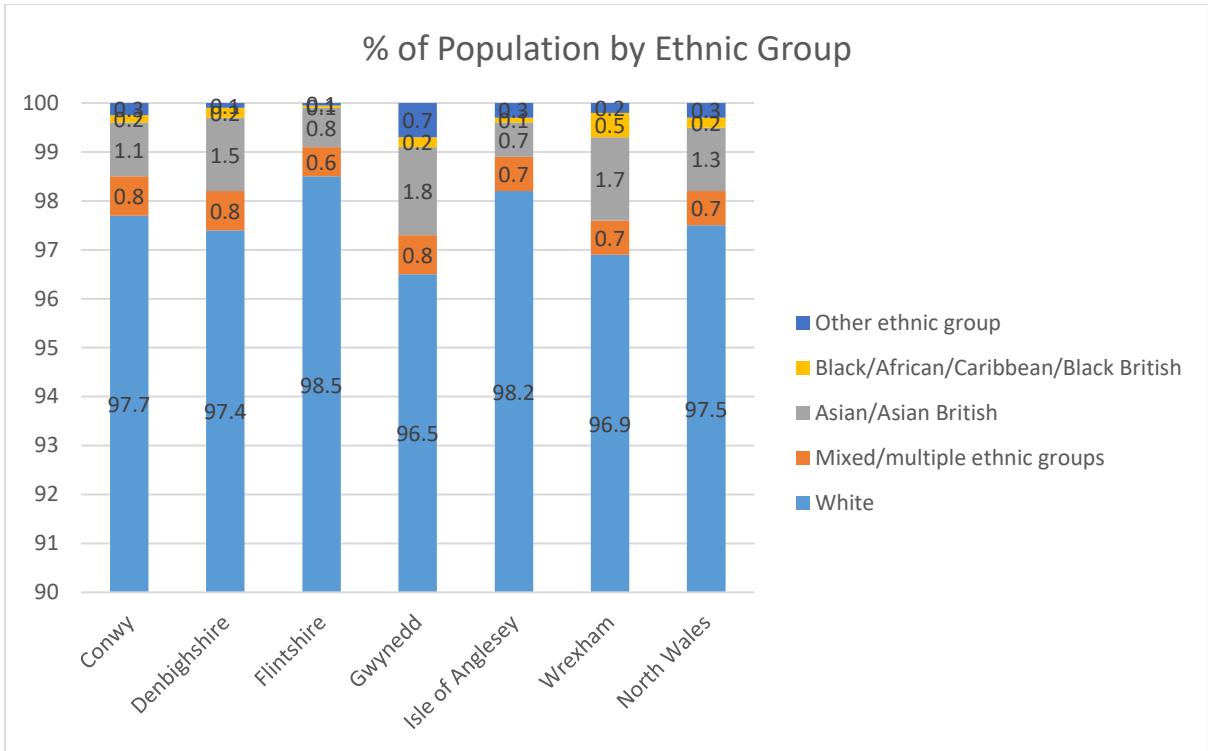
The final report is therefore comprehensive in terms of the information available to us, but a number of data gaps still exist as highlighted in the report. In particular, the report contains more analysis of some protected characteristics (such as gender and age) than others. This reflects the data available for each topic and should not be taken to imply that inequalities for the other protected groups do not exist or are somehow less important.

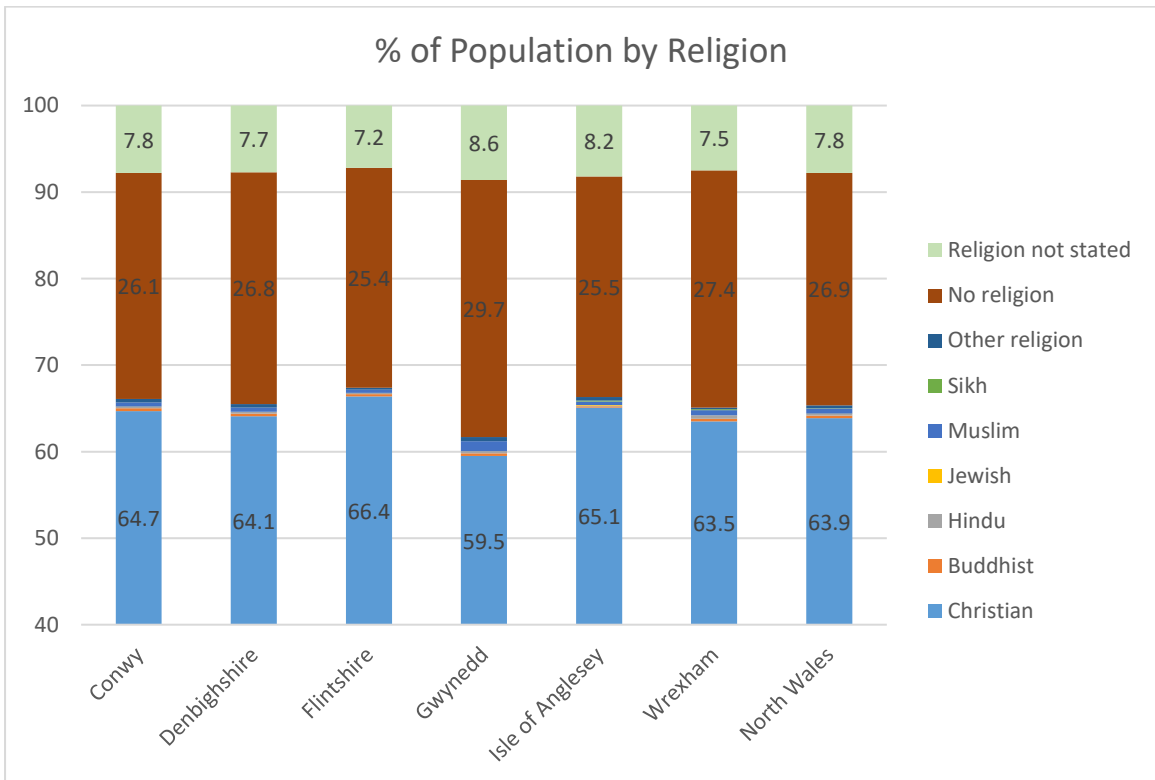
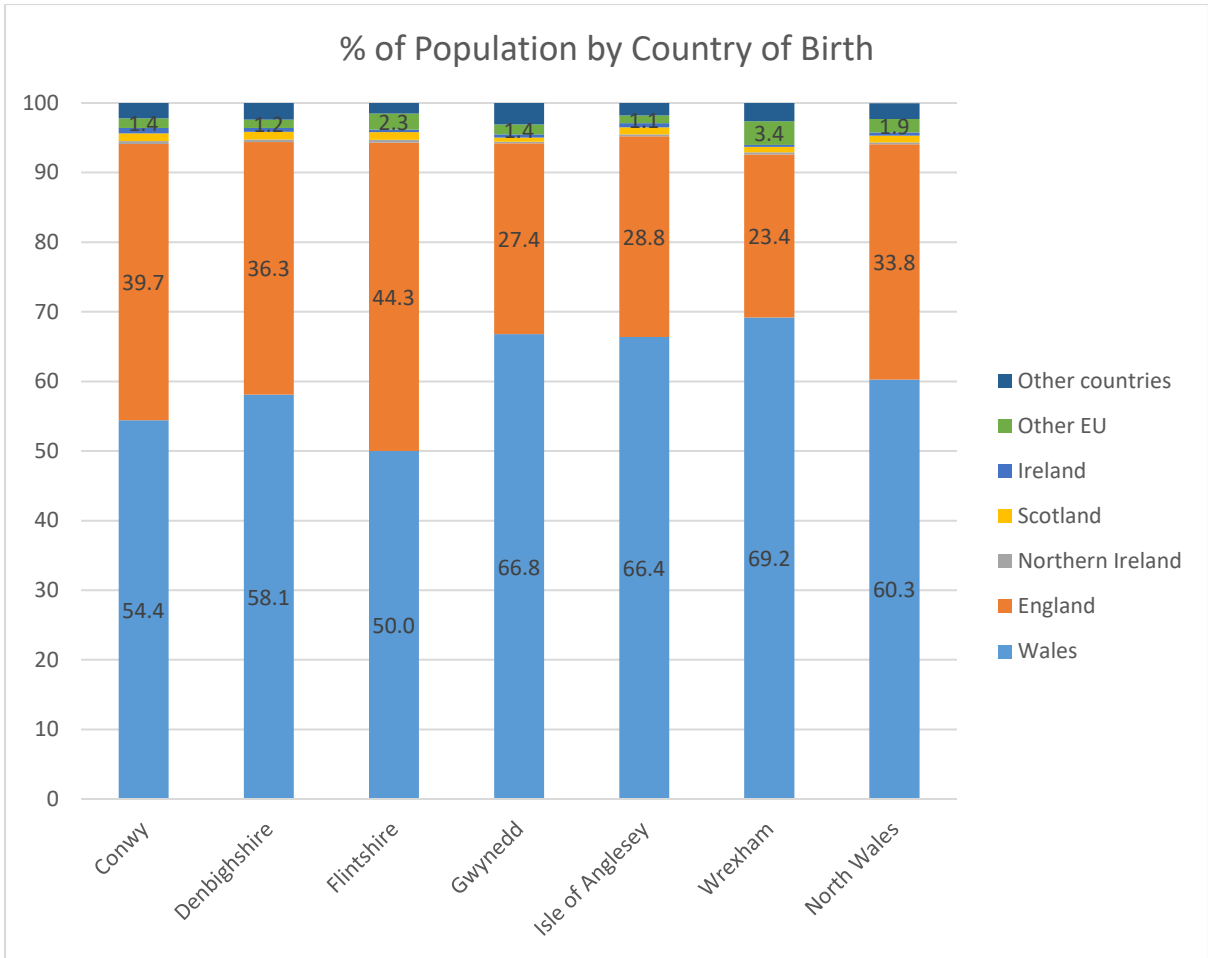
By highlighting the information gaps which exist at local level this report will hopefully play a small part in addressing them for the future. The output from the 2021 Census will allow for more flexible, detailed analysis of local area characteristics; there will also be additional / fuller information on gender identity, sexual orientation and civil partnerships.

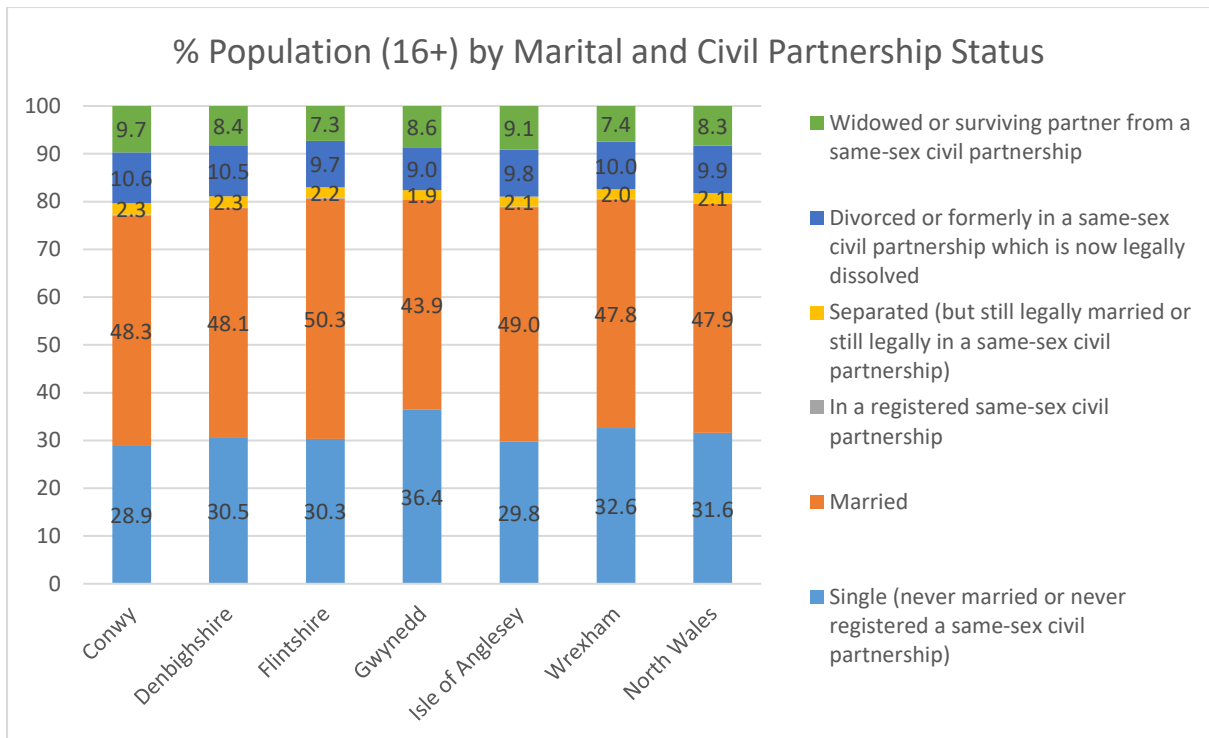
3. Key statistics for North Wales

Where data on protected and other key characteristics is available from the 2011 Census, the proportions by local authority are shown in the charts below.









Data from sources other than the Census

Sexual orientation

Data on sexual orientation is not currently estimated below UK region / country level. Data from the Annual Population Survey for 2017¹ estimates that across Wales as a whole, 94.9% of the population aged 16 and over identify as heterosexual / straight, 1.3% as gay or lesbian, 0.7% as bisexual, 0.5% other, and 2.5% refuse to answer / don't know.

Disability

Data from the Annual Population Survey 2015-2017² suggests that across North Wales, 77,000 (18.7%) of people aged 16 to 64 are disabled (based on the Equality Act 2010 definition of disability). No lower geographical breakdown is available.

¹<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentityuk>

² <https://statswales.gov.wales/Catalogue/Equality-and-Diversity/Disability/disabilitystatus-by-region>

4. Education

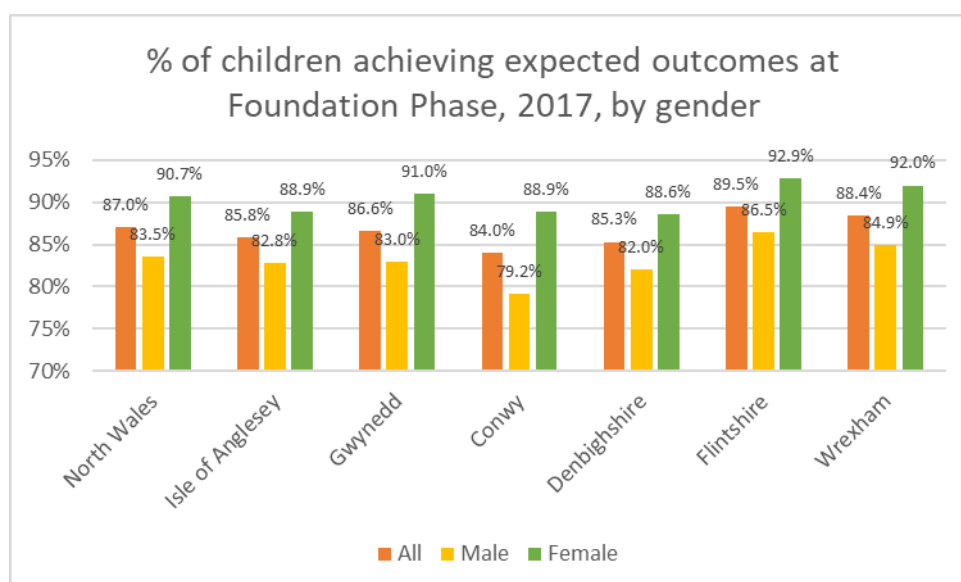
4.1 Educational attainment of children and young people

4.1.1 Early years education

Pupil attainment in early years education is measured through the percentage of children achieving the expected outcome at Foundation Phase (“good level of development or of literacy and numeracy”). The latest data available is for 2017³; **87.0%** of children finishing the Foundation Phase (age 7) throughout North Wales achieved the expected outcome, compared with **87.3%** across Wales.

Breaking down the results **by gender**, 90.7% of girls in North Wales achieved the expected outcomes compared to 83.5% of boys.

Analysis at local authority level (chart below) shows that a higher percentage of girls achieved the expected outcome in each local authority area. The size of the gap varied between 6.1% (Isle of Anglesey) and 9.7% (Conwy).



4.1.2 Attainment at school-leaving age

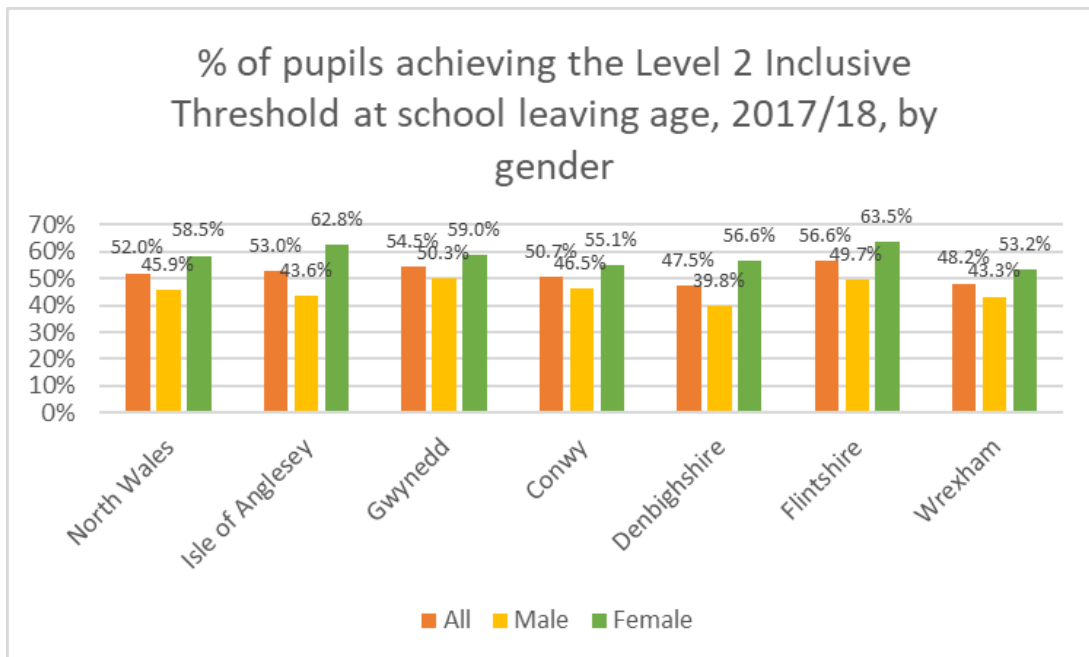
Attainment at the end of compulsory education is measured through the achievement of the ‘Level 2 Inclusive Threshold’, which requires the equivalent of five GCSEs at grade A*-C including English or Welsh first language and mathematics. In 2016/17 (the data year for the “Is Wales Fairer?” comparisons) **53.6%** of Year 11 pupils achieved the threshold in North Wales compared with **54.6%** throughout Wales.

For the purpose of this analysis however, we use the latest 2017/18 data which shows **52.0%** of Year 11 pupils achieving the Threshold across North Wales (compared with **55.1%** across Wales).

Breaking down the results **by gender**, 58.5% of girls in North Wales achieved the Threshold compared to 45.9% of boys.

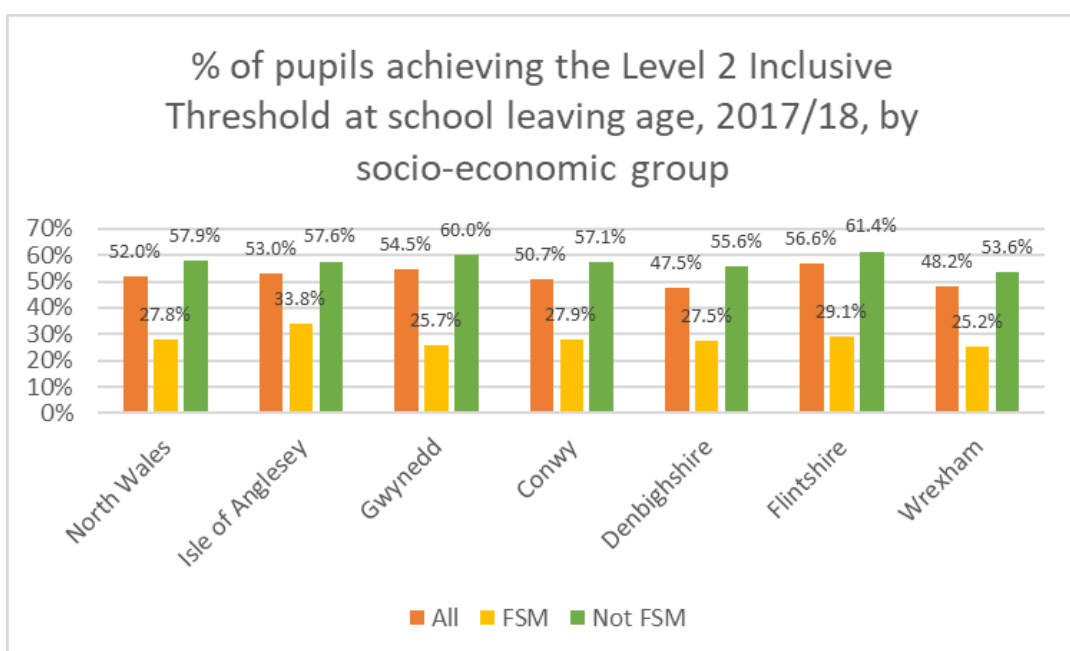
³ 2017 is the last year this data will be available below national level, following The Education (Amendments Relating to Teacher Assessment Information) (Wales) Regulations 2018

Analysis at local authority level (chart below) shows that a higher percentage of girls achieved the Threshold in each local authority area. The size of the gap varied between 8.6% (Conwy) and 19.2% (Isle of Anglesey).



Analysing the results **by socio-economic group**, 57.9% of pupils in North Wales who were not free school meals (FSM) claimants achieved the Threshold, compared to 27.8% of FSM claimants.

Analysis at local authority level (chart below) shows that a substantially higher percentage of non-FSM claimants achieved the Threshold in each local authority area, compared to FSM claimants. The size of the gap varied from 23.8% (Isle of Anglesey) to 34.3% (Gwynedd).



4.1.3 Impact of gender bias and stereotyping on educational outcomes

Unable to find relevant local data to supplement the discussion in “Is Wales Fairer?”.

4.1.4 Impact of poverty and social exclusion on educational attainment

Unable to find relevant local data to supplement the discussion in “Is Wales Fairer?”, other than already covered in 4.1.2 above.

4.1.5 Data gaps

We were unable to provide further analysis of the Foundation Phase attainment data (by FSM / non-FSM; by SEN provision and category; by ethnicity) because this data is only available at an all-Wales level. This data would need to be sourced from the Welsh Government, but since the data release (even at all-Wales level) has now been discontinued⁴ it is doubtful whether they would now be willing to release any further data on this.

Similarly, further analysis of the Year 11 Level 2 Inclusive Threshold data (by SEN provision and category; by ethnicity) was not possible because the data is only available at all-Wales level. This would need to be sourced from the Welsh Government although it is uncertain whether it could all be released due to risk of individual disclosure (even in the data published at all-Wales level, the ethnicity data is pooled over three years to overcome the problem of small sample sizes).

In addition, none of the data is available at lower than local authority level (e.g. for LSOAs). This again could be requested from the Welsh Government although individual disclosure issues would probably arise as well as definitional issues (we would presumably need the home LSOAs of pupils rather than the area where the school is located?).

The Public Health Outcomes Framework for Wales reporting tool contains data on ‘Average Capped 9 Score’ for Year 11 pupils and is analysable by gender or by area characteristic (deprivation / rurality) at all-Wales level, and also by area (local authority / USOA / MSOA), but not by both. Developing the tool so that the data could be analysed both ways (by pupil characteristic and by local area) would greatly enhance the evidence base.

On the potential impact of gender bias / stereotyping, data is available at all-Wales level on the numbers of male / female pupils entering A level examinations, and male / female pupil attainment, in each individual subject. If Welsh Government were to release the data at a more local level, this could be a valuable addition to the evidence base.

4.2 School exclusions, bullying and NEET

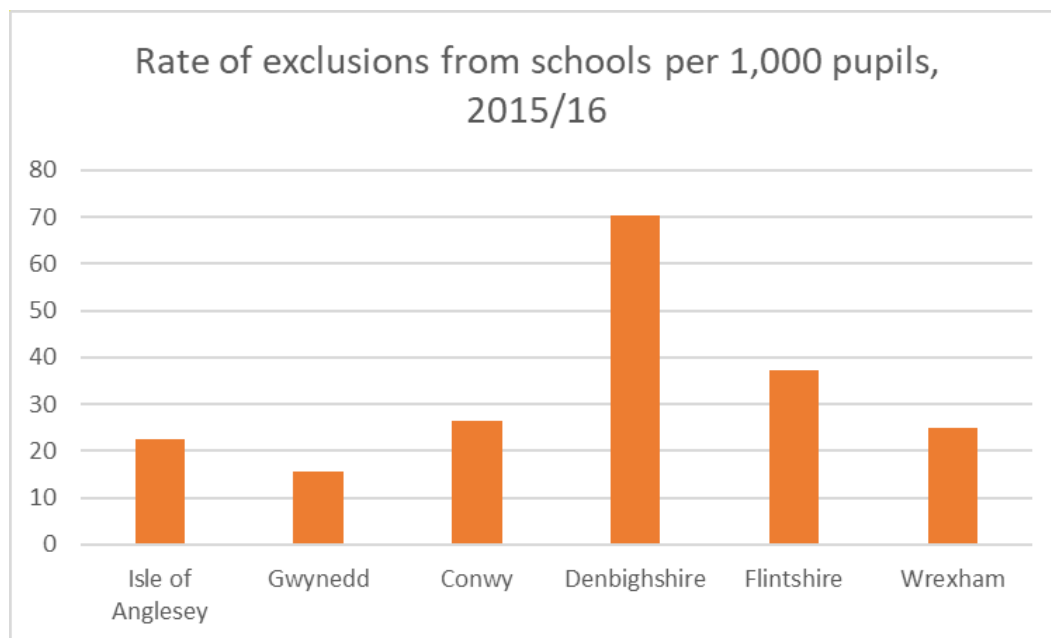
4.2.1 Exclusions from school

Exclusions is measured by the rate of exclusions from schools per 1,000 pupils. In 2015/16 (the data year for the “Is Wales Fairer?” comparisons) the rate of pupils excluded (permanent

⁴ See Welsh Government consultation at <https://gov.wales/education-amendments-relating-teacher-assessment-information-wales-regulations-2018>

or fixed-term) in North Wales was **33.1** per 1,000 pupils, compared to **32.6** per 1,000 pupils throughout Wales.

Analysis at local authority level (chart below) shows that a higher rate of pupils in Denbighshire (70.2 per 1,000 pupils) were excluded with the lowest rate in Gwynedd (15.4 per 1,000 pupils).



4.2.2 Bullying in schools

Survey-based data by the School Health Research Network for 2017/18 suggests that 17% of secondary school (year 7 to 11) pupils in North Wales had bullied another person at school in the past couple of months; the figure across Wales was also 17%.

Analysing this result by gender, 20% of male pupils in North Wales had bullied another person at school, compared to 14% of female pupils (the corresponding figures across Wales were 20% and 13% respectively).

The same research found that 37% of secondary school (year 7 to 11) pupils in North Wales reported some experience of being bullied at school in the past couple of months, compared to 36% across Wales as a whole.

Analysing this result by gender, 33% of male pupils in North Wales reported being bullied at school, compared to 40% of female pupils (the corresponding figures across Wales were 33% and 39% respectively).

At the NWPSN Stakeholder Engagement Event (24 May 2018) a commonly-raised concern was that schools may not be aware of recent trends in the prevalence of identity-based bullying and may not have the tools to identify and address it properly.

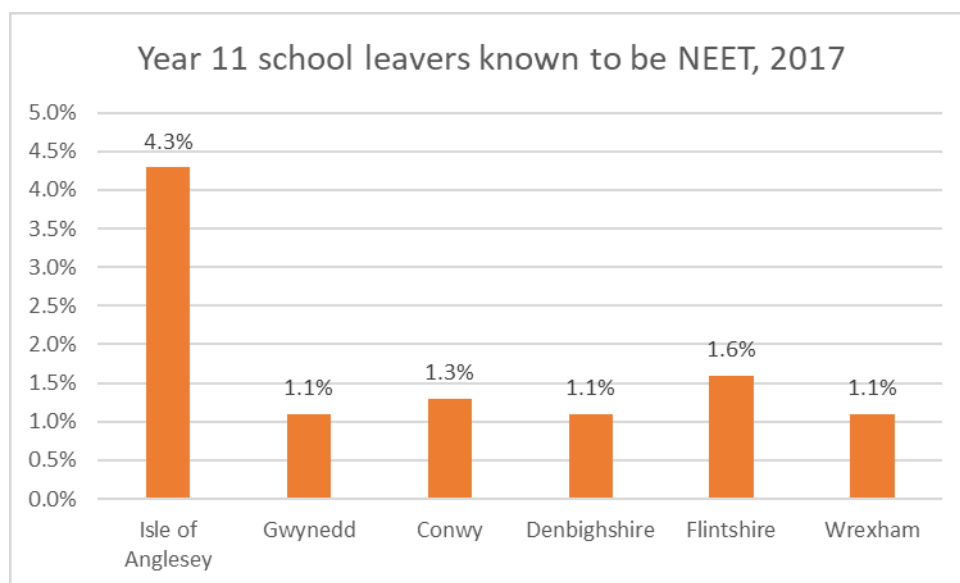
4.2.3 NEET (not in education, employment or training)

The NEET figures quoted in "Is Wales Fairer?" (for 16-18 year-olds) are based on analysis specifically conducted for that report using privileged access to data from the Office for National Statistics (ONS) Annual Population Survey. We have been unable to replicate this

analysis for this report, although some data is available on the prevalence of NEET generally in North Wales (not the analysis by protected characteristic).

13.1% of people aged 16-24 in North Wales were NEET, compared to **13.3%** across Wales as a whole (3 period average from ONS Annual Population Survey Quarter 4 2016 – Quarter 4 2018).

Analysis of NEET amongst Year 11 leavers at local authority level (chart below) suggests a much higher rate on the Isle of Anglesey compared to other areas; comparison with previous year data suggests that there may be an element of statistical anomaly in this, although the Anglesey figure has generally been higher than other authorities (2.3% in 2016).



4.2.4 Data gaps

We carried out the local authority analysis for School Exclusions on the basis of supplementary data provided to us by Welsh Government (not publicly available). We were unable to provide further analysis of this (by FSM / non-FSM; by SEN / non-SEN; by ethnicity) since the data is only available at all-Wales level and would need to be further requested from the Welsh Government (if available).

Data on bullying is scarce in general at a local level, and there seems to be no data on how the likelihood of bullying / being bullied varies according to the other protected characteristics (ethnicity, disability etc).

NEET data by protected characteristic is also unavailable at local level; it appears that a substantial piece of analysis work was required to produce statistics even at all-Wales level for the “Is Wales Fairer?” report. The Public Health Outcomes Framework contains analysis of NEET data by gender and by disabled / non-disabled but only at Wales level.

4.3 Higher education and lifelong learning

4.3.1 Higher education, including subject choice, attainment and degree-level qualifications

“Is Wales Fairer?” contains data on the percentage of people aged 25-64 in Wales with degree-level qualifications in 2016/17, analysed by age, disability, ethnicity and gender. This analysis

was specifically conducted for that report using privileged access to data from the ONS Annual Population Survey. We were unable to replicate this analysis for this report, but we have used 2011 Census data to undertake similar analysis (although obviously not as up-to-date) for North Wales.

In 2011 **29.3%** of people aged 25-64 in North Wales had degree-level qualifications (or above), compared to **30.0%** across Wales as a whole.

Analysing this data by **gender**, **27.6% of males** aged 25-64 across North Wales had degree-level qualifications compared to **31.0% of females**. Analysis at local authority level (chart below) shows that a higher percentage of females had degree-level qualifications in each local authority area, with the size of the gap varying between 1.7% (Flintshire) and 4.7% (Gwynedd, and Denbighshire).



The data can be further analysed into 94 smaller areas (Middle Layer Super Output Areas or MSOAs). The detailed data is shown in **Appendix 2(a)** – the MSOAs with the **largest gap** (% females with degree-level qualifications higher than % males) are as follows:

MSOA Code	MSOA Name	Areas in MSOA (unofficial description)	Male %	Female %	Gap (Female – Male)
W02000040	Conwy 014	Betws-yn-Rhos, Cerrigydrudion	27.4%	40.0%	12.6%
W02000057	Denbighshire 016	Llangollen, Llandrillo	28.2%	38.2%	10.0%
W02000012	Gwynedd 003	Bethesda, Llandygai	35.6%	44.9%	9.3%

There are a few MSOAs where the % of males with degree-level qualifications is higher than females, mainly:

MSOA Code	MSOA Name	Description (unofficial)	Male %	Female %	Gap (Female – Male)
W02000070	Flintshire 013	Hawarden, Ewloe, Buckley (pt)	40.0%	36.1%	-3.9%
W02000010	Gwynedd 001	Most of Bangor, including University	40.5%	38.5%	-2.1%
W02000047	Denbighshire 006	Rhyl (SW part)	15.6%	13.6%	-2.0%

Analysing by ethnicity, **29.0% of White Welsh / White British**⁵ people aged 25-64 across North Wales had degree-level qualifications compared to **46.0% of Asian**⁶ people, **43.5% of Black**⁷ people, **32.5% of mixed / multiple ethnic group**, and **30.5% of ‘Other White’**⁸ people.

Analysis at local authority level (table below) shows considerable variation locally, in particular:

- a lower proportion of Asian people in Flintshire;
- a higher proportion of Black people in Gwynedd;
- a higher proportion of ‘Other White’ people in Anglesey and Gwynedd, and a lower proportion in Wrexham;

with degree-level qualifications.

% population aged 25-64 with degree-level qualifications, Census 2011

	All	White Welsh / British	Asian	Black	Mixed / Multiple ethnic	Other White	All except White Welsh / British
North Wales	29.3%	28.9%	46.0%	43.5%	32.5%	30.5%	37.3%
Isle of Anglesey	29.9%	29.3%	40.5%	41.1%	35.9%	48.3%	43.4%
Gwynedd	32.3%	31.2%	51.7%	60.2%	33.3%	47.6%	49.5%
Conwy	30.8%	30.3%	43.4%	37.3%	36.3%	39.8%	40.8%
Denbighshire	29.6%	29.2%	44.1%	37.8%	31.4%	38.2%	38.3%
Flintshire	27.4%	27.4%	34.5%	41.8%	29.8%	25.0%	29.2%
Wrexham	27.3%	27.0%	52.5%	40.9%	29.2%	19.5%	31.4%

The data can be further analysed into MSOAs as shown in **Appendix 2(b)**; it is difficult to draw general conclusions from this large volume of data (based on low numbers of some ethnic groups in some areas), but it is notable that in 88 of the 94 MSOAs in north Wales, the

⁵ ‘White Welsh / White British’ includes White English / White Scottish / White Northern Irish

⁶ ‘Asian’ includes Asian British

⁷ ‘Black’ includes Black African / Black Caribbean / Black British

⁸ ‘Other White’ excludes White Irish

percentage of white Welsh / British people with degree-level qualifications is lower than the total percentage for all other ethnic groups. The main exceptions are:-

MSOA Code	MSOA Name	Areas in MSOA (unofficial description)	White Welsh / British %	All other groups %	Gap (Other - White W/B)
W02000055	Denbighshire 014	Ruthin	36.8%	29.9%	-6.9%
W02000021	Gwynedd 012	Pwllheli, Nefyn	26.0%	21.2%	-4.9%
W02000059	Flintshire 002	Holywell (pt), Mostyn	28.8%	25.5%	-3.3%

The areas with the highest gap are:-

MSOA Code	MSOA Name	Description (unofficial)	White Welsh / British %	All other groups %	Gap (Other - White W/B)
W02000050	Denbighshire 009	Rhuddlan, Bodelwyddan	29.0%	60.6%	31.6%
W02000010	Gwynedd 001	Most of Bangor, including University	32.3%	60.0%	27.7%
W02000011	Gwynedd 002	Bangor (pt)	29.9%	56.8%	26.9%

Analysing by **religion**, the percentages across North Wales were as follows:

Religion	% people aged 25-64 with degree-level qualifications
Christian	29.4%
Buddhist	41.8%
Hindu	72.2%
Jewish	41.3%
Muslim	42.8%
Sikh	42.9%
Other religion	44.9%
No religion	28.8%
Religion not stated	26.2%

Analysis at local authority level (table below) suggests some variation in the proportions by area, in particular for the Jewish and Muslim populations (also the Sikh population in Anglesey, although this is based on only 24 people of that religion).

% population aged 25-64 with degree-level qualifications, Census 2011

	All	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	No religion
North Wales	29.3%	29.4%	41.8%	72.2%	41.3%	42.8%	42.9%	28.8%
Isle of Anglesey	29.9%	30.2%	36.2%	78.1%	52.2%	44.1%	8.3%	29.4%
Gwynedd	32.3%	31.6%	50.2%	74.4%	51.7%	56.6%	38.1%	32.2%
Conwy	30.8%	31.1%	39.5%	66.2%	29.6%	37.6%	46.2%	30.5%
Denbighshire	29.6%	29.9%	44.4%	66.1%	52.9%	34.3%	33.3%	29.1%
Flintshire	27.4%	27.7%	35.2%	69.0%	40.0%	25.9%	43.8%	26.9%
Wrexham	27.3%	27.7%	40.9%	77.0%	30.3%	40.9%	58.3%	25.9%

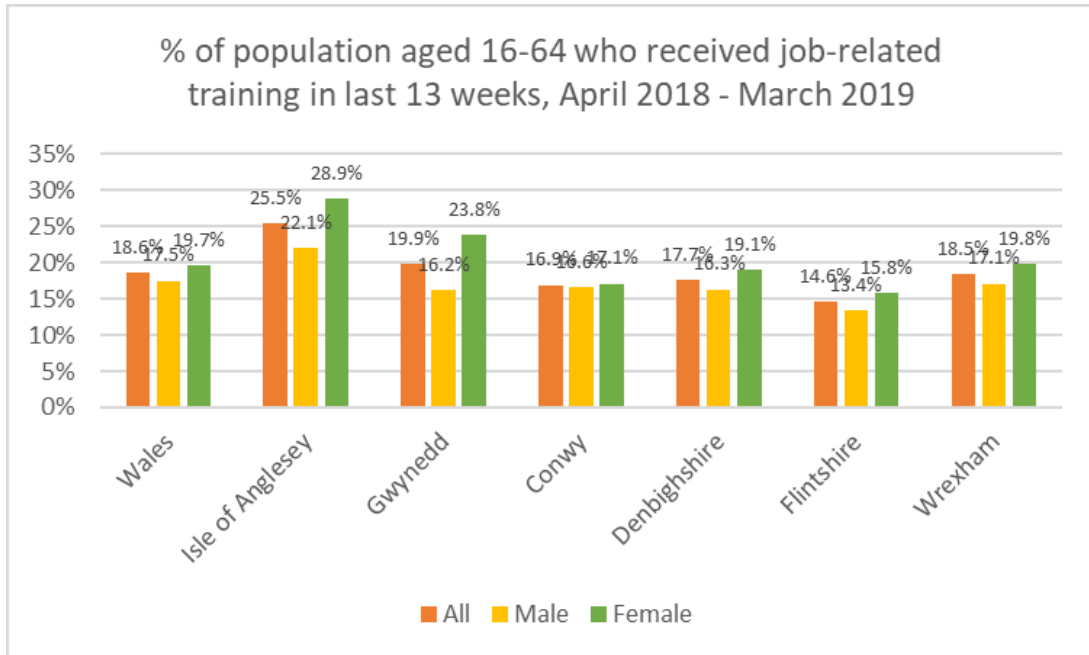
We have not included a further analysis to MSOA level in this report since it would not generally be very meaningful due to very small numbers for some religions at this level, but further analysis for some areas / religions could be carried out as required.

4.3.2 Lifelong learning

“Is Wales Fairer?” contains analysis of the percentage of adults participating in learning activities in last three months (either having attended an education course, or job-related training).

This analysis was specifically conducted for that report using privileged access to data from the ONS Annual Population Survey. We were unable to replicate this analysis for this report, but we have been able to access data on the percentage participating in job-related training (only), by gender.

The results (below) show that a higher proportion of females than males participated in job-related training in each local authority area, with the size of the gap ranging from 0.5% (Conwy) to 7.6% (Gwynedd).



4.3.3 Data gaps

As noted above we were unable to obtain updated data (more recent than 2011 Census) on people with degree-level qualifications; this would require privileged access to ONS Annual Population Survey data and would be likely to be a substantial piece of analysis work.

Similarly, more updated / detailed data on adult participation in learning activities would have to be sourced from privileged access to Annual Population Survey data.

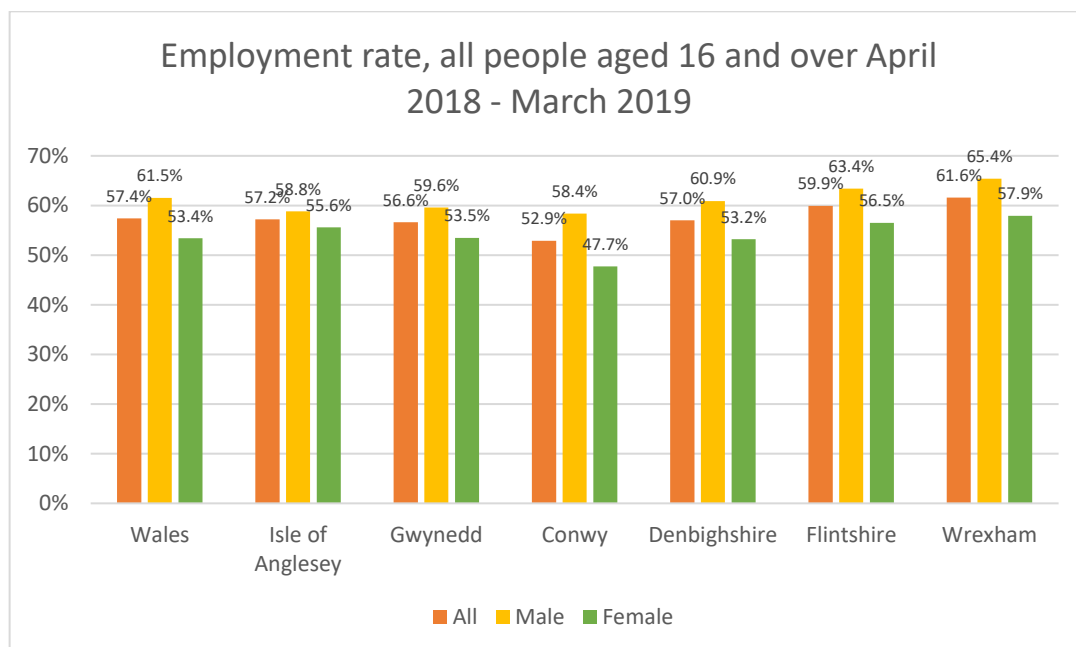
5. Work

5.1 Employment

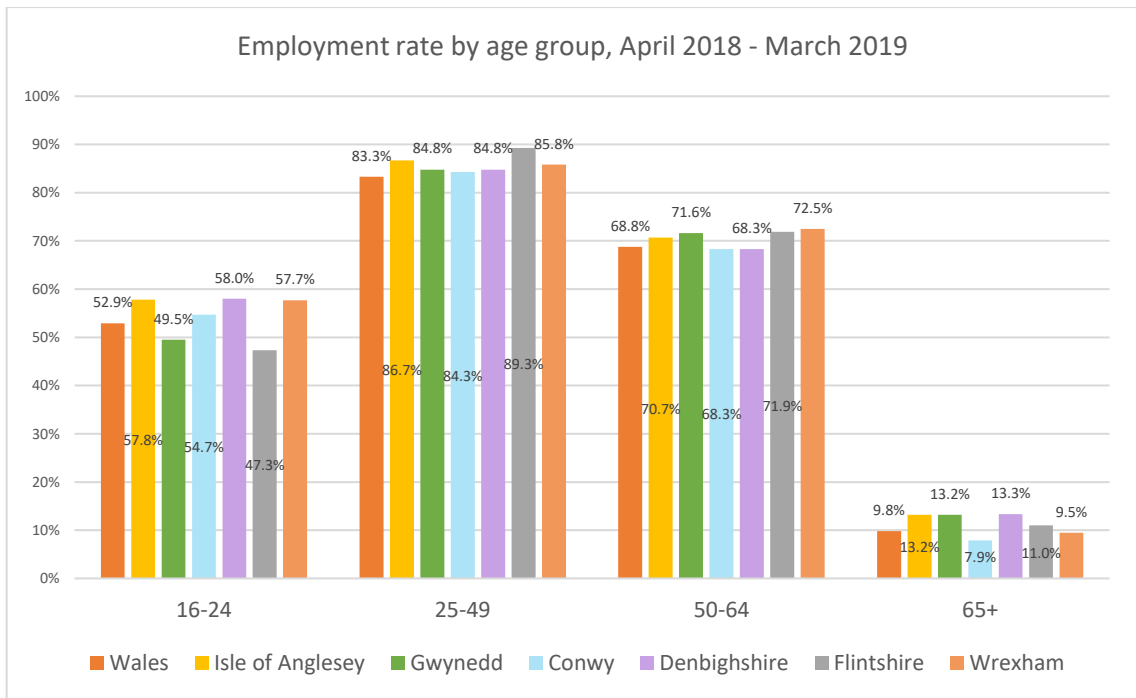
5.1.1 Employment

We have replicated the analysis in “Is Wales Fairer?” on the percentage of adults in employment, using publicly-available data to allow us to analyse by gender, age, disability and ethnicity (although for some of the analysis, we have had to use data for the 16-64 age group rather than 16+ as used in “Is Wales Fairer?”). Data by other characteristics (marital status, religion) is not publicly available and would have to use privileged access to data from the ONS Annual Population Survey.

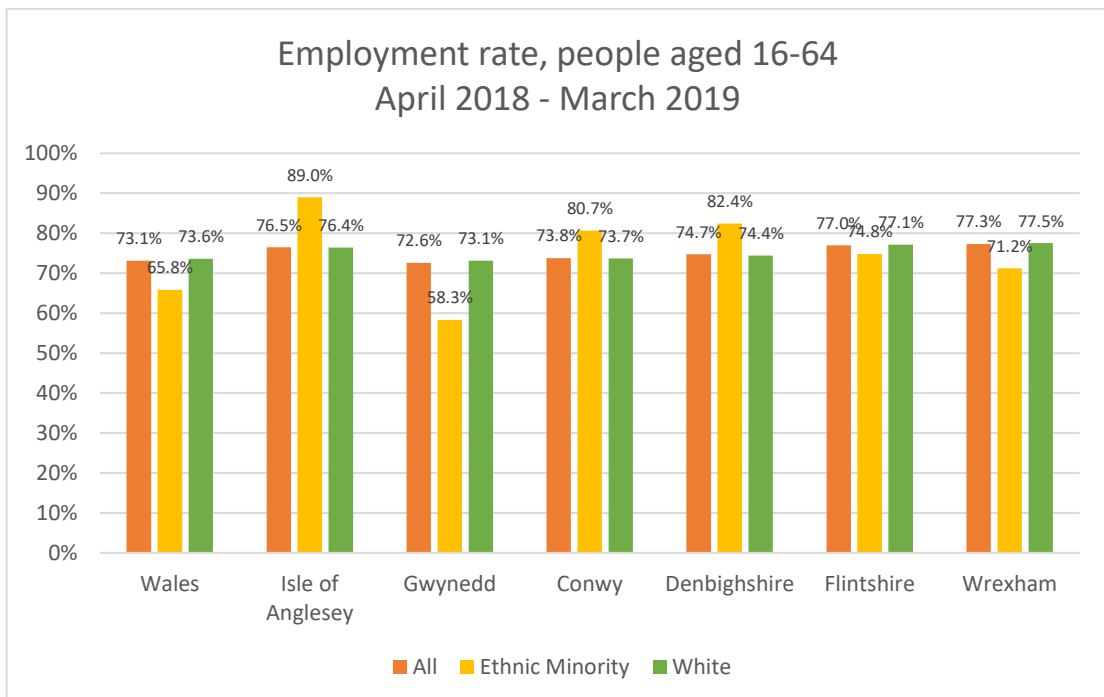
The total employment rate (all adults aged 16+) varies between 52.9% (Conwy) and 61.6% (Wrexham). Analysing this by gender (chart below), a higher proportion of males than females are in employment in each local authority area, which mirrors the pattern across Wales as a whole. The size of the gap ranges from 3.2% (Isle of Anglesey) to 10.7% (Conwy).



Analysing by age group (chart below) shows some variation between local authorities in the 16-24, and the over 65, age groups. In particular the percentage of over-65s in employment in Denbighshire (13.3%), and Isle of Anglesey and Gwynedd (both 13.2%) is significantly higher than in Conwy (7.9%).

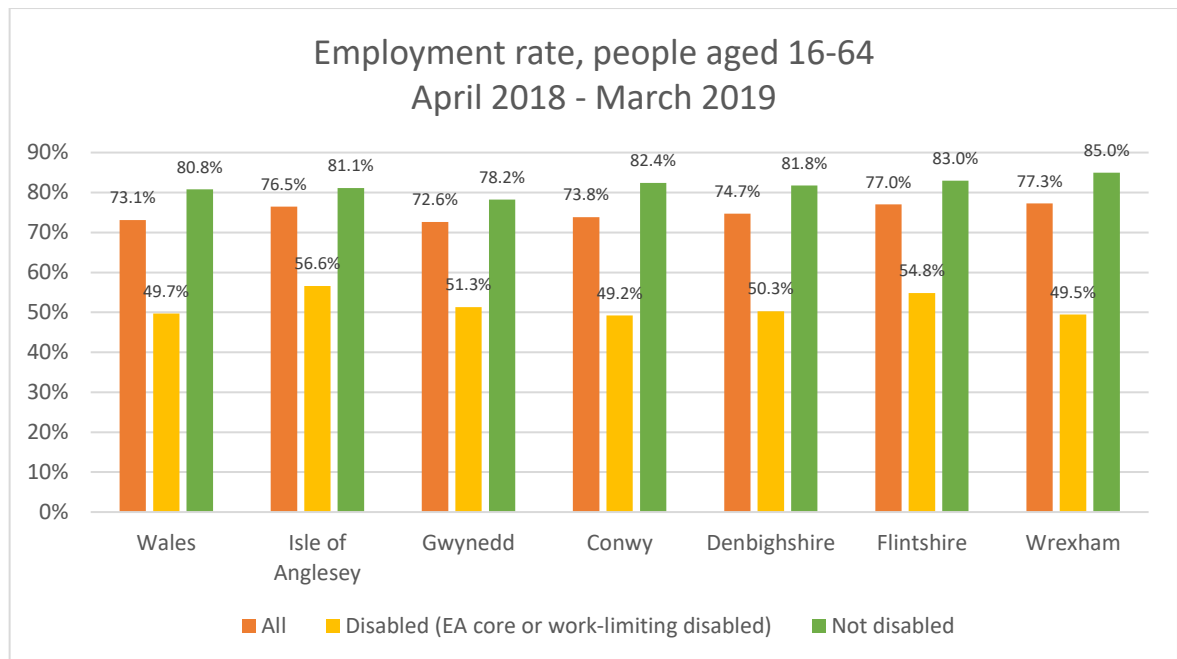


Analysis by ethnicity (white vs ethnic minority groups) shows a marked difference between local areas (chart below; this analysis can be conducted on the 16-64 age group only). Three north Wales authorities mirror the pattern across Wales, in that the employment rate among the white population is higher than in the ethnic minority population, but the three other authorities show the opposite. In particular, the employment rate for minority ethnic groups is particularly high in the Isle of Anglesey whilst the opposite is true in Gwynedd.



Further analysis by ethnic group (within the minority ethnic population) is not possible due to small sample sizes.

The employment rate for non-disabled people is about 25 to 35 percentage points higher than disabled people, across Wales and in each north Wales local authority (chart below). (It is unclear whether the “Is Wales Fairer?” analysis uses the same disability definition as used here; also that analysis uses total population aged 16+ rather than the 16-64 age group).

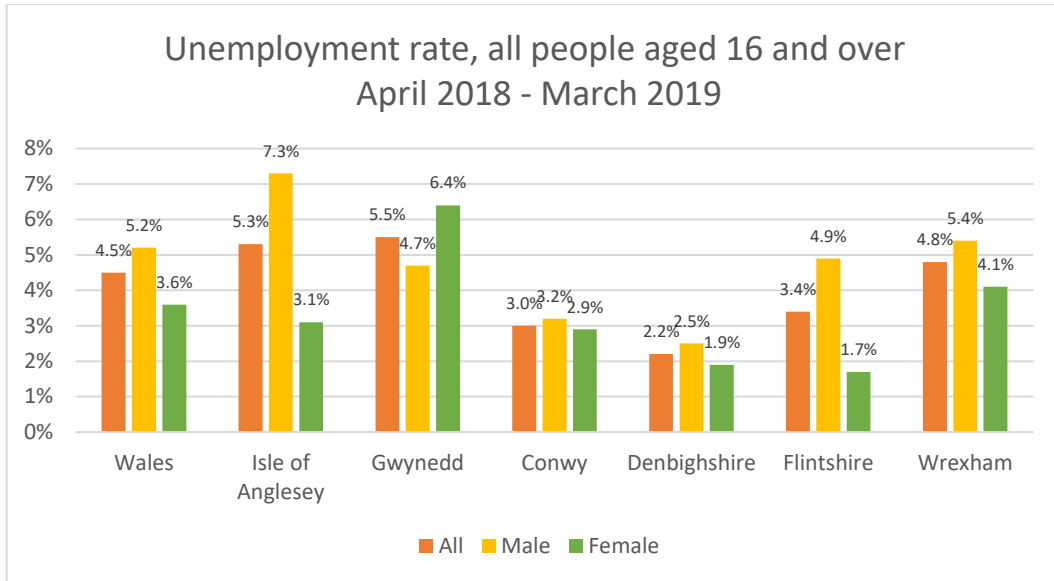


5.1.2 Unemployment

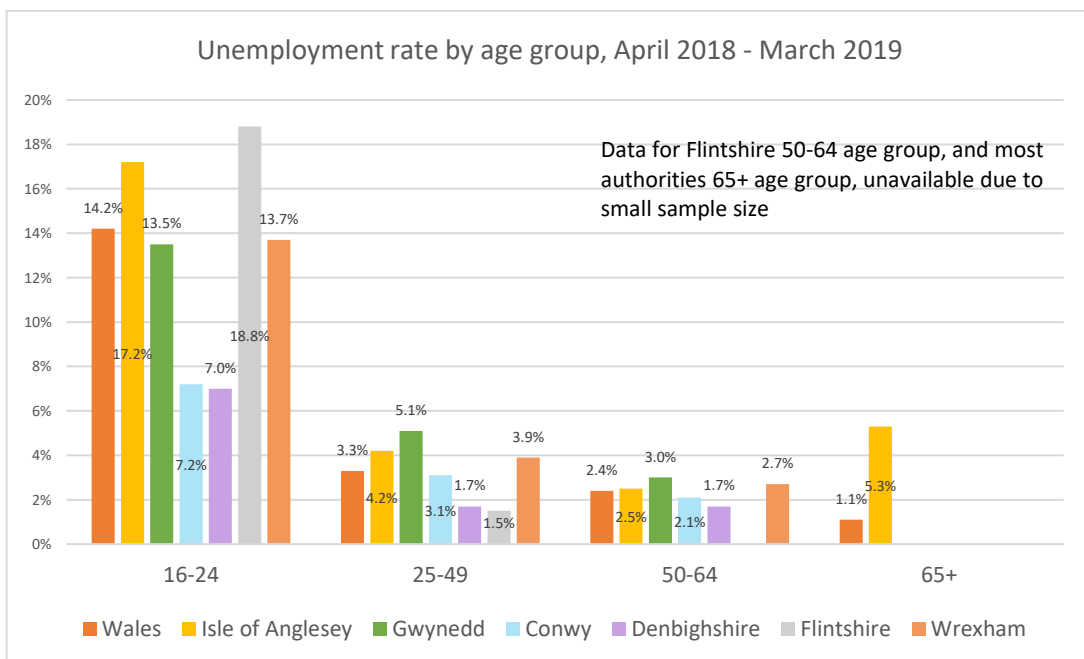
Similarly to 5.1.1 above, we have replicated the “Is Wales Fairer?” analysis on unemployment rates as far as possible using publicly-available data to analyse by gender, age, disability and ethnicity (although we have again had to use data for the 16-64 age group rather than 16+ for some of the analysis). Data by religion is not publicly available and would have to use privileged access to data from the ONS Annual Population Survey.

The total unemployment rate (as a percentage of all economically-active people aged 16 and over) varies between 2.2% (Denbighshire) and 5.5% (Gwynedd). Analysing this by gender (chart below), in general unemployment is higher amongst males than females in north Wales, which mirrors the position in Wales generally. The gap is particularly significant on the Isle of Anglesey (4.2%; mainly due to high male unemployment) and Flintshire (3.2%, the lowest rate of female unemployment amongst the 6 authorities).

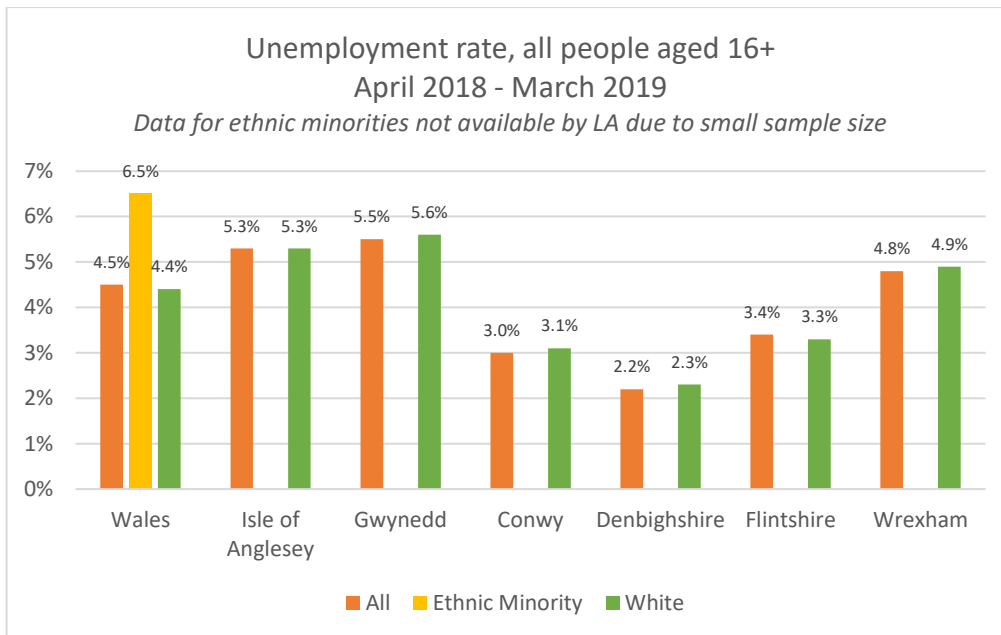
The exception to this pattern is Gwynedd, where the female unemployment rate is the highest amongst the 6 authorities and significantly above the male unemployment rate.



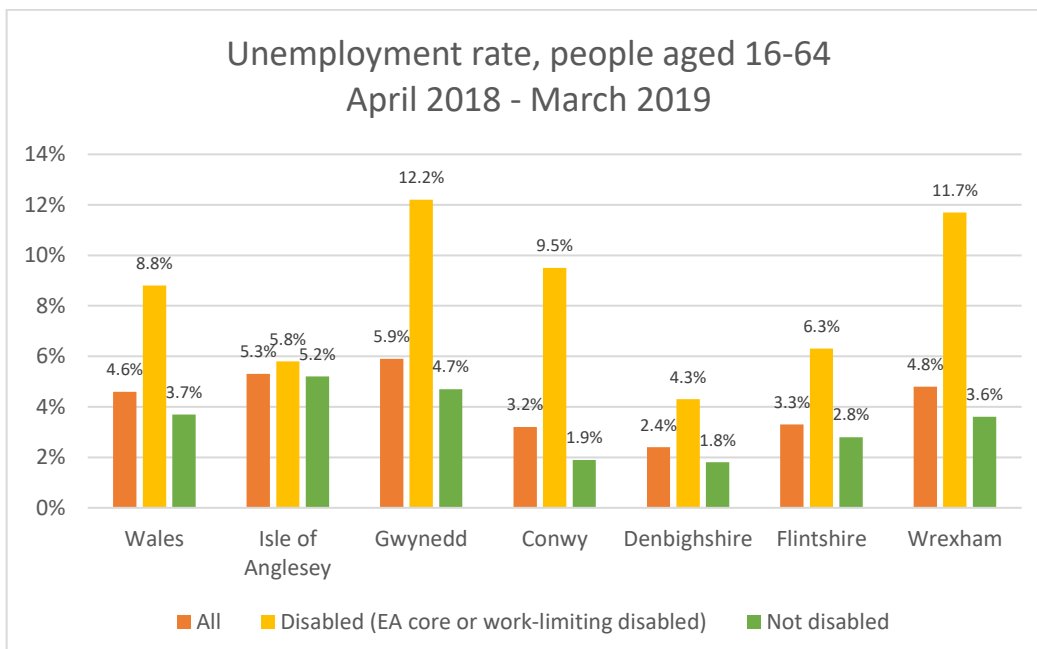
Analysis by age group (chart below) shows significant variation in the unemployment rate by local authority area, in particular a high rate of unemployment in the 16-24 age group in Flintshire (18.8%) and Isle of Anglesey (17.2%).



Analysis by ethnicity (white vs ethnic minority groups) is not really possible at local level due to small sample sizes (chart below). It can be seen however that the unemployment rate for the white population is similar to the total unemployment rate in each local authority area, as is the case at all-Wales level.



Across Wales, the unemployment rate for disabled people (8.8%) is over twice the rate for non-disabled people (3.7%). The unemployment rate for disabled people is also higher in each north Wales local authority area (chart below) but the size of the gap varies between 0.6% (Isle of Anglesey) and 8.1% (Wrexham). (It is unclear whether the “Is Wales Fairer?” analysis uses the same disability definition as used here; also that analysis uses total population aged 16+ rather than the 16-64 age group).



5.1.3 Insecure employment

Unable to obtain relevant local data to supplement the discussion in “Is Wales Fairer?”

5.1.4 Unfair treatment, bullying and harassment in the workplace

Unable to obtain relevant local data to supplement the discussion in “Is Wales Fairer?”

5.1.5 Data gaps

As seen above there is a reasonable amount of data available on employment / unemployment rates by local authority area (but not at lower geographical levels). The analysis is based on survey data and for many characteristics (ethnicity in particular) the data is unavailable due to small sample sizes at local level. Data analysing by marital status / religion is not publicly available and would have to be carried out through privileged access to ONS Annual Population Survey data (and may not be available in any case due to small sample sizes).

The “Is Wales Fairer?” analysis of people “in insecure employment” is based on a bespoke analysis of individual records in the Annual Population Survey through privileged access. Data on unfair treatment, bullying etc in the workplace does not seem to be available.

5.2 Earnings

5.2.1 Pay gaps in median hourly earnings

Since the main analysis in “Is Wales Fairer?” can’t be replicated for North Wales due to data confidentiality and sample size issues, we have used the “alternative source” of data quoted in that report – the ONS Annual Survey of Hours and Earnings – to compute estimates of gender pay gaps by local authority area.

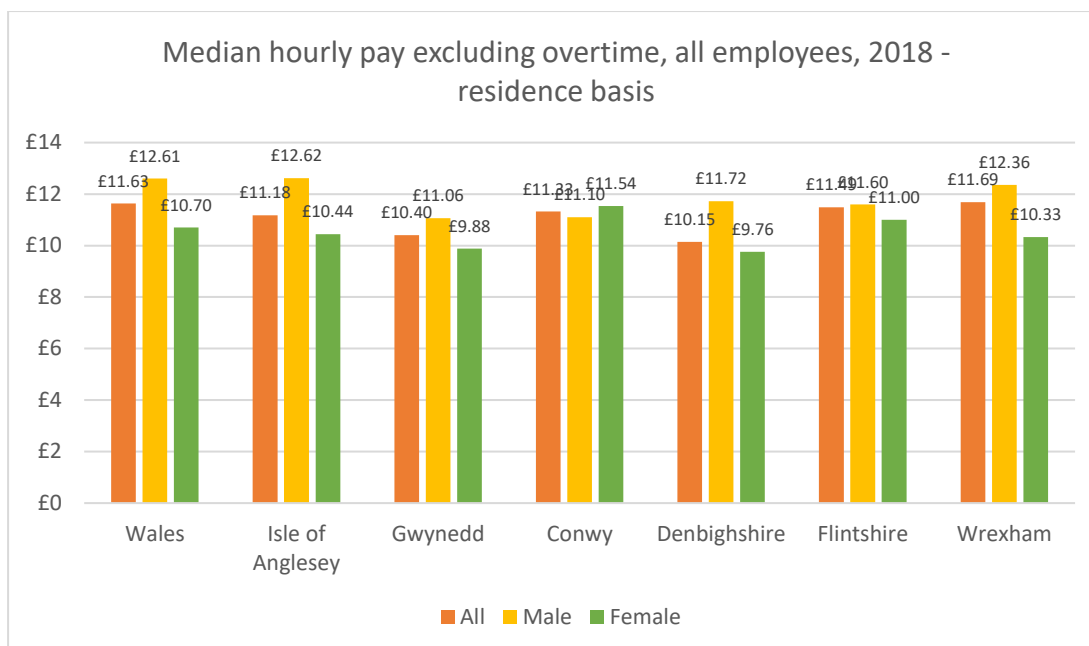
Across Wales, median hourly earnings excluding overtime for all employees (i.e. both full-time and part-time) in 2018 were £12.61 for men and £10.70 for women; the gender pay gap is therefore 15.1%.

The equivalent data for the six north Wales authority areas are shown in the chart below. The resultant gender pay gaps are as follows (note that in Conwy, the figures show a negative pay gap i.e. women earning more than men):

Authority area	Gender pay gap (% female lower than male) – based on median hourly earnings excluding overtime
Isle of Anglesey	17.3%
Gwynedd	10.7%
Conwy	(4.0%)
Denbighshire	16.7%
Flintshire	5.2%
Wrexham	16.4%

Notes:-

- this analysis is based on employee residence rather than workplace
- the data refers to the working population of the area in general, rather than the workforce of the relevant local authorities



It was noted by participants in the NWPSN Stakeholder Engagement Event (24/5/18) that there is a lack of information and data on pay gaps by other protected characteristics, such as disabilities.

5.2.2 Low pay

No specific local data / information to supplement the discussion in “Is Wales Fairer?”

5.2.3 Gender differences in earnings by occupation, sector and industry

The analysis in 5.2.1 can also be carried out on full-time jobs and part-time jobs separately, as shown in the tables below.

For full-time workers, the pattern is quite varied with the pay of women higher than men in 3 authorities, but male hourly pay over 12% higher than female pay in Isle of Anglesey and Denbighshire. For part-time workers, female pay is generally higher than male pay, except in Wrexham.

Full-time workers: Median hourly earnings excluding overtime

Authority area	Female £	Male £	Gender pay gap (% female lower than male)
Isle of Anglesey	£11.27	£12.88	12.5%
Gwynedd	£12.23	£12.06	(1.4%)
Conwy	£12.49	£12.17	(2.6%)
Denbighshire	£11.60	£13.24	12.4%
Flintshire	£13.11	£12.52	(4.7%)
Wrexham	£12.52	£13.21	5.2%
Wales	£12.32	£13.42	8.2%

Part-time workers: Median hourly earnings excluding overtime

Authority area	Female £	Male £	Gender pay gap (% female lower than male)
Isle of Anglesey	not available	£8.60	female component not available
Gwynedd	£8.77	£8.51	(3.1%)
Conwy	£9.42	£7.84	(20.2%)
Denbighshire	£8.69	£8.18	(6.2%)
Flintshire	£8.90	£8.41	(5.8%)
Wrexham	£8.78	£9.53	7.9%
Wales	£9.10	£8.71	(4.5%)

5.2.4 Data gaps

Since we had to rely on data from the Annual Survey of Hours and Earnings, rather than the Annual Population Survey, for this analysis we were unable to analyse pay gaps by marital status, age, disability, ethnicity and socio-economic category. This would have to be sourced by privileged access to the data (if available at all because of small sample sizes).

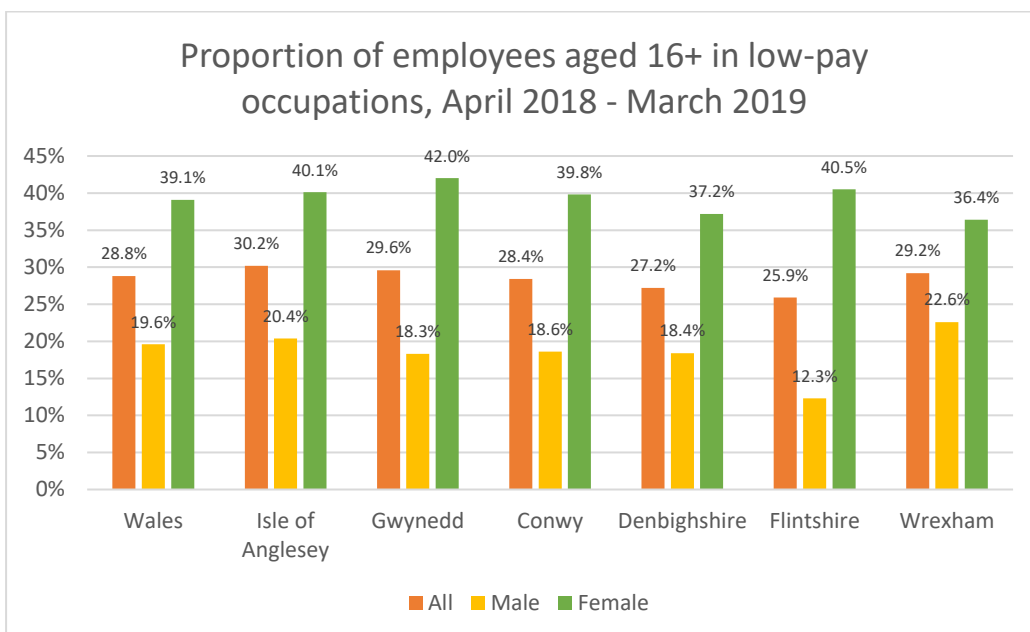
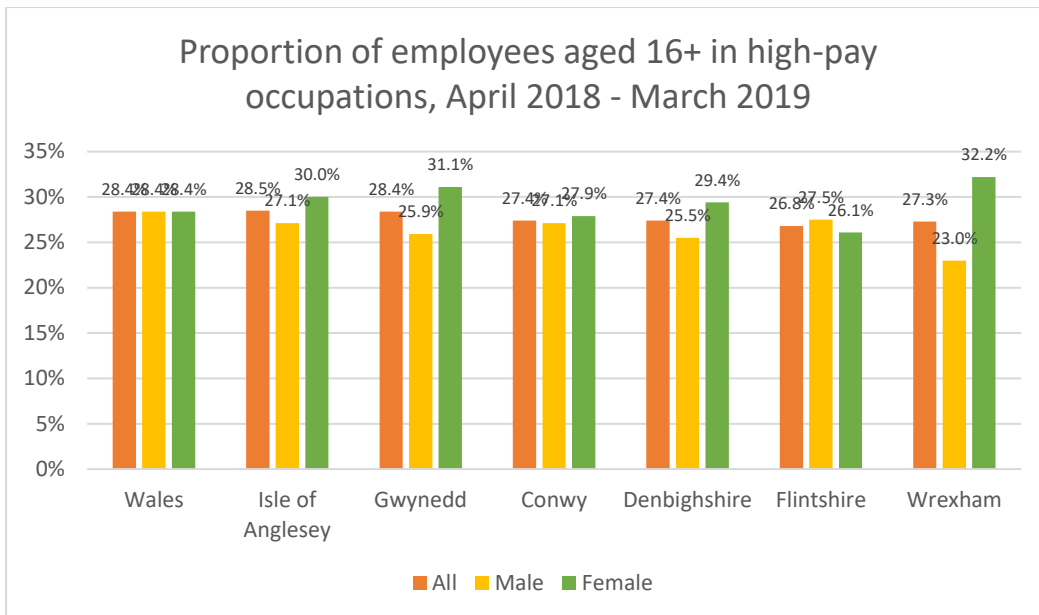
5.3 Occupational segregation

5.3.1 Vertical and horizontal segregation

By gender

Analysing the proportion of employees who are in jobs likely to be high-paid (managerial and professional posts) and low-paid (caring, leisure and other service occupations; sales and customer service occupations; elementary occupations) we can see (charts below) that the proportion of women in the **higher-paid occupations** is somewhat higher than the proportion of men in 5 of the 6 local authority areas (the exception is Flintshire). This is different to the situation across Wales where the proportions are more or less equal.

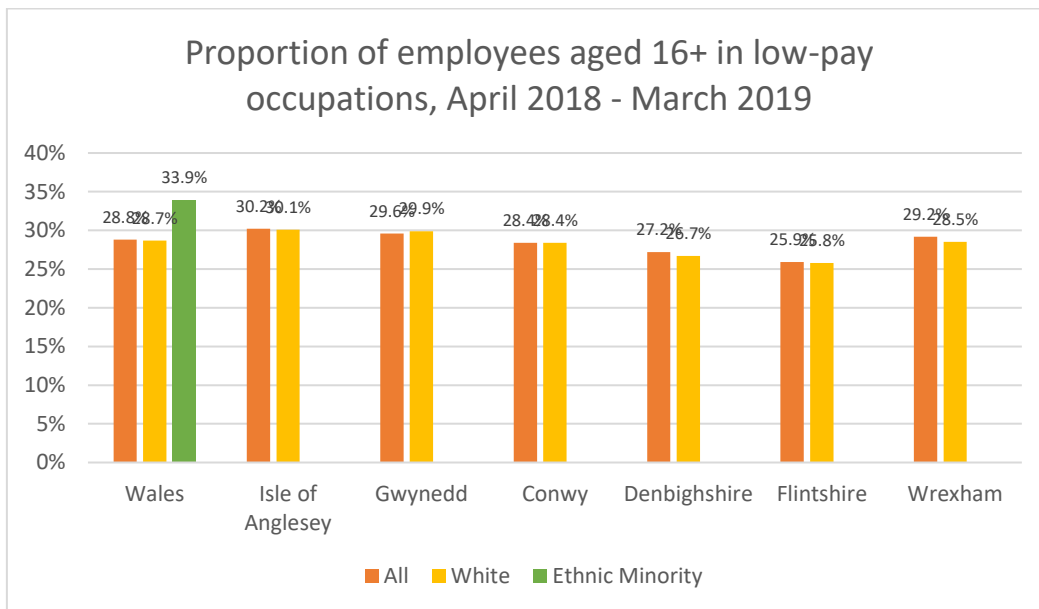
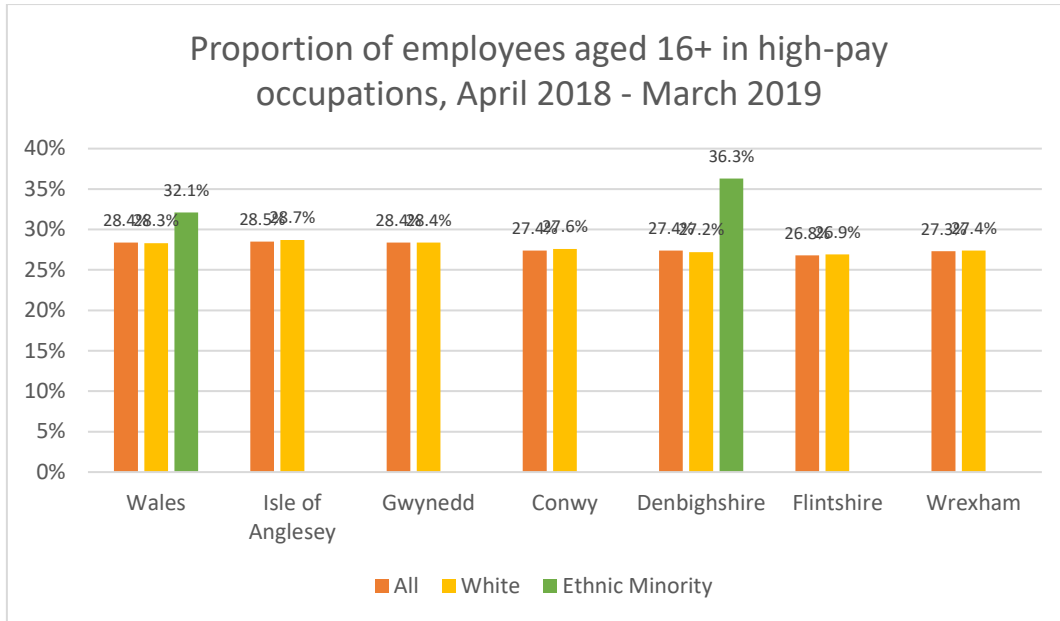
In contrast, the proportion of women in the lowest-paid occupations is about double the proportion of men in 4 of the 6 local areas, which mirrors the all-Wales pattern. The exceptions are Wrexham where the gap is slightly lower, and Flintshire where the proportion of women in low-paid posts is over three times higher than men.



By ethnic group

Analysis by ethnic group is not really possible due to small sample sizes in the survey; however it is possible to say (charts below) that the proportion of white employees in high-pay / low-pay occupations is similar to the proportion of employees in general.

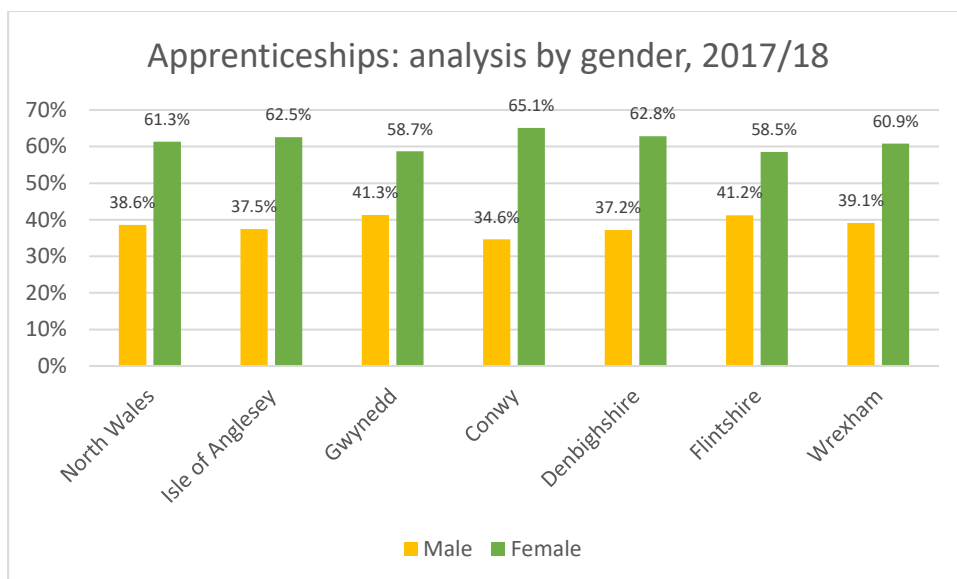
The other piece of information available is the proportion of ethnic minority employees in high-pay occupations in Denbighshire (36.3%) is significantly higher than the corresponding percentage of white employees (27.2%).



5.3.2 Segregation within apprenticeships

By gender

Data on apprenticeships (chart below) shows that over 60% of people on apprenticeship programmes across north Wales are female; there are more female than male apprenticeships in each local authority area with the gap at its smallest in Flintshire and at its largest in Conwy.



Further analysis by sector (table below) shows a considerable degree of gender-segregation with apprenticeships in the Construction and Engineering sectors, in particular, being male-dominated whilst in sectors such as Hair and Beauty, and Healthcare and Public Services, the overwhelming majority of apprentices are female.

Number of apprenticeships by sector, North Wales totals, 2017/18

(numbers rounded to nearest 5)

Sector	Male apprentices	Female apprentices	% Male
Agriculture	40	65	36%
Construction	1,035	20	98%
Engineering	910	55	94%
Manufacturing	270	125	68%
Transportation	15	n/a	75%
Management & Professional	380	665	36%
Business Administration	455	1,210	27%
Retailing & Customer Service	305	460	40%
Leisure, Sport and Travel	105	345	23%
Hospitality	340	390	47%
Hair and Beauty	45	355	11%
Healthcare & Public Services	710	3,680	16%
Media and Design	15	15	50%

By ethnicity

The great majority (98.3%) of people on apprenticeship programmes across north Wales in 2017/18 self-identified as White. 0.3% self-identified as Black, 0.5% as Asian, 0.3% as Mixed and 0.2% as Other. The proportions in each local authority area are shown in the table below.

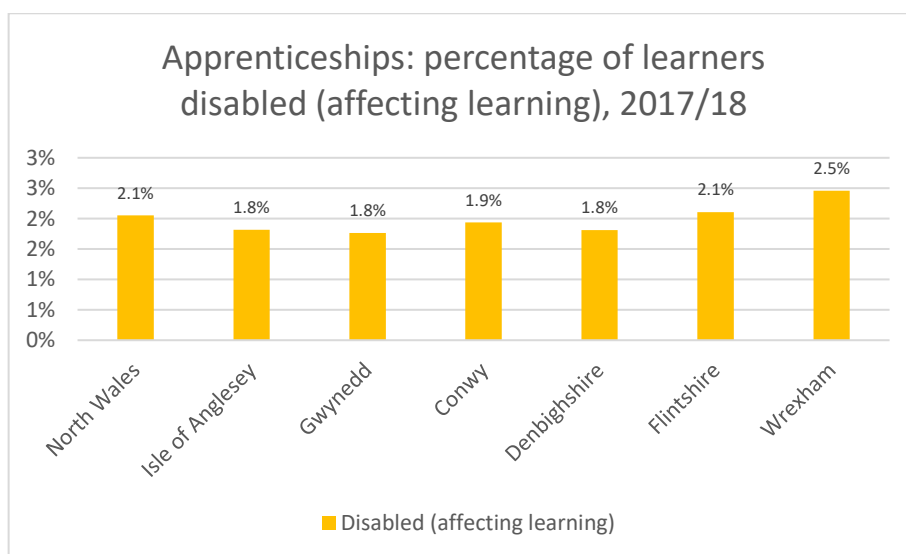
Percentage of apprenticeships by ethnicity, 2017/18

Local authority area	White	Black	Asian	Mixed	Other
North Wales	98.3%	0.3%	0.5%	0.3%	0.2%
Isle of Anglesey	98.9%	n/a	n/a	n/a	n/a
Gwynedd	98.7%	0.3%	0.3%	0.5%	n/a
Conwy	98.1%	0.5%	0.5%	0.5%	0.5%
Denbighshire	97.6%	0.3%	1.2%	0.3%	0.3%
Flintshire	98.8%	0.5%	0.2%	0.2%	n/a
Wrexham	98.2%	0.4%	0.7%	0.4%	0.2%

n/a: data item not disclosed due to very small numbers

By disability

2.1% of people on apprenticeship programmes across north Wales stated that they had a disability that affected their ability to learn and / or use facilities. The proportion varied a little by local authority area (chart below), the highest proportion being in Wrexham (2.5%).



5.3.3 Data gaps

The above analysis of people in low-paid vs. high-paid occupations includes employees only (i.e. excludes self-employed). In addition the data available does not enable us to replicate the “Is Wales Fairer” analysis of occupations by age, disability, marital status, and religion.

6. Living standards

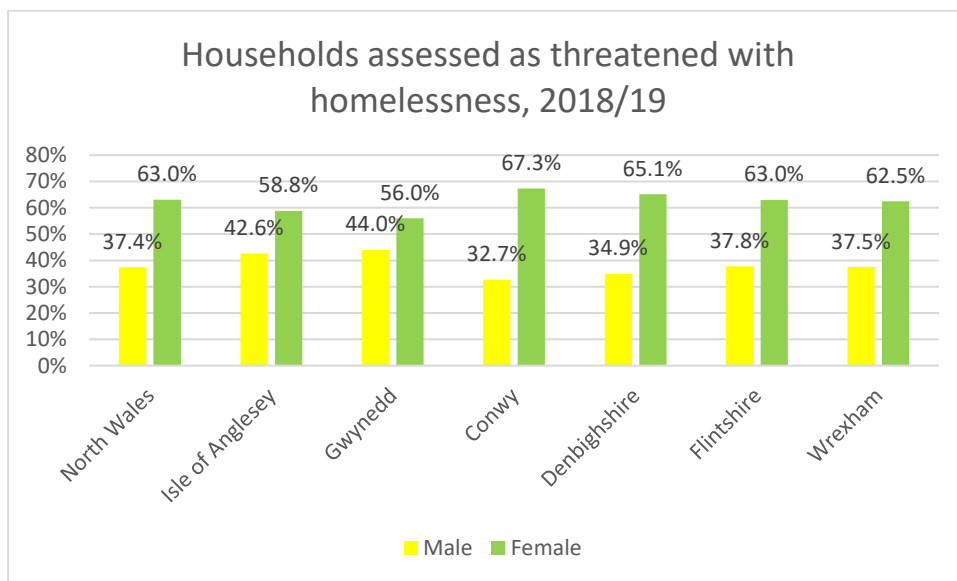
6.1 Housing

6.1.1 Overcrowding and suitable accommodation

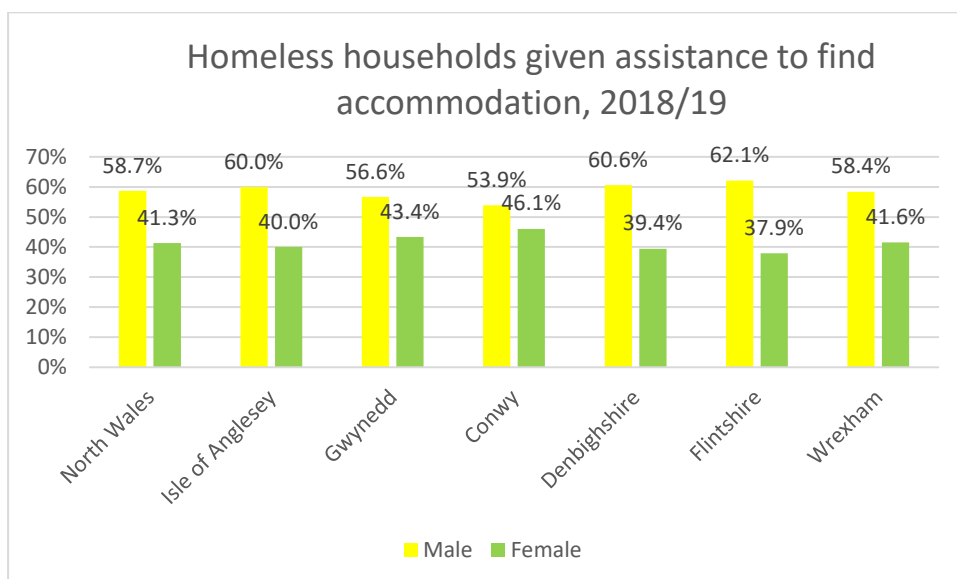
Unable to find relevant local data to supplement the discussion in “Is Wales Fairer?”.

6.1.2 Homelessness

Of households threatened with homelessness across north Wales in 2018/19, 63% of applicants were women; this is analysed by local authority area in the chart below.



On the other hand, of the households who were homeless and given assistance to find accommodation, the majority of applicants were men, as shown below.



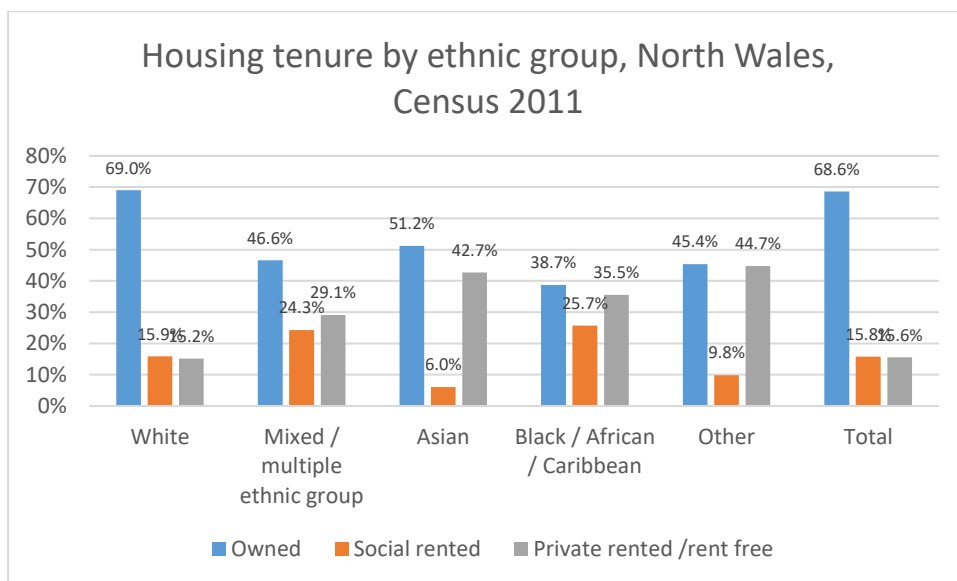
6.1.3 Housing benefits

Unable to find relevant local data to supplement the discussion in “Is Wales Fairer?”.

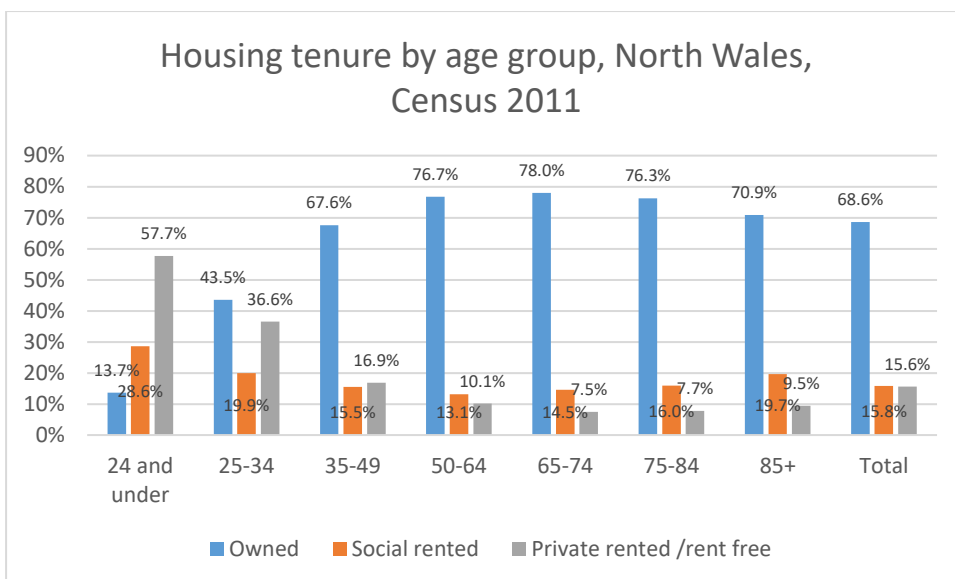
6.1.4 Housing tenure

Across north Wales around 69% of households own their own homes, with the remaining proportion split fairly equally between social-rented and private-rented housing.

Analysing the pattern by ethnic group of the ‘household reference person’ of each household, we see (chart below) a lower proportion owning their own homes in all non-white ethnic groups. In particular a high proportion of Asian and ‘other’ ethnic group households live in private-rented / rent-free housing.



Analysing by age group, we see (chart below) that the proportion of households owning their own homes is fairly constant at age 35 and above but considerably lower for younger age groups. In particular, the distribution of private-rented households is skewed towards younger age groups whilst the proportion of households living in social-rented households is below 15% for most age groups above 35, but starts to increase again in the older age groups rising to around 20% for the 85+ age group.



6.1.5 Housing for Gypsies and Travellers

According to the latest data there are 212 gypsy / traveller caravans across north Wales, as follows:

Number of gypsy and traveller caravans, 19 January 2019

	At authorised sites – Local authority	At authorised sites - Private	At unauthorised sites	Total
Isle of Anglesey	0	0	1	1
Gwynedd	13	3	6	22
Conwy	4	0	0	4
Denbighshire	0	0	0	0
Flintshire	33	77	29	139
Wrexham	30	16	0	46
	80	96	36	212

6.1.6 Accessible housing for disabled people

In 2017/18, a total of 716 Disabled Facilities Grants were completed across north Wales, the majority in owner-occupied properties, as follows:

Number of Disabled Facilities Grants completed, 2017/18

	Owner occupier	Private renting	Local authority / RSL tenant	Total
Isle of Anglesey	89	10	0	99
Gwynedd	43	11	0	54
Conwy	105	25	2	132
Denbighshire	78	23	0	101
Flintshire	56	2	0	58

Wrexham	91	11	170	272
	462	82	172	716

6.1.7 Housing for refugees and asylum seekers

Unable to find relevant local data to supplement the discussion in “Is Wales Fairer?”.

6.1.8 Data gaps

The “Is Wales Fairer?” report uses data from the National Survey for Wales to analyse the percentage of people satisfied with their accommodation by age, disability, marital status and gender. Access to the corresponding data at a more local level would have been useful for the purpose of this report.

Analysis by gender of homeless people provided with accommodation, and analysis by ethnicity of all homelessness data, is not really meaningful below all-Wales level since the data is suppressed due to low numbers.

6.2 Poverty

6.2.1 Relative poverty and severe material deprivation

Data on the **percentage of people living in households in material deprivation** is available by local authority; unfortunately however low sample sizes mean that this information is not published by age group or by gender (except for a few authorities where a figure for females is available).

Material deprivation is measured here by the self-reported ability of households to afford particular goods and activities. It can be seen (table below) that the level is broadly similar across north Wales authorities, except that the proportion is somewhat higher in Denbighshire and lower in Flintshire. There is some suggestion that the proportion of females may be slightly higher than the overall proportion.

Percentage of people living in households in material deprivation, 2018-19

	Total %	Females %
Isle of Anglesey	14%	14%
Gwynedd	12%	n/a
Conwy	13%	n/a
Denbighshire	16%	17%
Flintshire	9%	10%
Wrexham	12%	14%

6.2.2 Social security and the benefit system

No specific local data to add to the discussion in “Is Wales Fairer?”.

6.2.3 Experiences of at-risk groups: child poverty and poverty of disabled people, refugees and asylum seekers

Unfortunately, data on child poverty is not available below Wales level therefore we are unable to add to the analysis on this in “All Wales Fairer?”.

6.2.4 Food and fuel poverty

Although comprehensive data on food and (especially) fuel poverty is now published by the Welsh Government, unfortunately this isn’t analysable below all-Wales level, therefore we are unable to add to the analysis in “Is Wales Fairer?”.

6.2.5 Wealth and income distribution

In 2017, gross disposable household income per head ranged from £15,071 in Gwynedd, to £16,486 in Conwy / Denbighshire, £16,600 in Isle of Anglesey and £16,968 in Flintshire / Wrexham.

These are (with the exception of Gwynedd) higher than the Wales figure (£15,754) but they are all considerably lower than the UK average (£19,514).

6.2.6 Data gaps

The data on relative poverty / material deprivation in “Is Wales Fairer?” are based on DWP sample data; the results are only publicly available at Wales level or (at UK level) by age, disability, ethnicity, sex, marital status, etc. Any lower-level data would need to be sourced from DWP although it is doubtful whether the data would be sufficiently representative or robust for smaller sample sizes.

Alternatively, the National Survey for Wales results for material deprivation could be further developed, with the sample size boosted so that analysis by some of the protected characteristics would become possible at local levels.

Similarly, data on child poverty is not published at all below all-Wales level and this is something which the Welsh Government could further develop via the National Survey for Wales.

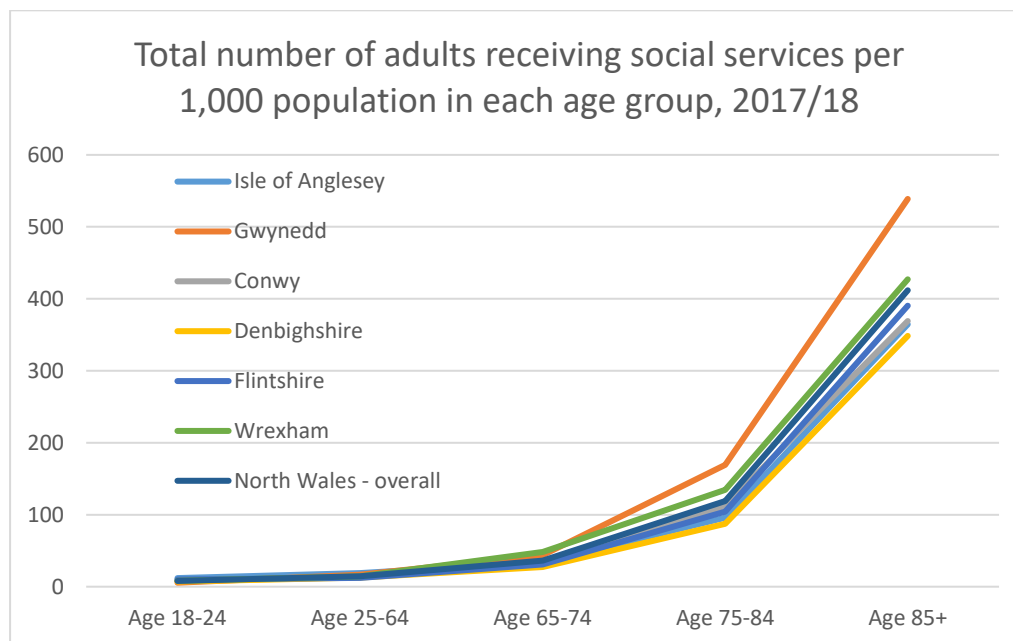
No official statistics on food and fuel poverty exist below all-Wales level; this could be pursued further with the Welsh Government.

6.3 Social Care

6.3.1 Access to social care

Across north Wales, around 41 adults per 1,000 population receive support through social care services. However, the pattern varies considerably with age, from around 8 per 1000 population in the 18-24 age group, to around 412 per 1000 population for ages over 85.

As shown below this general pattern is fairly consistent across all six local authorities, although two authorities (Gwynedd and Wrexham) have a higher proportion of people receiving services at age groups 75 and above.



6.3.2 Impact of social care funding on the provision of services

No specific local data to add to the discussion in “Is Wales Fairer?”.

6.3.3 Quality of social care

The review of healthcare support for older people living in care homes in North Wales (referred to in “Is Wales Fairer?”, page 62) has now been completed.

The review found some common issues across services which need to be addressed, including being clear about roles and responsibilities between care homes and the health board; improved communication between care homes and the health board to enable ongoing feedback; and organisations working together in the best interests of the people they support.

Areas for improvement identified were:

- The health board should work with care homes to identify training to maintain care workers’ confidence and competence in managing residents’ routine health needs.
- An information pack should be developed setting out what is available to people living in care homes and how to access it, along with dedicated points of contact for information and feedback.

- The health board to work proactively with the care home sector to identify concerns and issues around continence support and how these will be addressed.
- Ensure that sufficient resources are available to meet the needs of people with dementia in care homes and that services are provided in a timely and consistent way across North Wales.

The National Survey for Wales asks respondents whether they “agree good social care services are available in the area”; unfortunately the results are not analysed by protected characteristic. The results by area are as follows:

Percentage of people who agree good social care services available in their area, 2018-19

	Agree %
Isle of Anglesey	50%
Gwynedd	58%
Conwy	58%
Denbighshire	57%
Flintshire	48%
Wrexham	50%

6.3.4 Choice and control over support to enable independent living and independent advocacy

No specific local data to add to the discussion in “Is Wales Fairer?”.

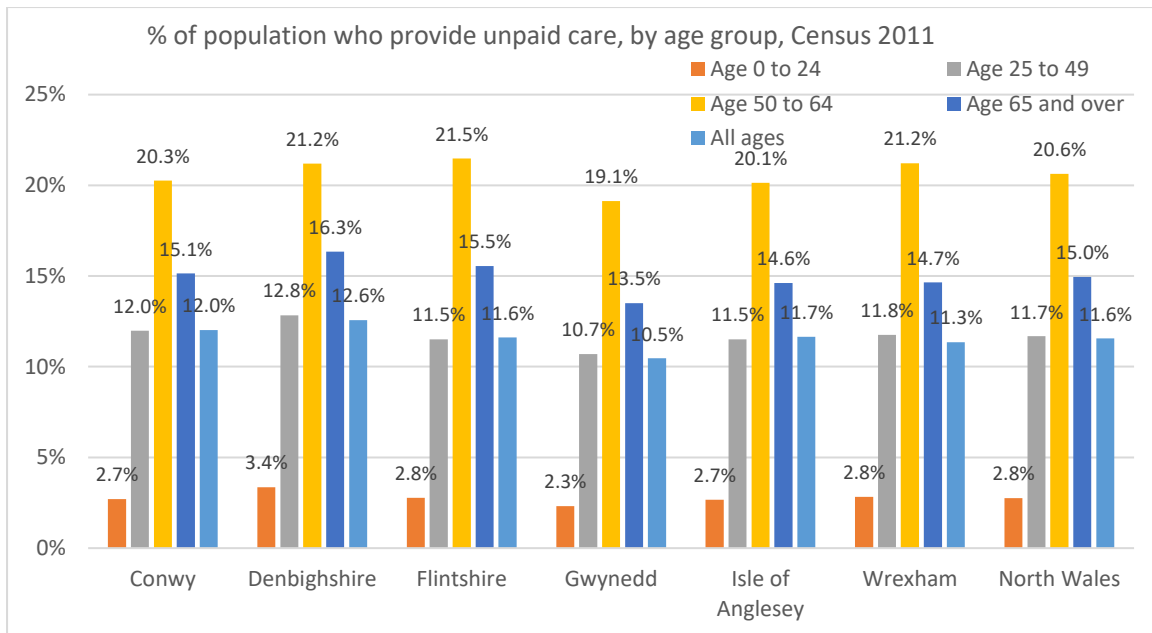
6.3.5 Dignity and respect in social care

No specific local data to add to the discussion in “Is Wales Fairer?”.

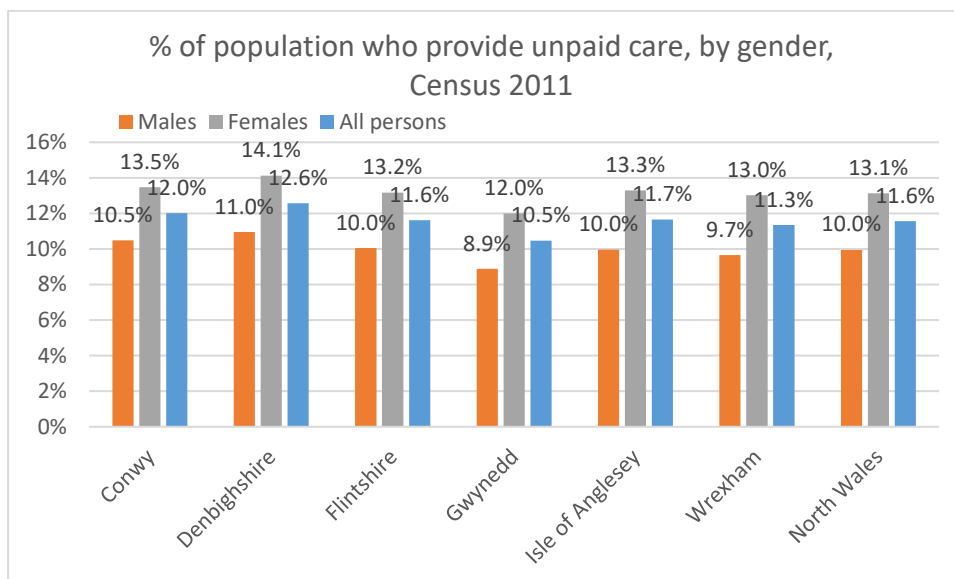
6.3.6 Impact of caring on carers

Data from the 2011 Census shows (chart below) that 11.6% of people in north Wales provide unpaid care to family members, friends, neighbours or others because of long-term physical or mental ill health or disability, or problems related to old age. The proportion in each local authority area range from 10.5% (Gwynedd) to 12.6% (Denbighshire).

The proportion of people providing unpaid care is highest in the 50-64 age group (20.6% of this age group). 2.8% of people aged 0-24 across north Wales provide unpaid care.



13.1% of the female population of north Wales provide unpaid care, compared to 10.0% of the male population. This pattern is relatively consistent across authority areas as shown below.



The data also shows that carers themselves are more likely to be in worse health; 7.4% of carers across north Wales reported that they were in “bad or very bad” health, compared to 5.9% of non-carers. 21.2% reported that they were in “fair” health, compared to 13.0% of non-carers. This pattern is true for each local authority area as shown below:

General health of people who provide / do not provide unpaid care (self-reported), Census 2011

	Very good or good health		Fair health		Bad or very bad health	
	Carer	Non-carer	Carer	Non-carer	Carer	Non-carer

Isle of Anglesey	71.9%	80.0%	21.0%	13.9%	7.2%	6.0%
Gwynedd	73.1%	82.1%	20.7%	12.7%	6.2%	5.2%
Conwy	69.2%	79.5%	22.8%	14.1%	8.1%	6.4%
Denbighshire	68.6%	79.8%	22.3%	13.4%	9.1%	6.8%
Flintshire	73.0%	82.5%	19.9%	12.1%	7.2%	5.3%
Wrexham	72.1%	81.3%	21.0%	12.8%	6.9%	5.9%
North Wales	71.4%	81.1%	21.2%	13.0%	7.4%	5.9%

6.3.7 Abuse and neglect

In 2017/18 about 2,500 adults were suspected of being at risk of abuse or neglect in north Wales across all adult social services, as follows:

	Number of adults suspected at risk of abuse / neglect
Isle of Anglesey	174
Gwynedd	326
Conwy	468
Denbighshire	422
Flintshire	403
Wrexham	793
	2,586

6.3.8 Data gaps

The National Survey for Wales data for the questions “Do you agree that good social care services are available in your area?” and “Do you agree that care and support services have helped you to have a higher quality of life?” (for social care service users) would be useful to have available at local level and analysable by protected characteristic.

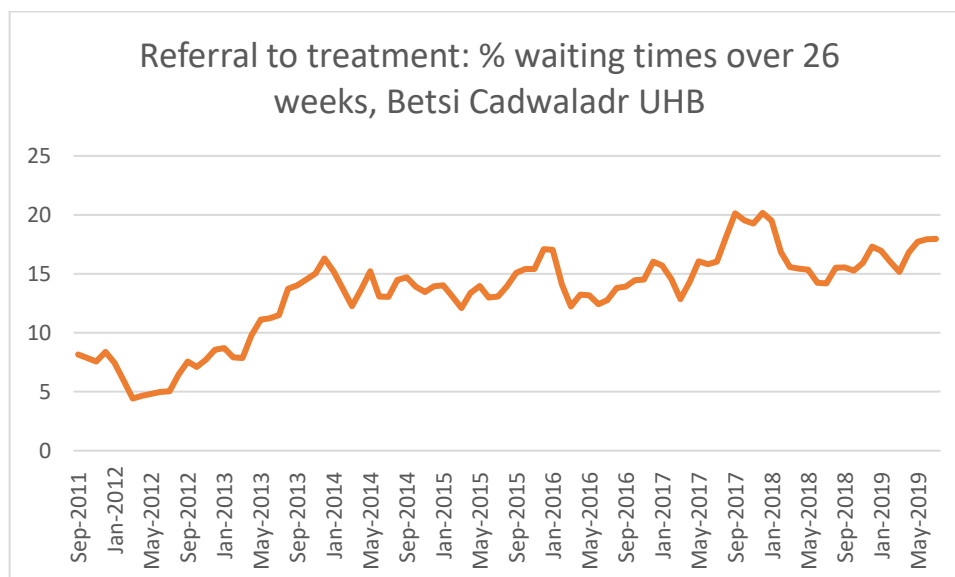
Similarly the National Survey also includes data on whether respondents are carers / time spent caring, which is analysable by gender and age at all-Wales level but not available more locally.

7. Health

7.1 Access to health

7.1.1 Waiting and referral times

In North Wales (Betsi Cadwaladr University Health Board area) **12.7%** of patients waited more than 26 weeks for treatment (referral to treatment waiting times) according to the latest data (July 2019). Over recent years this measure has generally increased (chart below).



Data is also available for ambulance service emergency response times for red calls and amber calls. Red calls are immediately life-threatening (someone in imminent danger of death, such as a cardiac arrest). There is a target for 65.0% of these calls to be responded to within 8 minutes. The % for North Wales was **69.0%** in June 2019, compared to 72.5% in Wales.

Amber calls are serious but not immediately life-threatening (patients who will often need treatment to be delivered on the scene, and may then need to be taken to hospital). There is no time-based target for amber calls. However, **13.6%** of Amber calls were attended within 8 minutes in North Wales compared to 12.1% in Wales.

7.1.2 Access issues for at risk groups

No specific local data to add to the discussion in “Is Wales Fairer?”.

7.1.3 Data gaps

Data on treatment and ambulance waiting times is analysed by health board area but not further by protected characteristic or lower level geography.

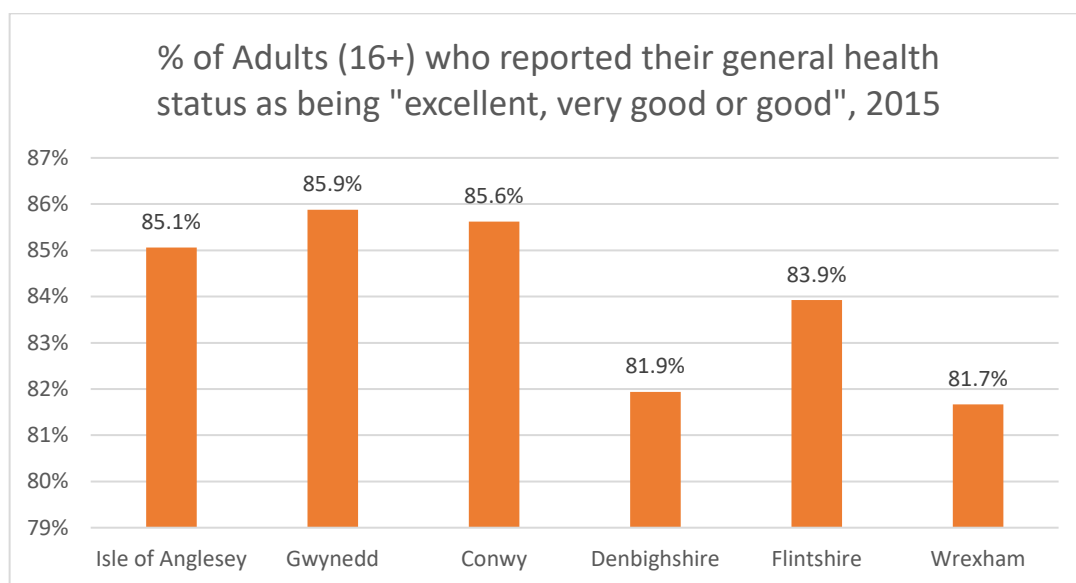
As the “Is Wales Fairer?” report suggests there is a lack of published evidence about access to healthcare services for people with a disability in Wales. This is also true for evidence in terms of access for homeless people.

7.2 Health outcomes

7.2.1 People's current health status

In 2015 **84.0%** of adults in North Wales (16 years old and above) reported that their general health was either excellent, very good or good.

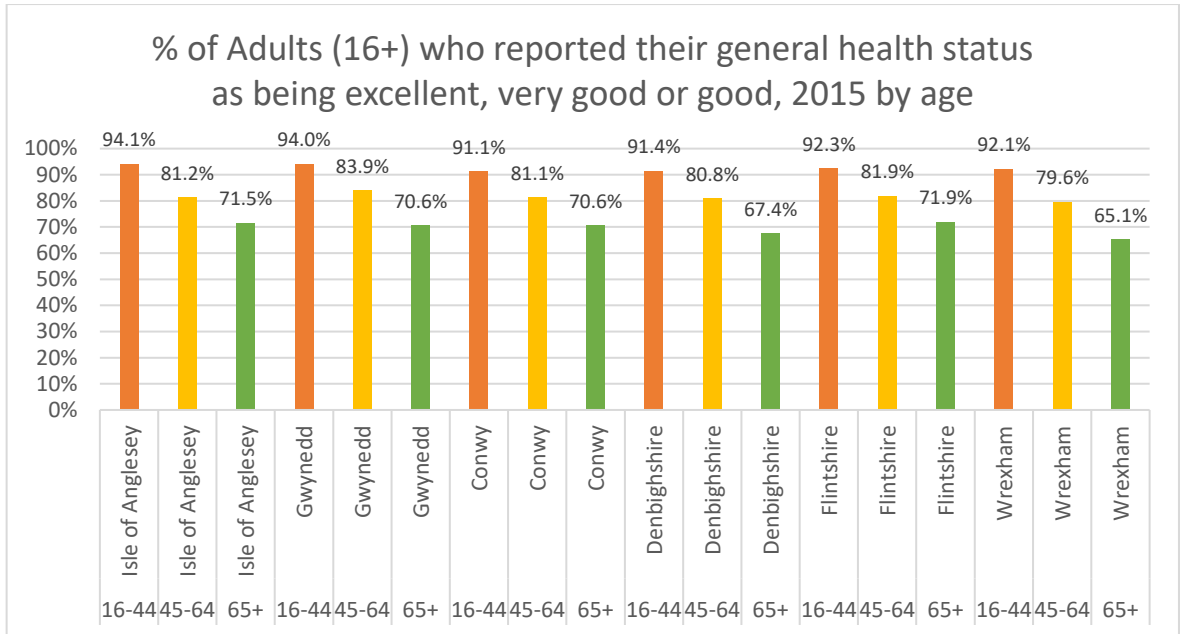
Analysis at local authority level (chart below) shows that a higher percentage of adults in Gwynedd, Isle of Anglesey and Conwy report their general health as being excellent, very good or good.



Source : Welsh Health Survey, 2015

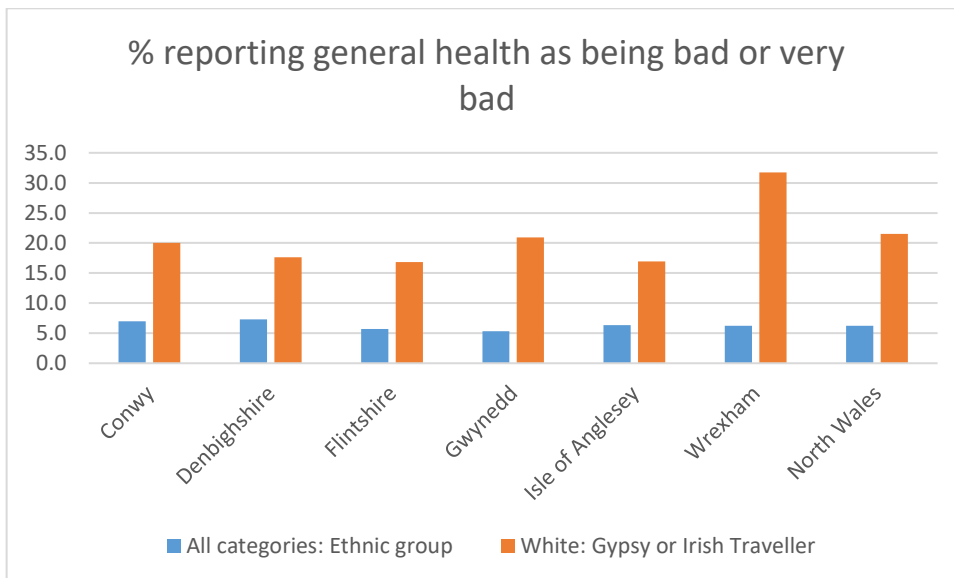
Analysing the results **by age**, 92.5% of 16-44 year olds; 81.4% of 45-64 year olds and 69.6% of people aged 65 years old and above in North Wales reported their general health as being excellent, very good or good.

Analysis at local authority level (chart below) by age can be seen below. As expected the % of adults in the 65+ age band is lower than those in the other two age bands in all authorities.

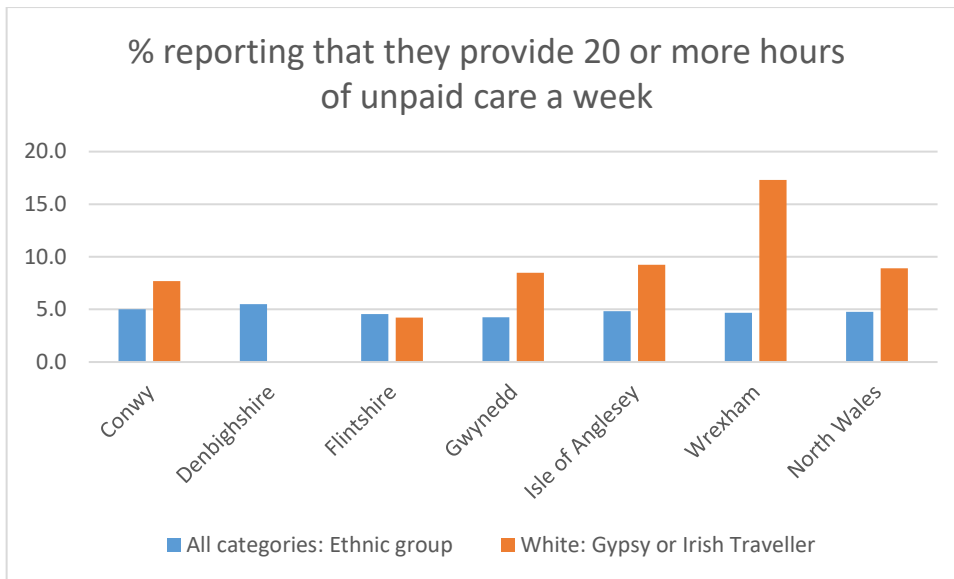


Source : Welsh Health Survey, 2015

2011 Census data reveals that Gypsy or Irish Travellers reported the worst health from all ethnic minority groups. It is at its highest in Wrexham with nearly a third of all Gypsy or Irish Travellers reporting their general health as being bad or very bad.

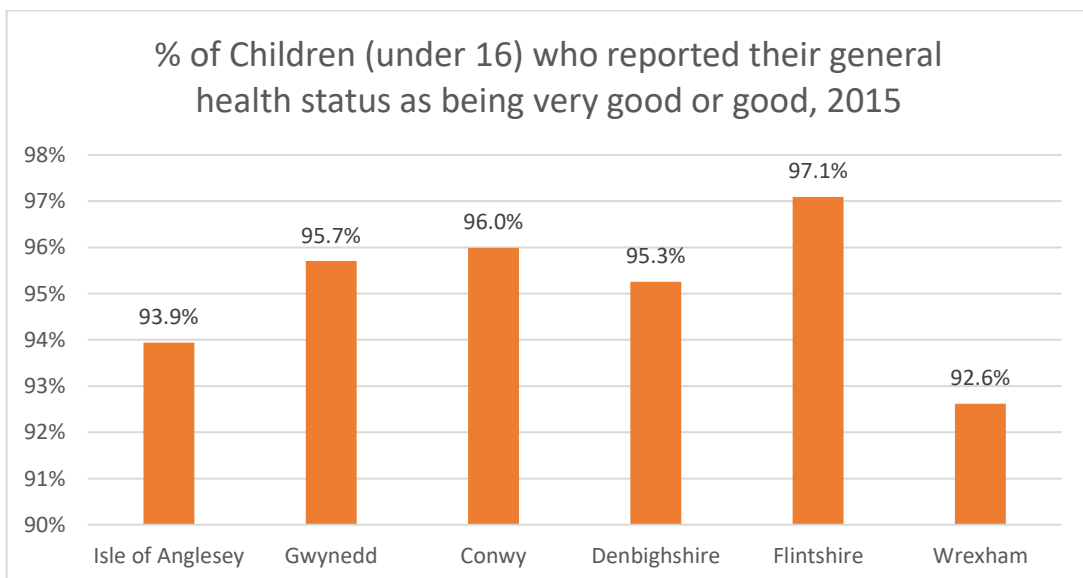


Also we see that the Gypsy or Irish Traveller ethnic group was among the highest providers of 20 hours or more unpaid care in North Wales at 9%. Again the highest proportion was in Wrexham with 17% providing 20 or more hours of unpaid care. Denbighshire however shows that no person from the Gypsy or Irish traveller ethnic group provided more than 20 hours of unpaid care.



Child health is measured through the percentage of children (under 16 years old) reporting general health as being either very good or good. In 2015 **95.2%** of children in North Wales (Betsi Cadwaladr University Health Board area) reported that their general health was very good or good.

Analysis at local authority level (chart below) shows that the highest percentage of children reporting that their general health as being very good or good is in Flintshire (97.1%) with the lowest being Wrexham (92.6%).



Source : Welsh Health Survey, 2015

7.2.2 Health outcomes for other groups

As noted in the “Is Wales fairer?” report no recent evidence has been collated on health outcomes for other groups such as transgender people and migrants, refugees and asylum seekers.

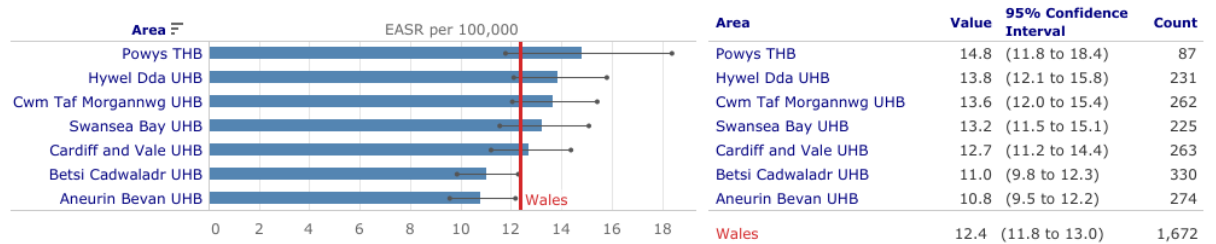
7.2.3 Suicide

Using Public Health Wales Observatory data we can see that the suicide rate for North Wales was 11.0 per 100,000 adults between 2013 and 2017. This is the lower than the Wales average of 12.4, and the second-lowest amongst the seven Welsh health boards (see chart below).

Suicides, 2013 to 2017

European age-standardised rate (EASR) per 100,000, persons aged 10+, health boards

↔ 95% confidence interval



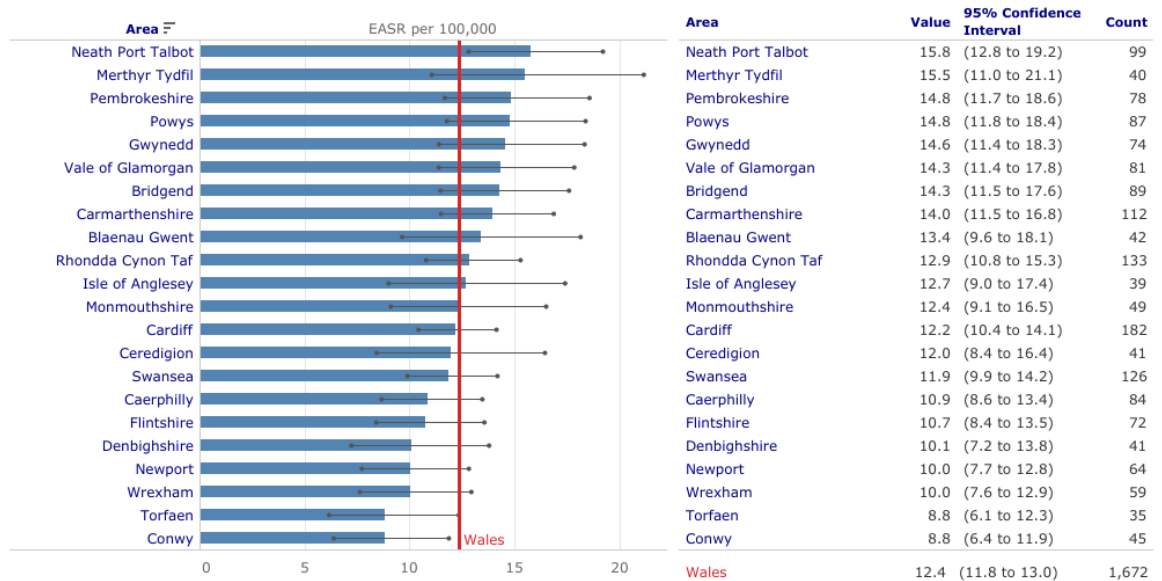
Produced by Public Health Wales Observatory, using PHM and MYE (ONS).
Due to improvements in suicide coding and the reduction of hard-to-code narrative verdicts since 2011, caution should be taken when interpreting suicide rates. Please consult the technical guide for full details on how this indicator is calculated.

Analysis at local authority level (below) shows that the highest rate in north Wales (14.6) was in Gwynedd, whilst Conwy (8.8) has the joint-lowest rate in Wales.

Suicides, 2013 to 2017

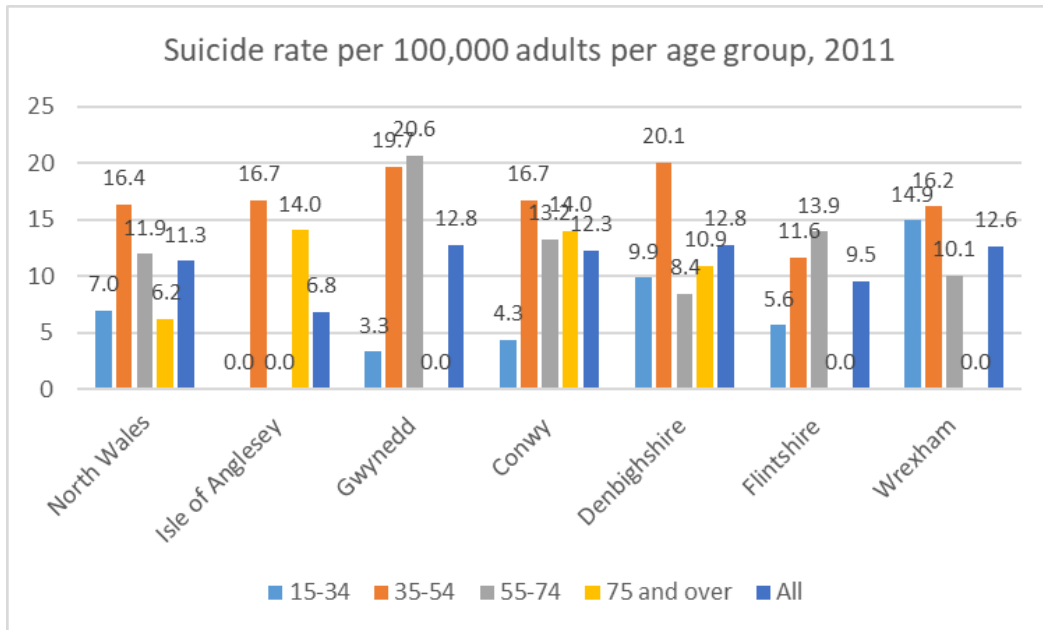
European age-standardised rate (EASR) per 100,000, persons aged 10+, local authorities

↔ 95% confidence interval

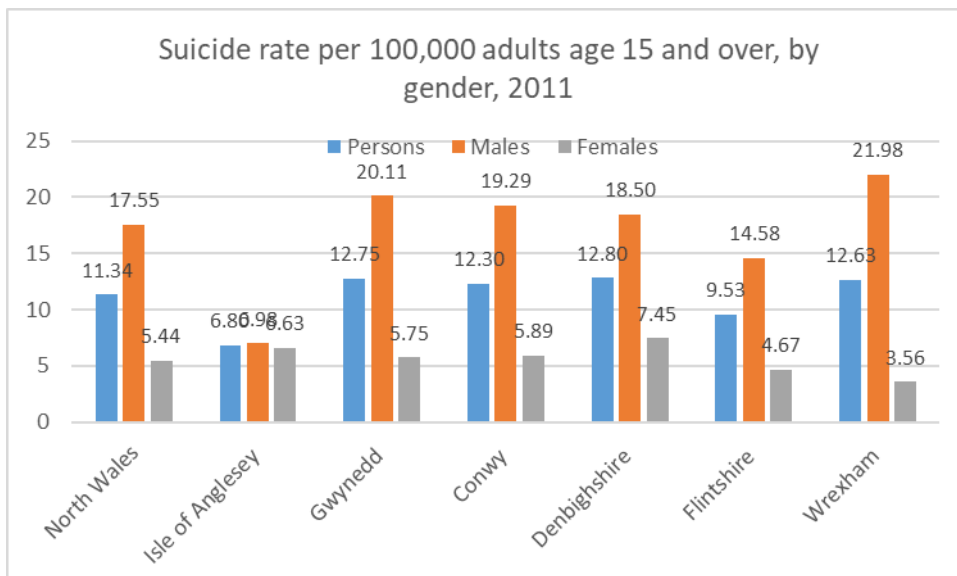


Produced by Public Health Wales Observatory, using PHM and MYE (ONS).
Due to improvements in suicide coding and the reduction of hard-to-code narrative verdicts since 2011, caution should be taken when interpreting suicide rates. Please consult the technical guide for full details on how this indicator is calculated.

The latest data available for analysing by age and gender dates from 2011; the rate for that year (chart below) across north Wales is highest in the 35-54 age group (16.4 per 100,000 population) and second highest in the 55-74 age group (11.9 per 100,000 population). This general pattern is also apparent in each local authority area although the small numbers at local level mean that it is difficult to draw definite conclusions.



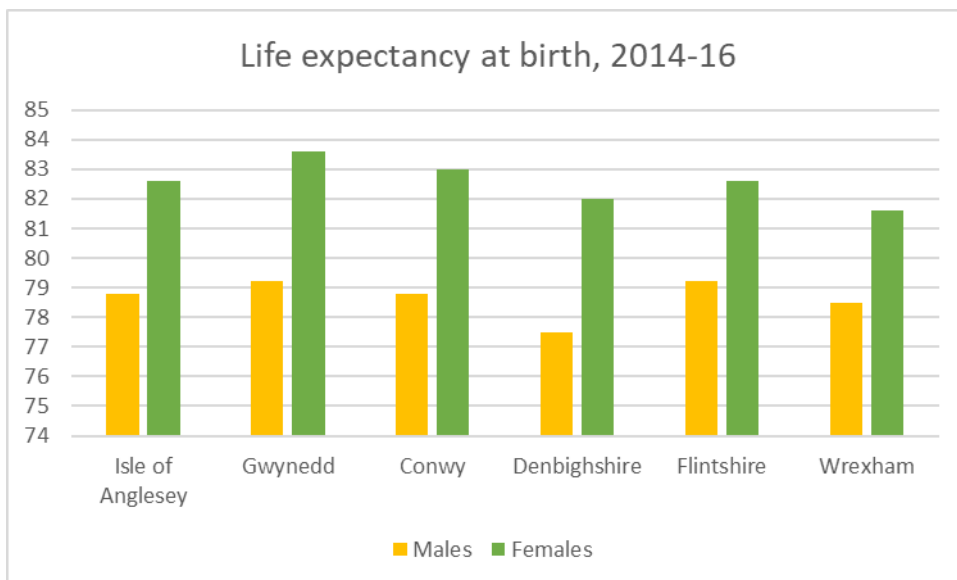
The suicide rate for males is over 3 times higher than females across north Wales and this pattern is generally reflected in each local authority area (chart below: except Anglesey where the overall numbers in the year in question were lower).



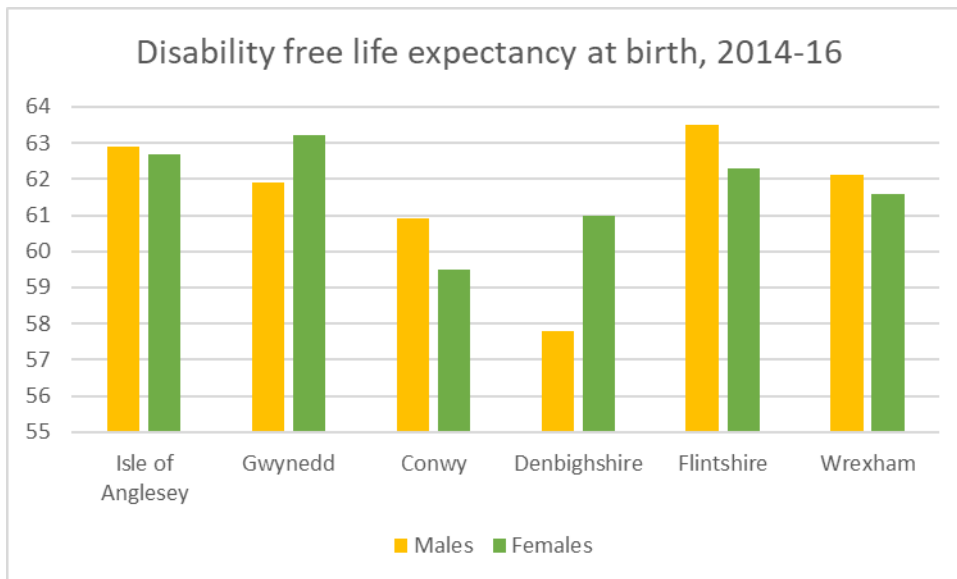
7.2.4 Life expectancy

In 2014–16, life expectancy at birth in North Wales was 78.8 years for males and 82.6 years for females. Disability-free life expectancy across north Wales was 61.8 years (males) and 61.7 years (females). Therefore females in North Wales have a higher life expectancy but are also expected to live longer with a limiting long-term physical or mental health condition (20.9 years, compared to 17.0 years for males).

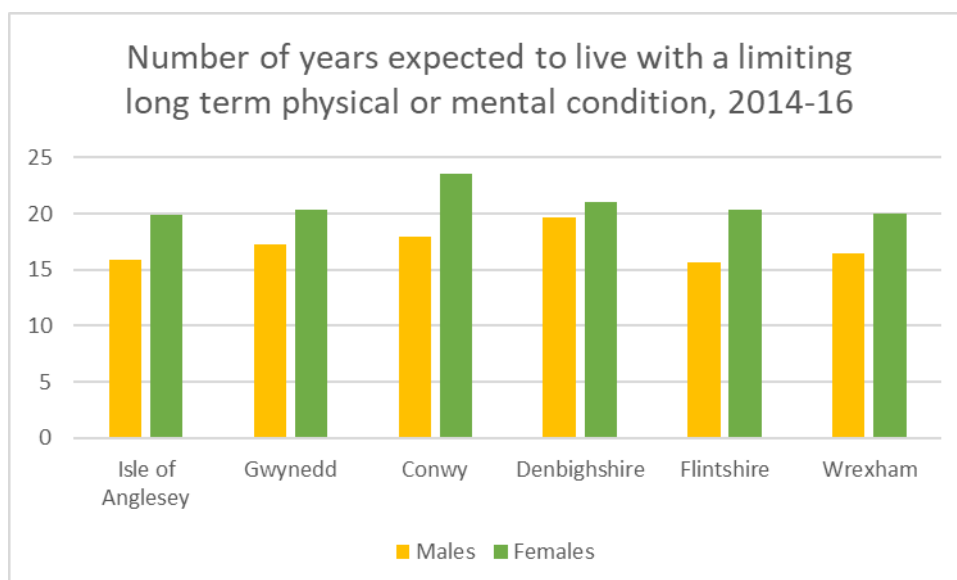
Analysis at local authority level (charts below) shows that the highest life expectancy for males is in Flintshire (79.2) with the lowest being Denbighshire (77.5). For females the highest is Gwynedd (83.6) and the lowest Wrexham (81.6). Looking at disability-free life expectancy we see that for Gwynedd and Denbighshire it is higher for females while higher for males in all other four authorities. In all authorities, females are expected to live with a limiting long-term physical or mental health condition for more years of their lives than males. Females in Conwy (23.5 years) are expected to live for more years with a limiting long-term physical or mental health condition, with the lowest being Isle of Anglesey (19.9 years). For males the number of years ranges from Denbighshire (19.7 years) to Flintshire (15.7 years).



Source : Office for National Statistics, 2014-16



Source : Office for National Statistics, 2014-16

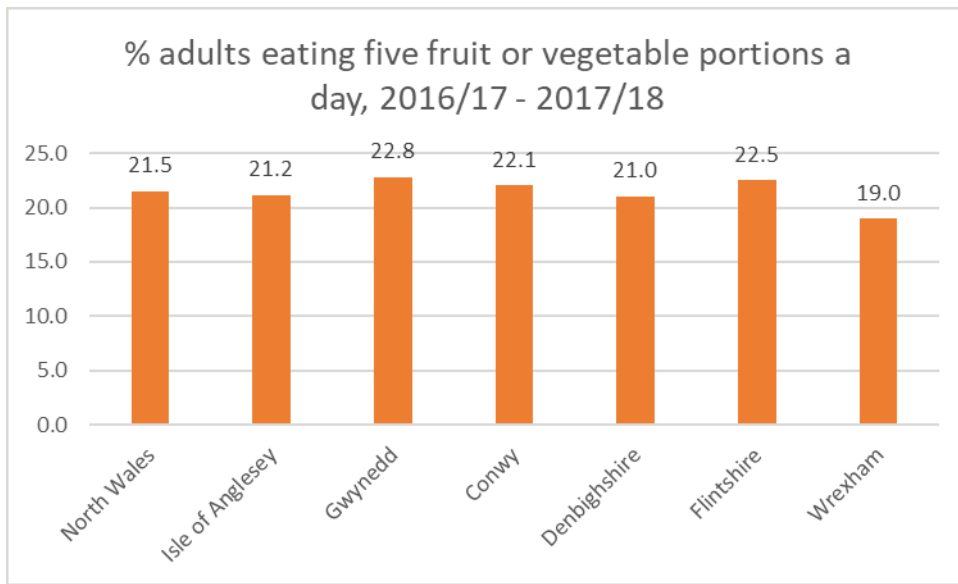


Source : Office for National Statistics, 2014-16

7.2.5 Malnutrition

As noted in “Is Wales Fairer?” there is only limited information on malnutrition in general; we are unable to find local data to add to that discussion.

Looking at the percentage of adults who eat five fruit or vegetable portions a day, the percentage across Wales was 23.8% in 2016/17 - 2017/18. This level is not reached by any of the authorities in North Wales, with the highest being 22.8% in Gwynedd, and lowest being 19.0% in Wrexham.



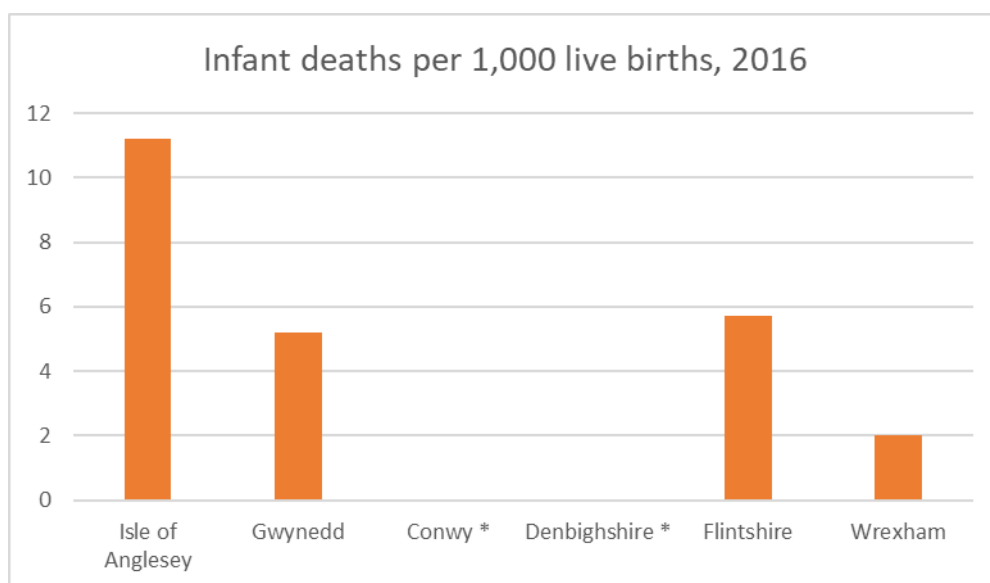
Source: Public Health Outcomes Framework

Across North Wales, 88% of children aged 3-7 eat fruit every day and 65% eat vegetables every day (National Survey for Wales 2017-18). No breakdown by protected characteristic is published.

Across north Wales, 78.5% of girls aged 11-16 were of healthy weight in 2013/14, compared to 77.3% of boys aged 11-16.

7.2.6 Infant Mortality

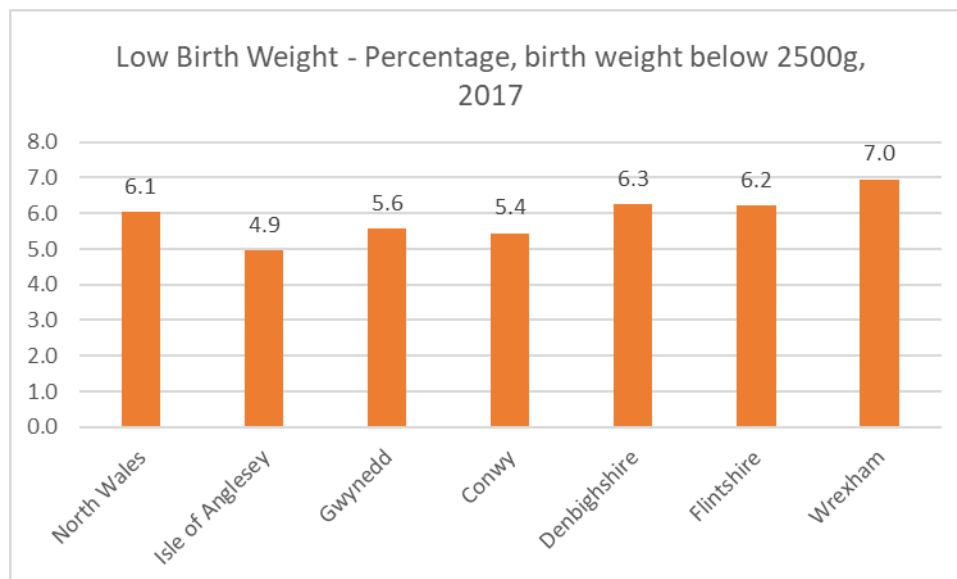
Infant mortality is measured by the deaths per 1,000 live births of infants up to 1 year old. In 2016 the rate for North Wales was 4.1. Analysing by local authority (chart below) the rate for Anglesey was much higher than elsewhere.



* figures not available

7.2.7 Low birth weight

During 2017, 6.1% of babies in North Wales were born with a low birth weight (below 2,500g). The lowest percentage was in Isle of Anglesey with 4.9% and the highest in Wrexham at 7.0%. The figure for Wales was 5.6%.



7.2.8 Data gaps

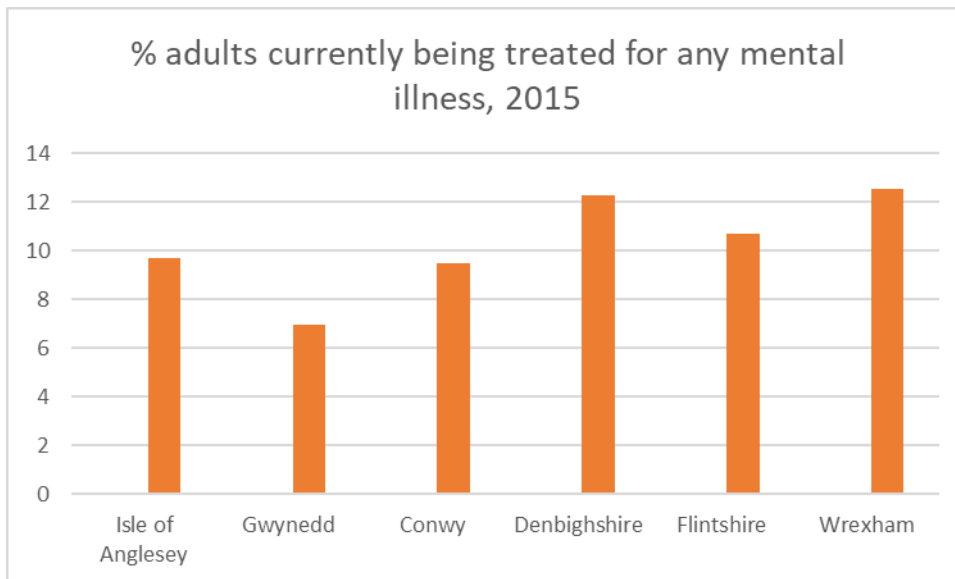
Although there is a considerable amount of data available for this subject area, very little is available by both local area (below all-Wales level) and by protected characteristic. This applies to most National Survey for Wales data (some of which is analysable by gender and age, but mostly only at all-Wales level).

7.3 Mental Health

7.3.1 Population reporting poor mental health and wellbeing

“Is Wales Fairer?” used analysis conducted specifically for the report on poor mental health / wellbeing from the Welsh Health Survey. We cannot therefore replicate the data to Local Authority level or lower.

In 2015 (chart below) the highest % of adults being treated for a mental illness was in Denbighshire with 12%, and the lowest being Gwynedd with 7%. The percentage for North Wales was 10% and Wales 12%.



In 2016-17, 1,262 patients were admitted to mental health facilities in Betsi Cadwaladr UHB area, of whom 51.6% were male and 48.4% were female.

In 2018, there were 224 patients with a mental illness in mental health hospitals / units in north Wales. The majority (129 patients; 57.6%) were male and 42.4% female.

2.2% of these patients were under 18 years of age, 41.5% between 18 and 44, 23.2% between 45 and 64, and 33.0% over 65.

7.3.2 Access to, and quality of, mental health services

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.3 Access to psychological therapies

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.4 Mental health provision for looked after children

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.5 Suicides of mental health service users

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.6 Use of restraint of mental health service users

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.7 Use of Mental Health Act and supervised community treatment

No specific local information to add to the discussion in "Is Wales Fairer?".

7.3.8 Data gaps

As for some other subject areas, the data from the National Survey for Wales available at local level is not generally analysable by protected characteristic. The sample size may need to be increased before reliable information could be published at this level.

Similarly, the Public Health Outcomes Framework tool provides a wealth of data in this area, which is often analysable by geographical area (below all-Wales level), or by protected characteristic, but usually not both.

8. Justice and personal security

8.1 Criminal and civil justice: public confidence and access to justice

8.1.1 Public confidence in the justice system

In North Wales, 65.0% of adults aged 16 and over interviewed for the Local Crime Survey 2018/19 responded that the police “did an excellent / good job”, compared to 59.9% across Wales as a whole.

63.4% of respondents in North Wales agreed that the “police deal with local concerns”, compared with 59.0% across Wales as a whole.

On attitudes to the local police working in partnership, 62.5% of respondents in North Wales agreed / strongly agreed that the “police and local council are dealing with issues”, which is slightly below the all-Wales percentage of 62.9%.

8.1.2 Access to courts and tribunals

No specific local information to add to the discussion in “Is Wales Fairer?”.

8.1.3 Provision of legal aid

No specific local information to add to the discussion in “Is Wales Fairer?”.

8.1.4 Data gaps

The Crime Survey for England and Wales (ONS) contains questions on attitudes towards / experiences of the police and the criminal justice system; these are analysed by gender, ethnicity etc at all-Wales level (as used in ‘Is Wales Fairer?’) but not at a more local level.

8.2 Violence and abuse: hate crimes, homicides, and sexual and domestic abuse

8.2.1 Hate crime and prejudice-based harassment

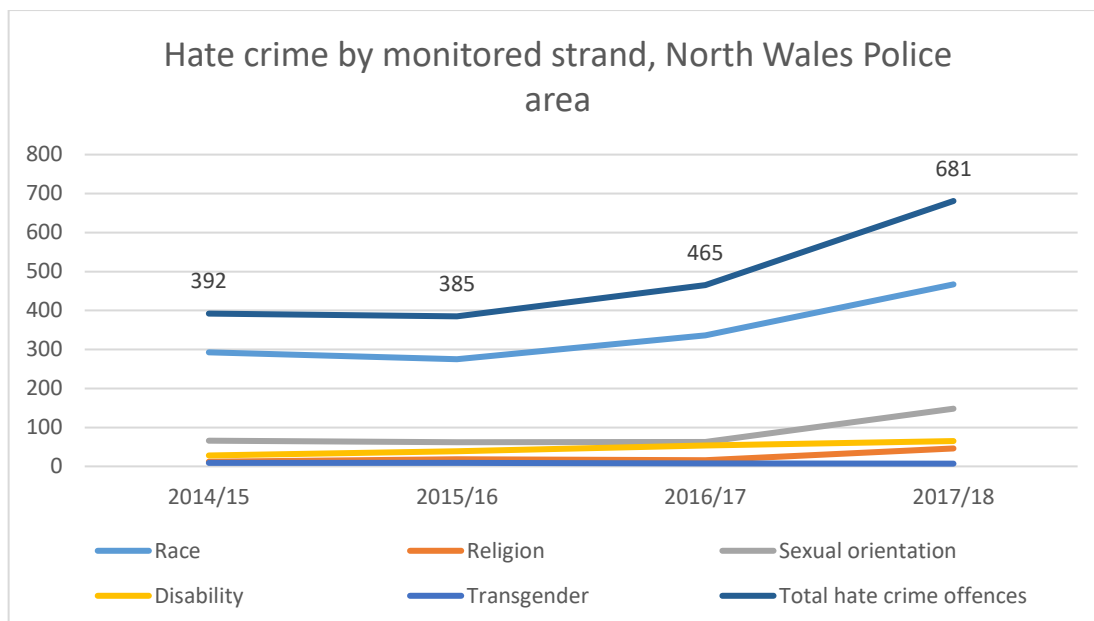
681 offences were recorded by North Wales Police as hate crime in 2017/18.

There are five strands by which hate crime is recorded. Of the total 733⁹ offences recorded across all strands, 467 (64%) related to race, 148 (20%) to sexual orientation, 65 (9%) to disability, 46 (6%) to religion, and 7 (1%) to transgender identity.

The number of offences recorded as hate crime has increased over recent years (in particular between 2016/17 (465 offences) and 2017/18 (681 offences) – a 46% increase) as shown in the chart below. Participants at the NWPSEN Stakeholder Engagement Event (24/5/18) noted a recent increase in reported hate crime, which they attributed to raised awareness and better procedures for reporting.

The chart also shows the breakdown by motivating factor – this shows that the increase between the two years is largely composed of an increase in crimes relating to race (39% increase), sexual orientation (135% increase) and religion (188% increase).

⁹ The total number across all strands is greater than the number of offences, since some offences were attributed to more than one motivating factor.



8.2.2 Homicides

No specific local information to add to “Is Wales Fairer?”; given that the number of homicides across north Wales is relatively low (5 recorded in 2018/19) analysis by protected characteristic would be unlikely to yield meaningful results.

8.2.3 Sexual violence and abuse

2,723 sexual offences were reported in North Wales in 2018/19.

This compares with 2,990 offences in 2017/18, and 1,917 in 2016/17.

8.2.4 Domestic violence and abuse

9,449 domestic abuse-related offences were recorded by North Wales Police during the year April 2017 – March 2018. This represents 18% of all offences during this period (in Wales as a whole, domestic abuse-related offences represented 15% of all offences).

This represents a substantial increase on the number of domestic abuse-related offences recorded in North Wales in previous years – in 2015/16 and 2016/17 the corresponding number of offences were 4,798 and 5,763 respectively.

7,401 violence against the person domestic abuse-related offences were recorded by North Wales Police in 2017/18, which represented 38% of all violence offences in that period (across Wales the corresponding percentage was 36%).

Again this represents a substantial increase on the number recorded in North Wales in previous years – in 2015/16 and 2016/17 the corresponding number of offences were 3,774 and 4,484 respectively.

For 2017/18, the rate of domestic abuse-related offences per 1,000 population was 14 in North Wales, compared to 11 across Wales and 10 across England and Wales.

The rate of violence against the person domestic abuse-related offences per 1,000 population was 11 in North Wales, compared to 9 across Wales and 8 across England and Wales.

8.2.5 Crimes against children

Experimental statistics on child sexual abuse / sexual exploitation by police force area show that in 2018/19, 1,929 crimes were flagged as child sexual abuse in North Wales. Of these, 85 crimes were flagged as child sexual exploitation. There were a total of 39 incidents flagged as child sexual exploitation.

These statistics need to be used with care due to their experimental status and the recording / flagging practices seem to be an emerging stage (for instance, the child sexual abuse figure for North Wales represents over 65% of the total figures reported across Wales).

8.2.6 Data gaps

A substantial amount of data is published and regularly updated on crime, some at very local levels. However most data published at local level is not very useful for the purpose of this analysis; data on issues such as hate crime is published at force area level (i.e. North Wales) but this only includes total numbers and is not categorised by e.g. age or gender of victim.

8.3 Conditions of detention

8.3.1 Detained population

Detentions under the Mental Health Act

In 2016/17, 65.6 per 100,000 of adults in north Wales were detained formally under Mental Health Acts.

Breaking down the results **by gender**, the rate per 100,000 was 74.8 amongst males and 56.9 amongst women in north Wales (Betsi Cadwaladr University Health Board area).

Youth custodial sentences

In North Wales 23 youth custodial sentences were given to children in 2017/18. 7 of these were in the Conwy / Denbighshire YOT area, 3 in Flintshire, 13 in Wrexham and none in Gwynedd Môn.

8.3.2 Overcrowding and conditions of detention

The only prison in north Wales (HMP Berwyn) currently has fewer prisoners than its full operational capacity (1448 prisoners in August 2019 compared with 1550 capacity).

8.3.3 Non-natural deaths

No specific local information to add to “Is Wales Fairer?”.

8.3.4 Safety of those detained

There were 591 self-harm incidents at HMP Berwyn in the year to March 2019. This compares to 358 incidents in the previous year, although the number of prisoners has also increased in that time.

In the year to March 2019 there were 288 prisoner-on-prisoner assaults at HMP Berwyn, and 204 assaults on staff. This compares with 79 and 45 in the previous year.

8.3.5 Use of force and restraint

In 2017/18 North Wales Police used CEDs (Conducted Energy Devices or ‘Tasers’) 134 times, of which the device was actually discharged 12 times.

As noted in ‘Is Wales Fairer?’ the statistics do not include the age or ethnicity of those against whom Tasers are used.

As the report also notes, data on the use of restraint in health and care settings is also very limited.

8.3.6 Data gaps

As is the case for some other subject areas, there is a substantial amount of data available but most of it is either only available at England & Wales or Wales level, or (as for the HMP Berwyn data quoted above) is not available by protected characteristic, so is of limited use for this analysis.

The lack of reliable data on the Welsh prisoner population has been highlighted in a number of recent reports – the Wales Governance Centre has recently published a number of studies (<https://www.cardiff.ac.uk/wales-governance-centre/publications/justice>) concentrating more specifically at present on the geographical distance between prisons and prisoners’ home areas – it would be useful to keep an eye on this research as it develops.

9. Participation

9.1 Political and civic participation and representation

9.1.1 Voting

No specific local information to add to “Is Wales Fairer?”. In fact we would question the finding quoted in that report that voter turnout in Wales is substantially higher for women than for men; this is not borne out by other similar studies, and is probably attributable to a small sample size even at all-Wales level.

9.1.2 Political participation and freedom of expression, assembly and association; trade unions, legislation and membership

No local data to add to the information in “Is Wales Fairer?” – although the data on local government members / candidates could in theory be reported at a local level it is published only at all-Wales level at present.

9.1.3 Civic participation, including public appointments and volunteering; ability to influence decisions in the local area

In total, of the 333 elected members across north Wales local authorities, 74 (22.9%) are women. The percentages are lower than this in Wrexham and (in particular) Anglesey as shown below:

	% female elected members
Isle of Anglesey	10%
Gwynedd	23%
Conwy	25%
Denbighshire	23%
Flintshire	26%
Wrexham	19%

Participants at the NWPSSEN Stakeholder Engagement Event (24/5/18) felt that councillors were not generally representative of the “mainstream” of local society and were not drawn from, for example, ethnic minorities or young people in many counties.

9.1.4 Data gaps

Detailed information on diversity of the membership of local government / other public bodies is not generally available (other than by gender) as noted in the Electoral Reform Society’s report “New Voices: How Welsh politics can begin to reflect Wales”.

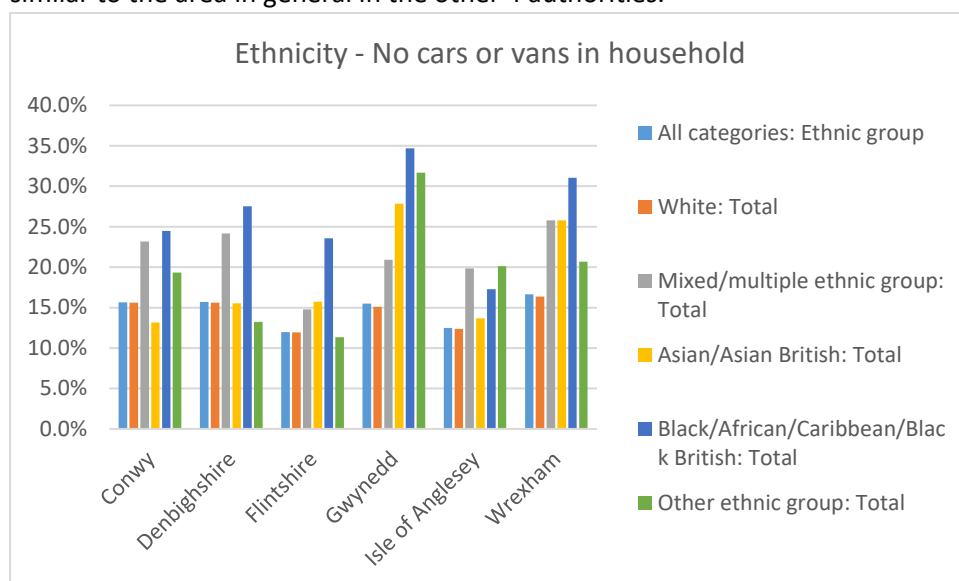
9.2 Access to services

9.2.1 Access to transport

Using data from the 2011 Census, car or van availability can be analysed by different characteristics.

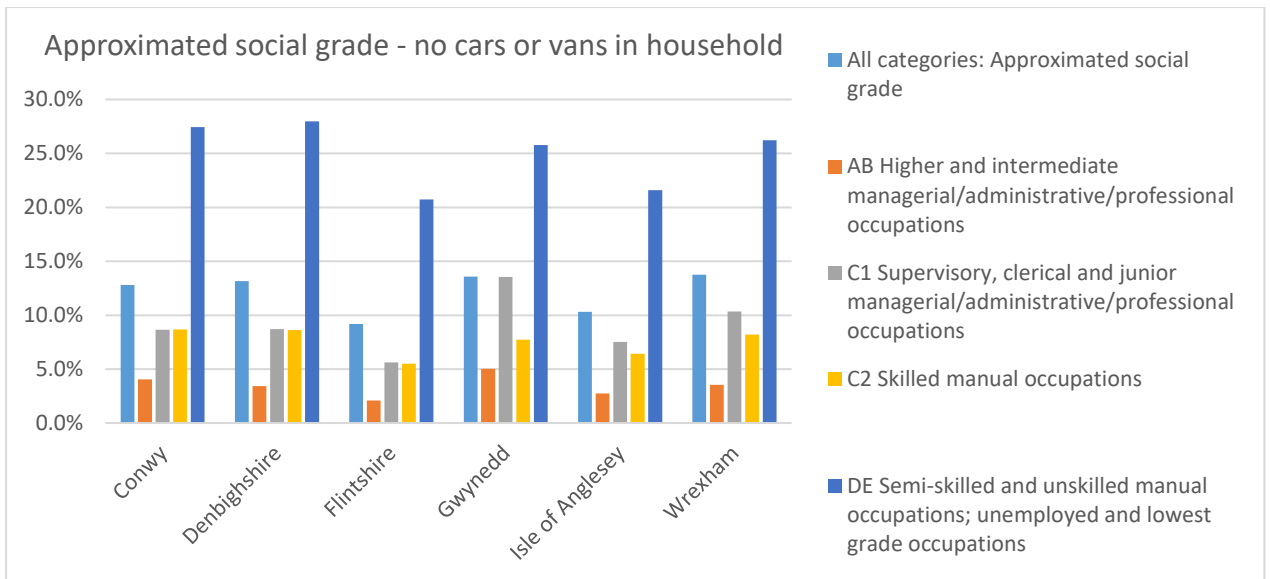
Across north Wales, 14.7% of the population live in households without access to a car or van. Analysis by ethnicity shows that the corresponding percentages in each ethnic group are: White 14.5%, Mixed / multiple ethnic group 21.6%, Asian 20.6%, Black / African / Caribbean 28.9%, and Other ethnic group 24.1%.

Analysis by local authority area (chart below) shows a broadly similar pattern across areas, the main exception being the Asian / Asian British ethnic group, for which car / van access is significantly below that of the general population in Gwynedd and Wrexham, but broadly similar to the area in general in the other 4 authorities.



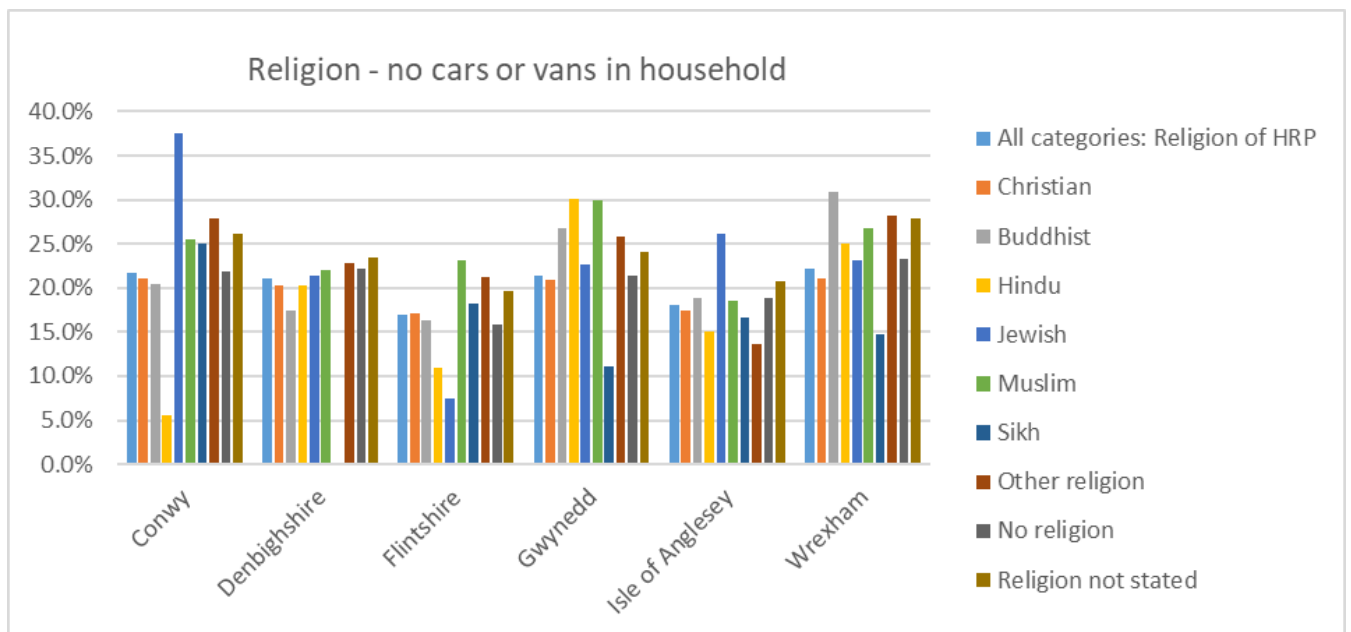
Analysis by social grade shows that across north Wales, 12.1% of people aged 16-64 have no access to a car / van in their household, but that this proportion varies from 3.4% in social grade AB (Higher and intermediate occupations), to 9.1% in grade C1, 7.4% in grade C2, to 24.8% in grade DE (Semi-skilled and unskilled manual occupations and unemployed).

The pattern across authority areas is broadly similar as shown in the chart below.



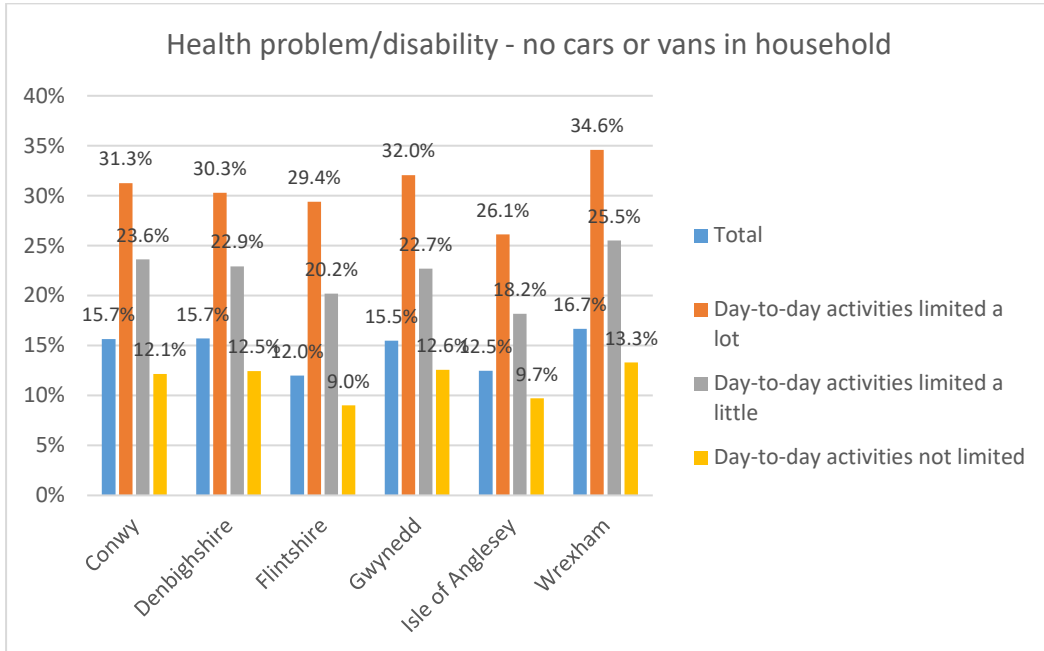
Analysing by religion, 19.6% of households across north Wales which identified their religion as Christian had no access to a car or van. The corresponding percentages for other religions are: Buddhist 22.6%, Hindu 19.7%, Jewish 22.3%, Muslim 25.9%, Sikh 14.7%, Other 24.0%, No religion 20.6%.

Analysis by local authority area (chart below) suggests that the local pattern can vary considerably from the North Wales average.



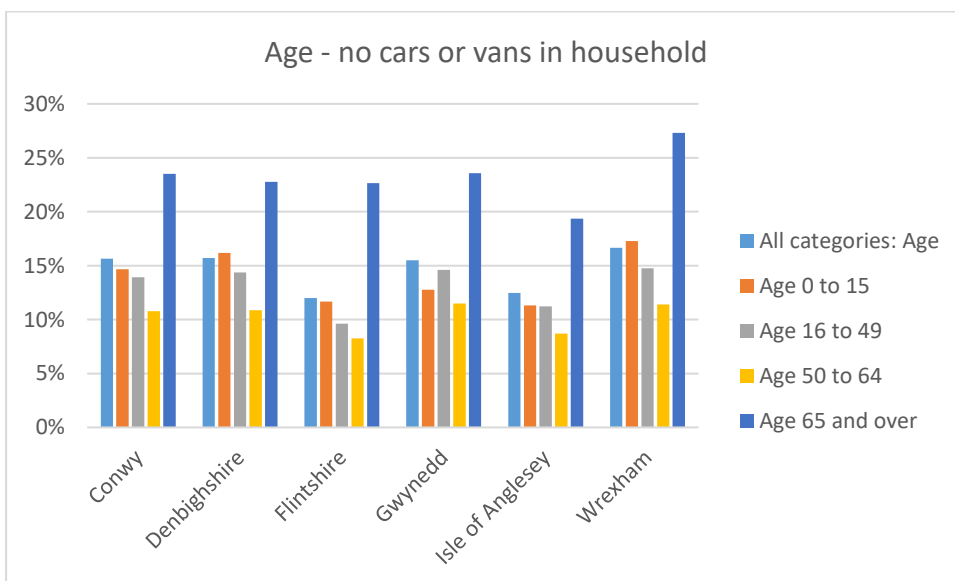
Across north Wales, 30.9% of people whose day-to-day activities are “limited a lot” because of a long-term health problem or disability had no access to a car / van. The corresponding percentage for people whose activities are “limited a little” was 22.4%, compared to 11.5% for people whose activities were not limited.

As shown in the chart below, this is a pattern which repeats itself across the local authority areas – the main exception being that in Anglesey, the proportion of people with health problems / disabilities without access to a car / van is slightly lower than in other areas.

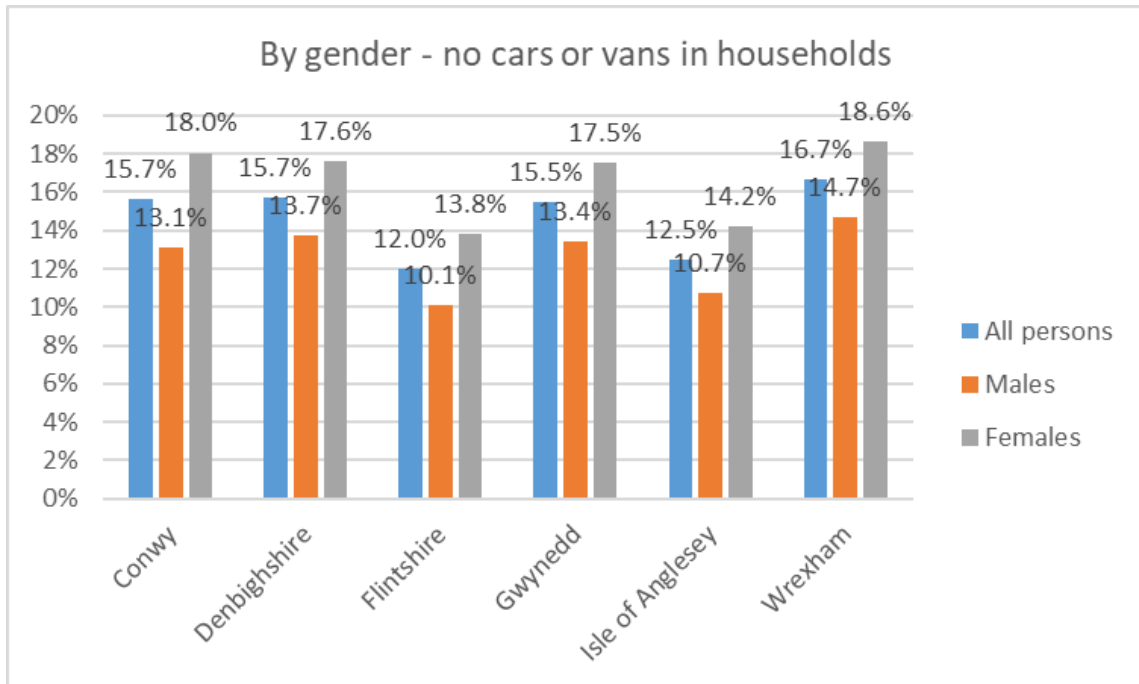


Across north Wales, 14.1% of people aged 0-15 lived in households with no access to a car / van, compared with 14.1% of people aged 16-49 and 10.2% of people aged 50 to 64. The proportion increases to 23.4% for people aged 65 and over.

This general pattern is apparent in each local authority area as shown below. In particular, the proportion of over-65s in Wrexham without access to a car / van is higher than other areas at 27.3%.

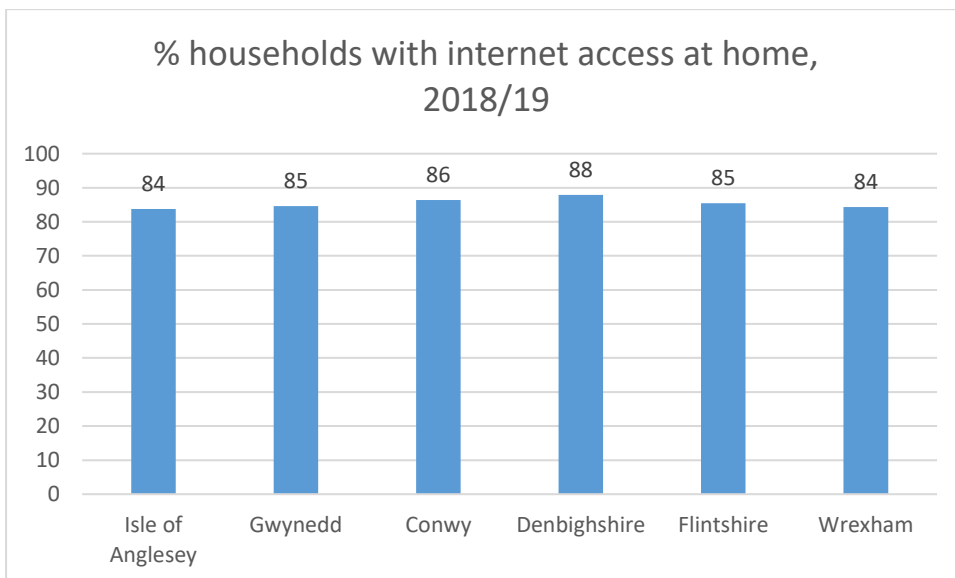


The proportion of males living in households without access to a car / van is lower than females, in each local area as shown below. Across north Wales as a whole, 12.6% of males have no access compared to 16.7% of females.



9.2.2 Access to digital services

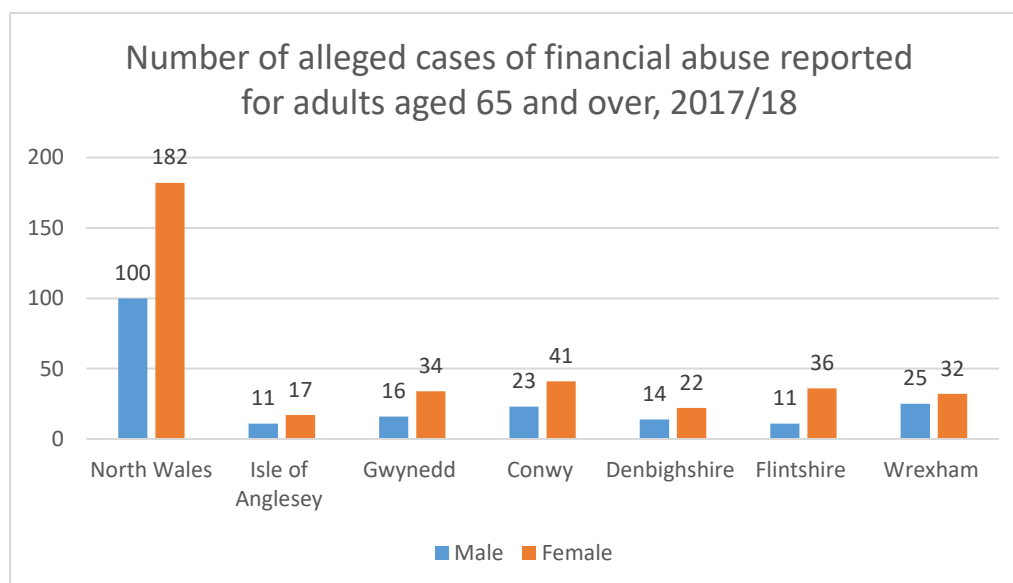
Data from the National Survey for Wales (graph below) shows the level of internet access is broadly similar between different areas of north Wales at around 84-88%. Unfortunately this data is not further analysed by protected characteristic.



Participants at the NWPSSEN Stakeholder Engagement Event (24/5/18) noted that access to public transport continues to be problematic particularly for those with a physical or sensory impairment.

9.2.3 Barriers to financial access and vulnerability to fraud

In total, 282 cases of alleged financial abuse were reported in 2017/18 in north Wales, where the alleged victim was aged 65 and over. In around 65% of these cases, the alleged victim was female. This general pattern is consistent across local authorities as shown in the chart below.

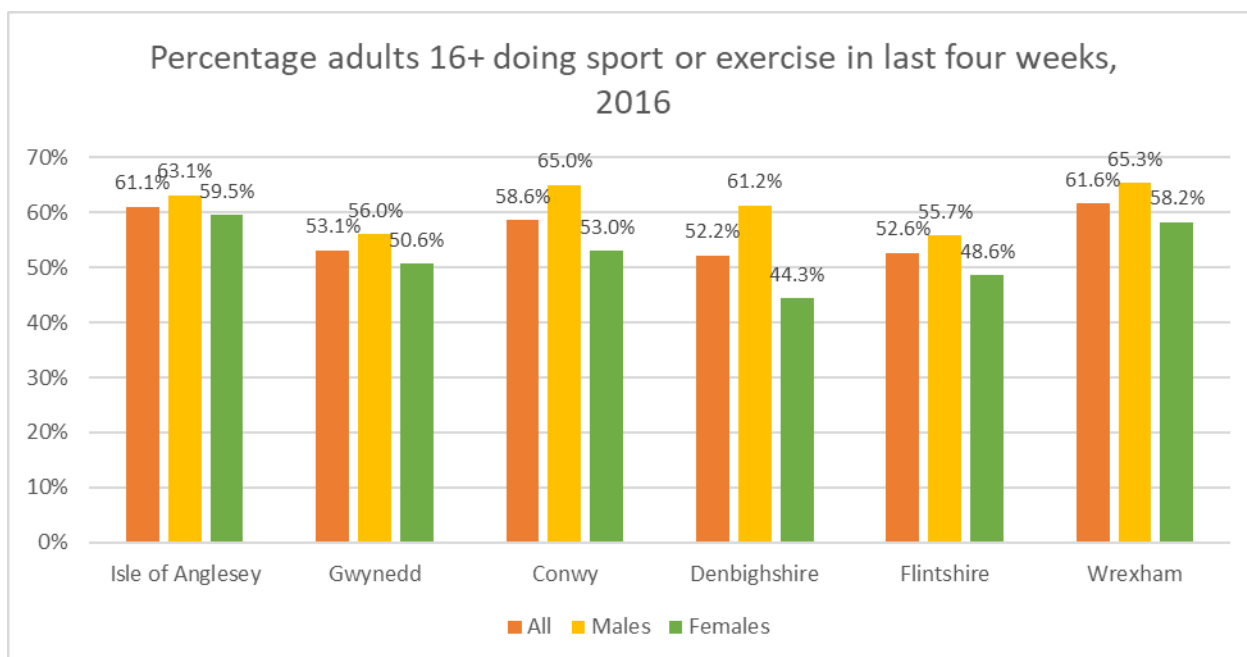


9.2.4 Access to culture, leisure and sport

Participation in sport or exercise is measured through the percentage of adults doing sport or exercise in last four weeks. In 2016 **56.2%** of adults in north Wales had participated in sport or exercise in the previous four weeks.

Breaking down the results **by gender**, 60.5% of men in North Wales participated in sport or exercise in the previous four weeks compared to 52.5% of women.

Analysis at local authority level (chart below) shows that a higher percentage of men compared to women in all authorities participated in sport or exercise in the previous four weeks. The lowest participation by both men and women is seen in Denbighshire.



Source: National Survey for Wales, 2016/17

Breaking down the results **by age**, 71.0% of 16-24 year olds in North Wales participated in sport or exercise in the previous four weeks with the rest of age band as follows; 25-34 year olds – 68.6%; 35-44 year olds – 69.3%; 45-54 year olds – 63.7%; 55-64 year olds – 52.0%; 65-74 year olds – 45.4% and 75 years and over – 18.5%.

Although data on Local Authority level is available for age ranges it is not complete and therefore not comparable at this level.

9.2.5 Data gaps

There is very little information available on access to transport, other than Census data on households with no car / van which doesn't really tell the full story on whether safe and accessible transport is available.

We have been unable to find local data on access to other cultural / leisure facilities (other than participating in exercise). Data on internet access / use is not available at local level by protected characteristic.

9.3 Privacy and surveillance

9.3.1 Internet use and awareness of privacy settings

No specific local information to add to "Is Wales Fairer?".

9.3.2 Treatment of personal data

No specific local information to add to "Is Wales Fairer?".

9.3.3 Data gaps

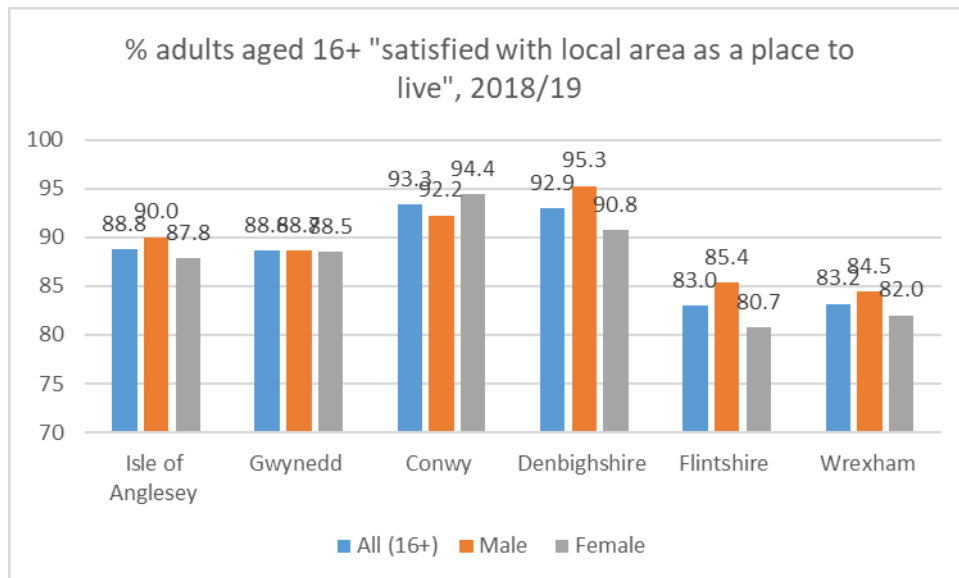
We have been unable to find local data for this subject heading – the analysis in “Is Wales Fairer?” is based on data from the Opinions and Lifestyle Survey which is available only at all-Wales level.

9.4 Social and community cohesion

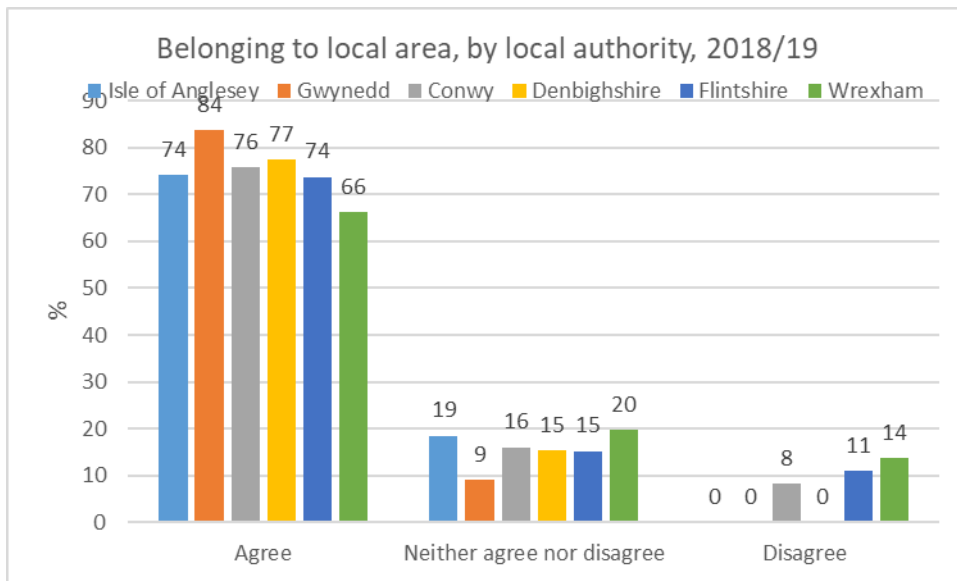
9.4.1 Trust and sense of belonging in the local neighbourhood

The data used in ‘Is Wales Fairer?’ on whether survey respondents feel that “most people can be trusted” is available only at all-Wales level.

Data on whether people aged 16 and over are “satisfied with their local area as a place to live” is available at local authority level from the National Survey for Wales. In general (chart below) men are somewhat more satisfied than women with their local area (with Conwy the exception).



Data on whether people agree that they “belong to their local area” is available at local authority level from the National Survey for Wales (chart below), but unfortunately is not analysed by gender or other protected characteristics.



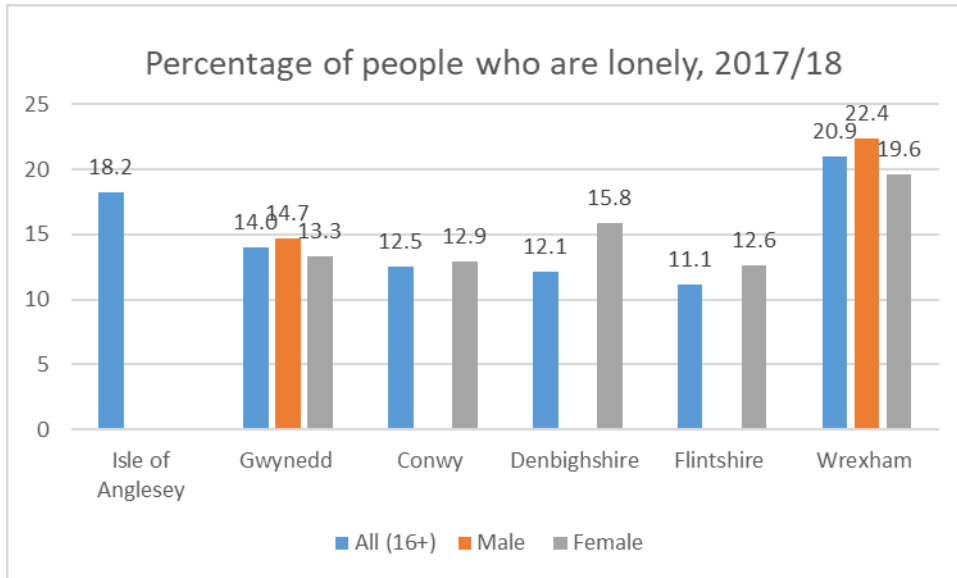
9.4.2 Social and community cohesion, building relationships to counter radicalisation and extremism

No specific local information to add to “Is Wales Fairer?”.

9.4.3 Community interaction and use of common spaces; access to, and exclusion from, engaging with the local community

Data from the National Survey for Wales on whether respondents (aged 16 and over) felt they were lonely, shows a wide variation in the overall percentage by local authority from 11.1% (Flintshire) to 20.9% (Wrexham).

Analysing by gender (chart below – data not published for all categories due to small sample sizes), there is no uniform pattern - loneliness amongst females seems to be somewhat higher than the authority average in three areas (Conwy, Denbighshire and Flintshire) whilst the opposite is true in Gwynedd and Wrexham.



2011 Census data shows that, of the households across north Wales where someone has a long-term health problem or disability, 35.8% of them are single-person households. This compares with 28.6% of households where there is no-one with a long-term health problem or disability.

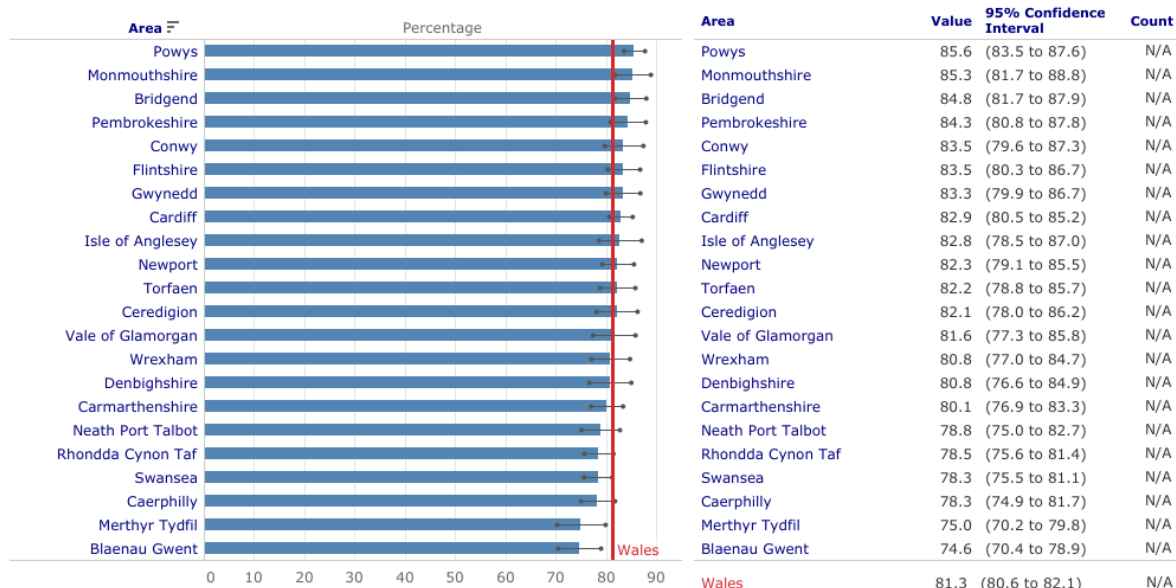
Although not directly related to this topic (or to any other single topic in isolation), data on life satisfaction among working-age adults, and among older people, is shown below.

Life satisfaction among older people is higher than among working age adults in each local authority area on this measure. In addition, life satisfaction is generally somewhat higher than the Wales average (4 of the 6 authorities have higher scores than the Wales average for working-age adults; 5 of the 6 authorities for older people).

Life satisfaction among working age adults, 2016/17 - 2017/18

Respondents who rate their satisfaction with their life as 7 out of 10 or higher, percentage, persons aged 16-64, local authorities

←→ 95% confidence interval

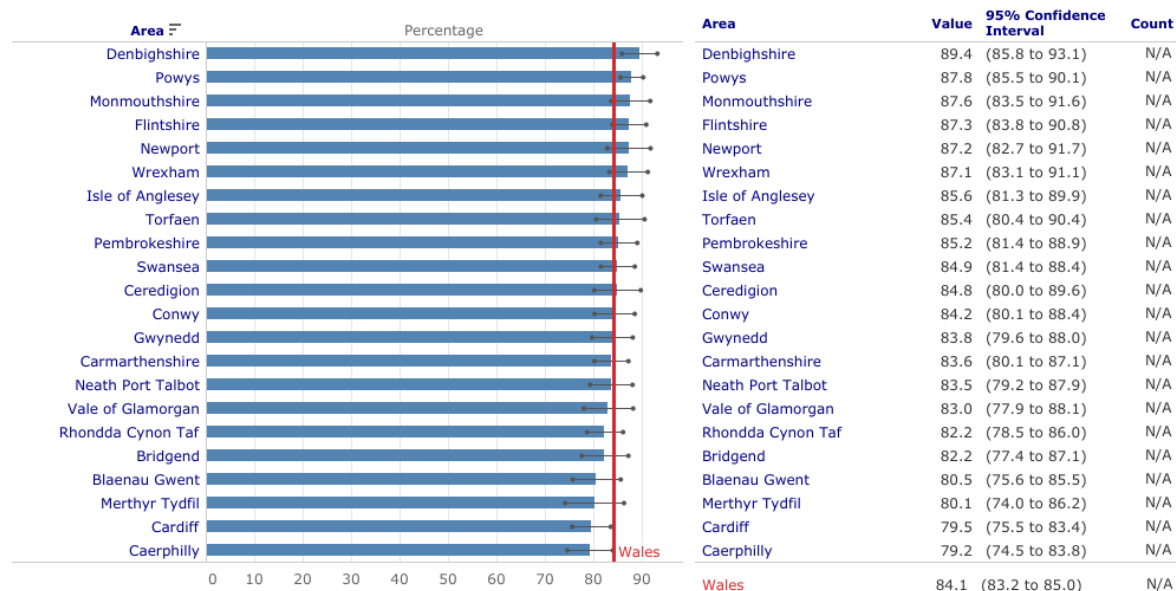


Produced by Public Health Wales Observatory, using NSW (WG).
Please consult the technical guide for full details on how this indicator is calculated.

Life satisfaction among older people, 2016/17 - 2017/18

Respondents who rate their satisfaction with their life as 7 out of 10 or higher, percentage, persons aged 65+, local authorities

←→ 95% confidence interval



Produced by Public Health Wales Observatory, using NSW (WG).
Please consult the technical guide for full details on how this indicator is calculated.

9.4.4 Data gaps

Most of the data in this section are based on responses from the National Survey for Wales. The ability to analyse this data at local level and by protected characteristic is limited; the data is generally not published at this level of aggregation, and even if it is (as in the 'loneliness' data above) some elements are usually not disclosed due to small sample sizes.

10. Conclusions

In general the main findings of this report amplify those in “Is Wales Fairer” and show that the effects of poverty, inequality and exclusion, which were highlighted at Wales level in that report, are also very much in evidence in local communities across north Wales.

The main themes which become evident are:

- **Socio-economic disadvantage:** the impact of poverty and deprivation on peoples’ lives is very apparent from the information in the report. A particularly striking example is educational attainment: 28% of pupils claiming free school meals achieve the Level 2 Inclusive Threshold at school-leaving age, compared with 58% of other pupils. Households in lower socio-economic groups are also much less likely to have access to a car – which will have a particularly significant impact on people living in rural areas.
- **Disabled people**
- **Outcomes for women / girls**
- **Race inequality**

Data gaps – press for more analysis / availability at lower geographical areas, especially National Survey for Wales via Welsh Gov

Appendix 1: Data sources and links

Education

Indicator	Source	Link
Educational attainment of children and young people		
Percentage of children achieving the expected outcomes at Foundation Phase (Foundation Phase Indicator)	National teacher assessment data collection, Welsh Government <i>No longer updated after 2017</i>	https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Examinations-and-Assessments/Foundation-Phase/results-by-localauthority-outcome
Percentage of Year 11 pupils achieving Level 2 (5 GCSEs A*-C) including English/Welsh and Maths (Level 2 Inclusive Threshold)	Welsh Examinations Database, Welsh Government	General, and analysis by gender: https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Examinations-and-Assessments/Key-Stage-4/examinationachievementsofpupilsaged15-by-localauthority Analysis by FSM eligibility: https://statswales.gov.wales/Catalogue/Education-and-Skills/Schools-and-Teachers/Examinations-and-Assessments/Key-Stage-4/ks4keyindicators-by-freeschoolmealentitlement-area
School exclusions, bullying and NEET		
Exclusions from schools: rate per 1,000 pupils	Pupils' Exclusions Record, Welsh Government	https://gov.wales/sites/default/files/statistics-and-research/2019-01/170928-permanent-fixed-term-exclusions-from-schools-2015-16-en.pdf This data is the latest available since it is not now published at local authority level; although the statistical bulletin states that "the local authority breakdown is available on request" we have been unable to obtain this from Welsh Government.
Percentage of Year 7-11 pupils having bullied / being bullied at school	Health Behaviour in School-aged Children Survey / Student Health and Wellbeing Survey, School Health Research Network	http://www.shrn.org.uk/wp-content/uploads/2019/05/SHRN-HBSC-NR_31.05.2019.pdf
Young people (aged 16-24) not in education, employment or training (NEET)	Annual Population Survey 2016-2018, ONS	https://gov.wales/young-people-not-education-employment-or-training-neet-2018 Table 3
Year 11 school leavers known to be NEET	Pupil Destinations from Schools in Wales, Careers Wales	https://gov.wales/young-people-not-education-employment-or-training-neet-2018 Table 5

Higher education and lifelong learning		
Percentage of 25-64 year olds with degree-level qualification ('Level 4 and above')	Census 2011, ONS	Calculated from datasets in https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=1102 (by sex and age) https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=1107 (by ethnic group) https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=1109 (by religion)
Percentage of population aged 16-64 who received job related training in last 13 weeks	Annual Population Survey Apr 2018 – Mar 2019, ONS	https://www.nomisweb.co.uk/query/construct/components/variableComponent.asp?menuopt=7&subcomp=130

Work

Indicator	Source	Link
Educational attainment of children and young people		
Percentage of children achieving the expected outcomes at Foundation Phase (Foundation Phase Indicator) Employment rate for ages 16+, 16-64	Annual Population Survey Apr 2018 – Mar 2019, ONS	https://www.nomisweb.co.uk/query/construct/components/variableComponent.asp?menuopt=7&subcomp=130
Unemployment rate for ages 16+, 16-64	Annual Population Survey Apr 2018 – Mar 2019, ONS	https://www.nomisweb.co.uk/query/construct/components/variableComponent.asp?menuopt=7&subcomp=130
Earnings		
Median hourly earnings, males / females, full-time / part-time	Annual Survey of Hours and Earnings, 2018, ONS	https://www.nomisweb.co.uk/query/construct/components/stdListComponent.asp?menuopt=12&subcomp=100
Occupational segregation		
% of employees aged 16+ by occupation (SOC2010 classification) – by ethnicity, gender	Annual Population Survey Apr 2018 – Mar 2019, ONS High-paid occupations: categories 1 and 2 Low-paid occupations: categories 6, 7 and 9	https://www.nomisweb.co.uk/query/construct/components/variableComponent.asp?menuopt=7&subcomp=130

Number of unique learners on apprenticeship programmes	Lifelong Learning Wales Record, Welsh Government	https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning/uniquelearnersworkbasedlearning-by-programmetype-domicile
Apprenticeship programmes in work-based learning, by sector	Lifelong Learning Wales Record, Welsh Government	https://statswales.gov.wales/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Lifelong-Learning-Wales-Record/learningprogrammesapprenticeships

Living Standards

Indicator	Source	Link
Homelessness		
Households for which assistance provided, by gender	Homelessness data collection, Welsh Government	https://statswales.gov.wales/Catalogue/Housing/Homelessness/Statutory-Homelessness-Prevention-and-Relief/householdsforwhichassistancehasbeenprovided-by-outcome-age-gender
Housing tenure		
Household tenure by ethnicity, age of Household Reference Person	Census 2011, ONS	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=710
Housing for Gypsies and Travellers		
Numbers of gypsy / traveller caravans	Gypsy and traveller caravan count, Welsh Government	https://gov.wales/sites/default/files/statistics-and-research/2019-04/gypsy-and-traveller-caravan-count-january-2019-587.pdf
Accessible housing for disabled people		
Disabled Facilities Grants completed	DFG Data Collection, Welsh Government	https://statswales.gov.wales/Catalogue/Housing/Disabled-Facilities-Grants/disabledfacilitiesgrants-by-area-granttype
Relative poverty and severe material deprivation		
Percentage of people living in households in material deprivation	National Survey for Wales, Welsh Government	https://statswales.gov.wales/Catalogue/National-Survey-for-Wales/Well-being-and-Finances/percentageofpeoplelivinginhouseholdsinmaterialdeprivation-by-localauthority-year
Wealth and income distribution		

Gross Disposable Household Income	Regional Accounts, ONS	https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/Regional-Accounts/Household-Income/grossdisposablehouseholdincome-by-area-measure
Access to social care		
Adults receiving services by age group	Adults Receiving Care and Support, Welsh Government <i>Rates per age group calculated using these + ONS population estimates</i>	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Social-Services/Adult-Services/Service-Provision/adultsreceivingervices-by-localauthority-agegroup
Quality of social care		
Review of healthcare support for older people living in care homes	Joint review: Care Inspectorate Wales / Healthcare Inspectorate Wales, November 2018	https://careinspectorate.wales/sites/default/files/2018-11/181115-joint-hiw-ciw-healthcare-support-en.pdf
% people who agree good social care services available in their area	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Impact of caring on carers		
Provision of unpaid care by general health by sex by age	Census 2011, ONS	https://www.nomisweb.co.uk/query/construct/summary.asp?menuopt=200&subcomp=
Abuse and neglect		
Adults suspected of being at risk	Adult Safeguarding, Welsh Government	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Social-Services/Adult-Services/Adult-Safeguarding/adultssuspectedofbeingatrisk-by-localauthority-measure

Health

Indicator	Source	Link
Access to healthcare		
Percentage of people waiting for treatment for more than 26 weeks	Referral to Treatment Times, NHS Wales Informatics Services	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/NHS-Hospital-Waiting-Times/Referral-to-Treatment/percentage-patientpathwayswaiting-month-grouped-weeks
Percentage of Ambulance service emergency red	Welsh Ambulance Services NHS Trust	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/NHS-Performance/Ambulance-Services/emergencyresponsesminutebyminute

calls responded within 8 minutes		eperformanceredcalls-by-localhealthboard-month
Health Outcomes		
Percentage of adults (16 years old and above) reporting general health as being either excellent, very good or good	Welsh Health Survey 2015, Welsh Government	https://gweddill.gov.wales/statistics-and-research/welsh-health-survey/?tab=previous&lang=en
Percentage of Gypsy or Irish Traveller reporting their general health as bad or very bad	Census 2011, ONS	https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?collapse=yes
Percentage of Gypsy or Irish Traveller providing unpaid care	Census 2011, ONS	https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?collapse=yes
Percentage of children (under 16 years old) reporting general health as being either very good or good	Welsh Health Survey 2015, Welsh Government	https://gweddill.gov.wales/statistics-and-research/welsh-health-survey/?tab=previous&lang=en
Suicide rate per 100,000 (adults)	Public Health Wales Observatory 2013 to 2017, NHS Wales	https://public.tableau.com/views/PHOF2017LAHB-HOME/LAHB?:embed=y&:showVizHome=no
Suicide rate by local authority, age and gender	Calculated from 'Deaths by cause' data, ONS (link as shown) and 2011 Mid-Year Estimate population	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Births-Deaths-and-Conceptions/Deaths/Deaths-by-Cause
Life expectancy	Health state life expectancy at birth	https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/bulletins/healthstatelifeexpectanciesuk/2014to2016/relateddata
Adults and children eating five fruit / vegetable portions daily	National Survey for Wales, Welsh Government (via Public Health Outcomes Framework)	http://www.publichealthwalesobservatory.wales.nhs.uk/phof
Children aged 11-16 of healthy weight, by gender	Health Behaviour in School-aged Children Survey (via Public Health Outcomes Framework)	http://www.publichealthwalesobservatory.wales.nhs.uk/phof
Deaths per 1,000 live births of	Child Mortality Statistics, ONS	https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/datasets/childmortalitystatisticschildhoodi

infants up to 1 year old		infantandperinatalchildhoodinfantandperinata lmortalityinenglandandwales
Percentage of babies born with birth weight below 2,500g	Public Health Wales Observatory 2017, NHS Wales (via Public Health Outcomes Framework)	<a href="https://public.tableau.com/views/PHOF2017LAHB-
HOME/LAHB?:embed=y&:showVizHome=no">https://public.tableau.com/views/PHOF2017LAHB- HOME/LAHB?:embed=y&:showVizHome=no
Mental Health		
Percentage of adults treated for any mental illness	Welsh Health Survey 2015	https://gweddill.gov.wales/statistics-and-research/welsh-health-survey/?tab=previous&lang=en
Admissions to mental health facilities by gender	Welsh Government	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Mental-Health/Admissions-to-Mental-Health-Facilities/admissionstomentalhealthfacilitiesbylhb
Patients in mental health hospitals / units with a mental illness, by gender and age	Psychiatric Census, NHS Wales Informatics Service	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Mental-Health/Psychiatric-Census/patientsinmentalhealthhospitalsandunitsinwaleswithamentaillness

Justice and personal security

Indicator	Source	Link
Criminal and civil justice: public confidence and access to justice		
Perceptions of local police	Crime Survey for England and Wales, Year ending March 2019, ONS	https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualsupplementarytables
Violence and abuse: hate crimes, homicides, and sexual and domestic abuse		
Hate crime, by police force area	Police recorded crime, Home Office Data Hub	https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2017-to-2018
Number of recorded offences by category	Crime in England and Wales, Police Force Area tables	https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/policeforceareadatatables
Domestic abuse recorded offences	Police recorded crime, ONS published tables	https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseinenglandandwalesappendixtables
Child sexual abuse / exploitation offences	Police recorded crime, ONS published tables	https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesotherrelatedtables

Conditions of detention		
Formal admissions under Mental Health Act	Admissions and detentions under MH Act 1983, Welsh Government	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Mental-Health/Admissions-to-Mental-Health-Facilities/admissionstomentalhealthfacilitiesbylhb
Youth custodial sentences	Youth Justice Statistics, Ministry of Justice / Youth Justice Board for England and Wales	https://www.gov.uk/government/statistics/youth-justice-statistics-2017-to-2018
Prison population	Prison population monthly bulletin, MoJ / HM Prison Service / HM Prison & Probation Service	https://www.gov.uk/government/statistics/prison-population-figures-2019
Self-harm and assault incidents in prison	Safety in Custody quarterly bulletin, MoJ / HM Prison & Probation Service	https://www.gov.uk/government/statistics/safety-in-custody-quarterly-update-to-march-2019
Use of CEDs (Tasers)	Police Use of Force statistics, Home Office	https://www.gov.uk/government/statistics/police-use-of-force-statistics-england-and-wales-april-2017-to-march-2018

Participation

Indicator	Source	Link
Political and civic participation and representation		
Local authority members by gender	Electoral Reform Society	https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/
Access to services		
Access to car / van	Census 2011, ONS	https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=75&subgrp=Detailed+Characteristics
Households with internet access	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Number of reported cases of alleged financial abuse, adults aged 65+	Adult Safeguarding, Welsh Government	https://statswales.gov.wales/Catalogue/Health-and-Social-Care/Social-Services/Adult-Services/Adult-Safeguarding/typesofabuse-by-localauthority-measure-age
Participation in sport or exercise	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Social and community cohesion		

Satisfaction with local area as a place to live	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Belonging to local area	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Loneliness	National Survey for Wales, Welsh Government	https://gov.wales/national-survey-wales-results-viewer
Single-person households vs long-term health problem / disability	Census 2011, ONS	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=758
Life satisfaction	National Survey for Wales, Welsh Government	Charts supplied by Public Health Wales Observatory

The highlighted indicators use the same definitions / sources as those in the “Is Wales Fairer?” report.

Appendix 2: % of population aged 25-64 with degree-level qualifications (or above)

Analysis by MSOA (Middle Super Output Area)

Source: 2011 Census

(a): By gender

MSOA Code	MSOA Name	All %	Male %	Female %	Gap (Female % - Male %)
W02000001	Isle of Anglesey 001	24.5%	22.6%	26.3%	3.6%
W02000002	Isle of Anglesey 002	32.1%	29.4%	34.8%	5.4%
W02000003	Isle of Anglesey 003	15.9%	15.6%	16.2%	0.6%
W02000004	Isle of Anglesey 004	30.3%	30.3%	30.3%	0.0%
W02000005	Isle of Anglesey 005	39.4%	37.3%	41.3%	4.1%
W02000006	Isle of Anglesey 006	26.1%	23.8%	28.2%	4.4%
W02000007	Isle of Anglesey 007	29.0%	28.7%	29.2%	0.5%
W02000008	Isle of Anglesey 008	43.5%	41.7%	45.3%	3.6%
W02000009	Isle of Anglesey 009	34.7%	33.6%	35.7%	2.1%
W02000010	Gwynedd 001	39.7%	40.5%	38.5%	-2.1%
W02000011	Gwynedd 002	34.2%	35.1%	33.3%	-1.7%
W02000012	Gwynedd 003	40.2%	35.6%	44.9%	9.3%
W02000013	Gwynedd 004	42.7%	40.3%	45.1%	4.8%
W02000014	Gwynedd 005	38.3%	35.5%	41.2%	5.6%
W02000015	Gwynedd 006	26.9%	25.5%	28.3%	2.7%
W02000016	Gwynedd 007	36.6%	34.3%	38.8%	4.5%
W02000017	Gwynedd 008	30.7%	28.3%	33.1%	4.8%
W02000018	Gwynedd 009	23.8%	21.0%	26.7%	5.7%
W02000019	Gwynedd 010	31.7%	28.5%	35.1%	6.6%
W02000020	Gwynedd 011	32.0%	28.1%	35.8%	7.7%
W02000021	Gwynedd 012	25.8%	23.7%	28.0%	4.4%
W02000022	Gwynedd 013	29.0%	25.4%	32.6%	7.2%
W02000023	Gwynedd 014	31.1%	27.3%	34.9%	7.6%
W02000024	Gwynedd 015	30.7%	26.5%	35.1%	8.6%
W02000025	Gwynedd 016	26.8%	25.7%	28.0%	2.3%
W02000026	Gwynedd 017	27.4%	25.9%	28.9%	2.9%
W02000027	Conwy 001	28.3%	28.2%	28.5%	0.3%
W02000028	Conwy 002	26.3%	24.6%	27.8%	3.3%
W02000029	Conwy 003	39.2%	38.0%	40.3%	2.3%
W02000030	Conwy 004	36.6%	35.5%	37.5%	2.0%
W02000031	Conwy 005	16.5%	16.0%	16.9%	1.0%
W02000032	Conwy 006	35.0%	35.2%	34.9%	-0.2%
W02000033	Conwy 007	28.4%	26.4%	30.7%	4.3%
W02000034	Conwy 008	38.4%	37.5%	39.3%	1.8%
W02000035	Conwy 009	29.6%	27.5%	31.5%	4.0%
W02000036	Conwy 010	27.6%	26.3%	28.8%	2.5%

MSOA Code	MSOA Name	All %	Male %	Female %	Gap (Female % - Male %)
W02000037	Conwy 011	26.3%	24.6%	27.9%	3.3%
W02000038	Conwy 012	36.1%	34.0%	37.9%	3.9%
W02000039	Conwy 013	33.8%	30.2%	37.4%	7.2%
W02000040	Conwy 014	33.6%	27.4%	40.0%	12.6%
W02000041	Conwy 015	31.9%	28.3%	35.5%	7.2%
W02000042	Denbighshire 001	22.3%	21.3%	23.3%	2.0%
W02000043	Denbighshire 002	26.7%	24.2%	29.0%	4.8%
W02000044	Denbighshire 003	27.8%	27.4%	28.1%	0.7%
W02000045	Denbighshire 004	17.2%	15.1%	19.3%	4.2%
W02000047	Denbighshire 006	14.5%	15.6%	13.6%	-2.0%
W02000049	Denbighshire 008	32.5%	29.6%	35.1%	5.5%
W02000050	Denbighshire 009	30.6%	28.9%	32.2%	3.3%
W02000051	Denbighshire 010	36.0%	33.0%	38.9%	5.9%
W02000052	Denbighshire 011	29.0%	26.4%	31.7%	5.2%
W02000053	Denbighshire 012	40.0%	36.1%	44.0%	7.9%
W02000054	Denbighshire 013	44.7%	41.5%	47.9%	6.4%
W02000055	Denbighshire 014	36.4%	32.8%	39.9%	7.1%
W02000056	Denbighshire 015	35.9%	32.5%	39.4%	6.9%
W02000057	Denbighshire 016	33.1%	28.2%	38.2%	10.0%
W02000419	Denbighshire 017	22.8%	20.9%	24.4%	3.5%
W02000058	Flintshire 001	25.3%	23.6%	26.8%	3.2%
W02000059	Flintshire 002	28.7%	27.7%	29.6%	1.9%
W02000060	Flintshire 003	16.8%	15.9%	17.6%	1.6%
W02000061	Flintshire 004	13.9%	13.7%	14.0%	0.3%
W02000062	Flintshire 005	24.2%	23.9%	24.5%	0.6%
W02000063	Flintshire 006	39.4%	37.4%	41.3%	3.8%
W02000064	Flintshire 007	14.4%	13.8%	15.0%	1.2%
W02000065	Flintshire 008	21.5%	20.5%	22.5%	2.0%
W02000066	Flintshire 009	17.5%	16.9%	18.2%	1.3%
W02000067	Flintshire 010	32.0%	31.7%	32.4%	0.7%
W02000068	Flintshire 011	20.9%	19.7%	22.2%	2.5%
W02000069	Flintshire 012	35.0%	35.0%	35.0%	0.0%
W02000070	Flintshire 013	38.0%	40.0%	36.1%	-3.9%
W02000071	Flintshire 014	30.1%	28.5%	31.5%	2.9%
W02000072	Flintshire 015	24.9%	25.0%	24.8%	-0.2%
W02000073	Flintshire 016	34.2%	33.5%	34.8%	1.3%
W02000074	Flintshire 017	22.2%	20.9%	23.4%	2.5%
W02000075	Flintshire 018	38.4%	36.7%	40.1%	3.4%
W02000076	Flintshire 019	37.5%	35.6%	39.3%	3.7%
W02000077	Flintshire 020	33.8%	30.6%	36.9%	6.3%
W02000080	Wrexham 003	21.2%	19.8%	22.6%	2.9%
W02000081	Wrexham 004	23.7%	22.4%	25.0%	2.6%

MSOA Code	MSOA Name	All %	Male %	Female %	Gap (Female % - Male %)
W02000082	Wrexham 005	22.5%	20.2%	24.8%	4.6%
W02000083	Wrexham 006	26.8%	24.4%	29.1%	4.6%
W02000084	Wrexham 007	33.0%	32.6%	33.3%	0.8%
W02000085	Wrexham 008	33.2%	31.7%	34.7%	3.0%
W02000086	Wrexham 009	23.6%	20.6%	26.5%	5.9%
W02000087	Wrexham 010	10.5%	10.4%	10.5%	0.1%
W02000088	Wrexham 011	33.2%	32.6%	34.0%	1.4%
W02000089	Wrexham 012	20.6%	19.5%	21.9%	2.4%
W02000090	Wrexham 013	25.5%	23.6%	27.4%	3.8%
W02000091	Wrexham 014	25.7%	22.3%	29.1%	6.8%
W02000092	Wrexham 015	19.9%	17.1%	22.8%	5.7%
W02000093	Wrexham 016	31.9%	30.6%	33.1%	2.5%
W02000094	Wrexham 017	19.5%	17.8%	21.1%	3.4%
W02000095	Wrexham 018	39.0%	35.6%	42.2%	6.6%
W02000096	Wrexham 019	26.4%	23.3%	29.4%	6.1%
W02000420	Wrexham 020	42.7%	42.3%	43.0%	0.7%

(b): By ethnic group

MSOA Code	MSOA Name	All %	White Welsh / British %	Asian %	Black %	Mixed / multiple ethnic %	Other White %	All except White Welsh / British %
W02000001	Isle of Anglesey 001	24.5%	24.1%	55.6%	25.0%	25.0%	34.2%	38.4%
W02000002	Isle of Anglesey 002	32.1%	32.0%	33.3%	25.0%	20.0%	42.9%	38.5%
W02000003	Isle of Anglesey 003	15.9%	15.6%	25.6%	57.1%	13.7%	22.0%	22.3%
W02000004	Isle of Anglesey 004	30.3%	30.2%	0.0%	66.7%	50.0%	36.8%	35.6%
W02000005	Isle of Anglesey 005	39.4%	38.5%	46.2%	53.8%	40.7%	68.8%	55.1%
W02000006	Isle of Anglesey 006	26.1%	26.0%	47.8%	0.0%	42.9%	17.0%	29.2%
W02000007	Isle of Anglesey 007	29.0%	28.5%	39.1%	11.1%	50.0%	49.0%	43.8%
W02000008	Isle of Anglesey 008	43.5%	42.1%	43.8%	80.0%	47.6%	71.1%	57.6%
W02000009	Isle of Anglesey 009	34.7%	34.3%	41.2%	33.3%	51.5%	43.6%	47.0%
W02000010	Gwynedd 001	39.7%	32.3%	64.8%	75.0%	35.7%	64.0%	60.0%
W02000011	Gwynedd 002	34.2%	29.9%	57.6%	70.4%	24.1%	51.7%	56.8%
W02000012	Gwynedd 003	40.2%	38.9%	34.5%	40.0%	63.8%	72.8%	64.7%
W02000013	Gwynedd 004	42.7%	41.7%	37.9%	77.8%	40.0%	65.4%	60.8%
W02000014	Gwynedd 005	38.3%	37.2%	71.9%	62.5%	45.8%	61.4%	60.5%
W02000015	Gwynedd 006	26.9%	26.8%	30.9%	71.4%	31.8%	27.7%	30.2%
W02000016	Gwynedd 007	36.6%	36.4%	28.6%	0.0%	23.5%	45.9%	41.1%
W02000017	Gwynedd 008	30.7%	30.4%	38.1%	85.7%	5.6%	45.0%	41.9%
W02000018	Gwynedd 009	23.8%	23.4%	33.3%	12.5%	16.7%	30.8%	35.2%
W02000019	Gwynedd 010	31.7%	31.2%	45.9%	28.6%	35.7%	38.2%	42.0%
W02000020	Gwynedd 011	32.0%	31.6%	42.1%	0.0%	38.9%	50.9%	43.4%
W02000021	Gwynedd 012	25.8%	26.0%	27.3%	0.0%	26.7%	20.8%	21.2%
W02000022	Gwynedd 013	29.0%	28.7%	47.4%	50.0%	39.1%	25.6%	36.2%
W02000023	Gwynedd 014	31.1%	30.2%	46.2%	40.0%	18.2%	47.2%	50.4%
W02000024	Gwynedd 015	30.7%	30.5%	30.0%	n/a	21.4%	42.2%	37.3%
W02000025	Gwynedd 016	26.8%	26.5%	33.3%	37.5%	23.8%	37.0%	33.8%
W02000026	Gwynedd 017	27.4%	27.3%	29.5%	25.0%	16.7%	30.3%	30.2%
W02000027	Conwy 001	28.3%	27.6%	42.1%	16.0%	34.7%	28.9%	33.2%
W02000028	Conwy 002	26.3%	25.6%	39.6%	62.5%	37.5%	31.7%	36.5%
W02000029	Conwy 003	39.2%	38.7%	50.0%	33.3%	50.0%	41.3%	49.6%
W02000030	Conwy 004	36.6%	35.8%	44.4%	55.6%	45.5%	48.4%	48.1%
W02000031	Conwy 005	16.5%	16.3%	21.3%	21.4%	35.3%	9.1%	20.2%
W02000032	Conwy 006	35.0%	34.0%	56.9%	55.6%	60.9%	57.4%	55.4%
W02000033	Conwy 007	28.4%	27.3%	46.9%	25.0%	23.3%	43.5%	40.6%
W02000034	Conwy 008	38.4%	37.6%	51.1%	38.5%	37.9%	51.7%	48.4%
W02000035	Conwy 009	29.6%	28.9%	55.3%	100.0%	45.8%	50.8%	48.4%
W02000036	Conwy 010	27.6%	27.1%	43.6%	0.0%	28.1%	34.4%	36.8%
W02000037	Conwy 011	26.3%	26.2%	22.2%	40.0%	41.7%	36.6%	27.9%

MSOA Code	MSOA Name	All %	White Welsh / British %	Asian %	Black %	Mixed / multiple ethnic %	Other White %	All except White Welsh / British %
W02000038	Conwy 012	36.1%	35.5%	64.3%	40.0%	37.5%	46.0%	50.0%
W02000039	Conwy 013	33.8%	33.3%	42.9%	66.7%	28.6%	52.8%	46.8%
W02000040	Conwy 014	33.6%	33.3%	41.2%	12.5%	18.2%	44.4%	43.0%
W02000041	Conwy 015	31.9%	31.5%	27.8%	50.0%	38.1%	48.8%	44.5%
W02000042	Denbighshire 001	22.3%	21.8%	36.2%	42.9%	33.3%	40.0%	35.1%
W02000043	Denbighshire 002	26.7%	25.9%	60.5%	50.0%	25.0%	37.0%	41.0%
W02000044	Denbighshire 003	27.8%	27.4%	24.0%	75.0%	50.0%	40.0%	37.8%
W02000045	Denbighshire 004	17.2%	16.2%	31.8%	50.0%	18.9%	25.8%	27.0%
W02000047	Denbighshire 006	14.5%	13.3%	37.9%	33.3%	0.0%	30.0%	30.6%
W02000049	Denbighshire 008	32.5%	32.2%	31.3%	33.3%	33.3%	65.5%	42.2%
W02000050	Denbighshire 009	30.6%	29.0%	74.7%	0.0%	27.8%	54.8%	60.6%
W02000051	Denbighshire 010	36.0%	35.6%	65.8%	28.6%	16.7%	45.8%	46.4%
W02000052	Denbighshire 011	29.0%	28.6%	32.4%	54.5%	66.7%	31.3%	37.0%
W02000053	Denbighshire 012	40.0%	39.8%	31.0%	25.0%	66.7%	49.0%	46.3%
W02000054	Denbighshire 013	44.7%	44.6%	53.3%	0.0%	46.7%	62.2%	49.5%
W02000055	Denbighshire 014	36.4%	36.8%	46.9%	0.0%	15.0%	27.1%	29.9%
W02000056	Denbighshire 015	35.9%	35.4%	66.7%	33.3%	57.1%	41.3%	49.5%
W02000057	Denbighshire 016	33.1%	32.6%	57.1%	25.0%	32.0%	46.5%	43.5%
W02000419	Denbighshire 017	22.8%	22.4%	40.5%	41.7%	23.7%	24.7%	30.2%
W02000058	Flintshire 001	25.3%	25.1%	27.3%	33.3%	42.9%	29.3%	31.0%
W02000059	Flintshire 002	28.7%	28.8%	11.1%	100.0%	33.3%	28.3%	25.5%
W02000060	Flintshire 003	16.8%	16.6%	25.0%	33.3%	14.3%	19.0%	19.8%
W02000061	Flintshire 004	13.9%	13.7%	25.0%	100.0%	26.7%	10.4%	15.1%
W02000062	Flintshire 005	24.2%	24.1%	41.7%	50.0%	25.0%	20.3%	27.7%
W02000063	Flintshire 006	39.4%	39.5%	25.0%	0.0%	45.5%	32.7%	36.6%
W02000064	Flintshire 007	14.4%	13.9%	17.1%	0.0%	10.5%	23.9%	21.6%
W02000065	Flintshire 008	21.5%	21.3%	48.1%	n/a	41.2%	19.5%	24.1%
W02000066	Flintshire 009	17.5%	16.9%	28.0%	42.9%	25.0%	20.9%	23.6%
W02000067	Flintshire 010	32.0%	31.8%	36.0%	66.7%	28.6%	35.2%	37.3%
W02000068	Flintshire 011	20.9%	21.2%	25.0%	33.3%	7.1%	17.3%	18.2%
W02000069	Flintshire 012	35.0%	34.8%	45.0%	25.0%	31.3%	40.7%	38.5%
W02000070	Flintshire 013	38.0%	37.6%	54.9%	36.4%	39.3%	37.0%	46.2%
W02000071	Flintshire 014	30.1%	29.9%	13.3%	60.0%	55.6%	37.3%	37.4%
W02000072	Flintshire 015	24.9%	24.3%	43.2%	40.0%	27.0%	30.2%	34.5%
W02000073	Flintshire 016	34.2%	34.1%	31.7%	42.9%	31.8%	33.0%	35.6%
W02000074	Flintshire 017	22.2%	22.0%	30.3%	0.0%	32.0%	28.4%	28.4%
W02000075	Flintshire 018	38.4%	38.2%	52.9%	0.0%	23.1%	52.9%	46.6%
W02000076	Flintshire 019	37.5%	37.1%	38.5%	66.7%	50.0%	54.0%	54.4%
W02000077	Flintshire 020	33.8%	33.6%	50.0%	0.0%	28.6%	36.1%	42.3%

MSOA Code	MSOA Name	All %	White Welsh / British %	Asian %	Black %	Mixed / multiple ethnic %	Other White %	All except White Welsh / British %
W02000080	Wrexham 003	21.2%	20.7%	37.9%	47.1%	37.5%	25.0%	35.9%
W02000081	Wrexham 004	23.7%	22.9%	50.0%	55.6%	33.3%	29.7%	38.9%
W02000082	Wrexham 005	22.5%	22.1%	45.0%	35.3%	28.6%	23.7%	31.8%
W02000083	Wrexham 006	26.8%	26.2%	51.3%	75.0%	35.3%	26.4%	36.8%
W02000084	Wrexham 007	33.0%	32.7%	59.0%	57.1%	30.0%	28.1%	39.1%
W02000085	Wrexham 008	33.2%	32.4%	66.7%	46.2%	22.2%	21.8%	39.7%
W02000086	Wrexham 009	23.6%	23.0%	41.9%	52.9%	36.8%	21.2%	29.7%
W02000087	Wrexham 010	10.5%	8.8%	48.8%	34.1%	17.9%	12.2%	24.1%
W02000088	Wrexham 011	33.2%	33.4%	54.0%	45.5%	39.5%	15.3%	32.8%
W02000089	Wrexham 012	20.6%	20.5%	51.6%	28.8%	25.7%	14.7%	21.2%
W02000090	Wrexham 013	25.5%	25.4%	16.7%	30.0%	11.8%	27.3%	27.5%
W02000091	Wrexham 014	25.7%	25.3%	48.2%	18.2%	21.4%	23.1%	32.2%
W02000092	Wrexham 015	19.9%	19.8%	22.5%	18.8%	13.3%	19.6%	21.3%
W02000093	Wrexham 016	31.9%	31.9%	50.0%	48.6%	18.2%	17.6%	32.1%
W02000094	Wrexham 017	19.5%	19.2%	40.0%	31.3%	5.0%	27.3%	25.6%
W02000095	Wrexham 018	39.0%	38.9%	57.1%	50.0%	50.0%	35.8%	39.4%
W02000096	Wrexham 019	26.4%	26.3%	57.9%	16.7%	27.3%	22.4%	29.5%
W02000420	Wrexham 020	42.7%	42.4%	63.2%	57.1%	55.9%	34.7%	48.2%

Eitem ar gyfer y Rhaglen 4



CABINET

Date of Meeting	Tuesday, 17 March 2020
Report Subject	Town Centre Regeneration Update
Cabinet Member	Cabinet Member for Economic Development
Report Author	Chief Officer (Planning , Environment and Economy)
Type of Report	Strategic

EXECUTIVE SUMMARY

The strategic approach to regenerating town centres has been highlighted in the refreshed Council Plan for 2020 onwards and was agreed at Cabinet in February 2019, establishing priority work streams to help town centres in Flintshire to adapt to national trends that are impacting upon the vitality and viability of smaller towns across the UK.

This report provides an update on the work undertaken since February 2019 under these work streams. It also proposes an increased scale of action to facilitate the transition to more sustainable land uses in town centres.

RECOMMENDATIONS

1	That progress in delivering the priorities for town centre regeneration agreed at the May 2019 Cabinet meeting is noted.
2	That Members discuss and support the future strategic direction set out in this report to deliver those priorities in the future.
3	That Members give delegated authority to the Chief Officer (Planning, Environment and Economy) in consultation with the Cabinet Member for Economic Development to bid for external funding as it becomes available to support the approaches to town centre regeneration set out in this report.
4	That Members support the allocation of resources as identified in this report to increase the impact of the Council's approach to town

	centre regeneration.
--	----------------------

REPORT DETAILS

1.00	EXPLAINING THE APPROACH TO TOWN CENTRE REGENERATION
1.01	<p>Nationally, town centres are facing challenging economic circumstances due to changing behaviour by shoppers and the retail industry. The 2018 retail review by Colliers International found that shoppers have gradually been shifting their retail expenditure from local town centres to higher order retail centres, out of town shopping parks, major supermarkets and, increasingly, to the internet. In turn, retail businesses have significantly retrenched into a smaller and smaller number of the most dominant centres.</p> <p>These trends have been accelerated by the financial crisis of 2007/8 with the loss of many high street brand names, but there had been a gradual process taking place over several decades prior to that. In addition, this has been further compounded by the withdrawal of retail banking services from high streets as banks respond to customer preferences for internet and telephone banking options.</p>
1.02	<p>Although Flintshire town centres have not been immune to this process, the loss of major national chains and the increase in vacant floor space has not been as significant an issue as local towns had very few national brands still present and Woolworth's was the only closure of significance. The loss of high street banks has been more significant in several Flintshire towns. This gradual decline in vitality has, in turn, impacted on the scale and vitality of the street markets in the County.</p>
1.03	<p>The Council has always actively supported town centres although funding resources have never been abundant. Originally, the Council was able to regularly draw down capital funding for property and environmental improvements from Welsh Government and the Welsh Development Agency.</p> <p>In 2008 the Council undertook a health check study to review the vitality and viability of the town centres and developed a regeneration approach that focussed on building the capacity of local partnerships to support their towns. The Council supported local groups to:</p> <ul style="list-style-type: none"> • develop longer term approaches to regenerating their town centres; • secure small scale capital funding to tackle areas with poor environmental quality; • hold events and promote their town centres; • promote and interpret their heritage assets; and • support local businesses through networking and training. <p>The Council was able to capitalise upon these longer term approaches and local partnerships to secure capital funding from European and Welsh</p>

Government programmes (approximately £4m) to invest in the physical fabric of town centres. The Council was also successful in securing Heritage Lottery Fund and other funding to support the renovation of town centre properties in a number of towns through the Townscape Heritage Initiative programme. From 2014-2018 the Council was able to secure Welsh Government regeneration funding of £9m, available for the first time since the demise of the Welsh Development Agency, to support a mixture of housing and regeneration projects in Deeside. These funding packages supported the delivery of the programmes and projects summarised below.

- Major investment programme through Townscape Heritage Initiative renovated properties in Holywell town centre and Greenfield Valley.
- Masterplan for Flint to steer and co-ordinate investment by Betsi Cadwalladr University Health Board, Pennaf Housing and FCC to redevelop centre of the town including new primary health care facility, extra care housing scheme, replacement of maisonette units with high quality social housing. This was complemented by Townscape Heritage Initiative investment to renovate town centre commercial units and by the renovation of the Town Hall, former Court House and St. Mary’s Church and surrounding square.
- Masterplan for Buckley which supported case for retail investment in the town, helping to secure investment from Aldi UK, and also supported bids for funding for public realm improvements on Brunswick Road.
- Renovation of Daniel Owen Square in Mold to transform a tired urban space into an attractive multi-function public space that celebrates the legacy of the writer Daniel Owen.
- Improvements to the key gateway areas into Holywell from the surrounding area including routes into town from the outlying supermarkets.
- Grant schemes to improve shop fronts and bring empty properties back into use.
- Improvements to the public realm in Queensferry (Station Road and gateway areas), Shotton (Ash Grove car park, Charmley’s Lane car park and railway bridge underpass) and Connah’s Quay (Wepre Bridge and war memorial).
- Demolition of Civic Offices in Connah’s Quay to remove a redundant building and free up site for potential redevelopment.
- Redevelopment of eyesore Old Dairy site Connah’s Quay to facilitate the development of high quality social housing scheme.

Outside of the traditional regeneration funding streams, the Council has also been very successful in securing funding from Welsh Government for sustainable travel and has made major investments in cycling infrastructure to link communities in Deeside and more recently Holywell to areas of employment and to the wider leisure network.

1.04

At the May 2019 Cabinet meeting the strategic approach to town centre regeneration was agreed and included the elements summarised below. Activity undertaken since the May meeting is also highlighted.

1. *The Council will refresh the evidence base using the methodology from the 2009 health check study. This*

research is underway as part of the preparation of the Flintshire Local Development Plan.

This has been completed.

- 2. Overall, developer interest, especially in retail and office investment, is extremely limited and land availability for development in many town centres is constrained. The Council will respond proactively to market interest in town centre investment and will actively seek to encourage investment wherever there are appropriate opportunities.*

The Council has responded to developer enquiries in a number of towns but generally developer interest remains both very limited and unambitious due to the challenges facing the retail sector. A masterplan has been developed for a potential development site in Mold and this will be consulted upon in February 2020.

- 3. Continue to support front line service outlets in town centre locations to enable access to Council (and partner) services whilst also helping to sustain footfall.*

The Council continues to support the Connects centres as well as important leisure facilities on the fringe of the town centres.

- 4. In order to support the physical adaptations needed to help town centres to adapt to the economic climate the Council will facilitate land use change.*

The Local Development Plan deposit draft has been prepared with policies to cover town centres and retail.

The Council secured funding in excess of £900k from a range of sources for a broad package of regeneration measures in Holywell focussed around the reopening of the High Street to vehicle traffic as well as improvements to cycle routes and event infrastructure.

The Council has secured Welsh Government investment for transport infrastructure in Deeside which offers the opportunity to help to regenerate the retail areas.

- 5. The Council will support town centre stakeholder groups to develop and implement action plans for their towns and will undertake County-wide actions to support town centres for example through promotional activity.*

Buckley - the Council has engaged with Town Council to review the plan for the town centre on a potential depedestrianisation trial.

	<p>Holywell - the Council is supporting both the Town Council with their aspirations for the town and the new market supporters group with building the scale of the street market.</p> <p>Mold - the Council is supporting the Town Council and Friends group with their development of Bailey Hill.</p> <p>Flint - the Council is supporting the development of the foreshore area of the town including the potential construction of a visitor facility.</p> <p><i>6. The Council will help businesses to adapt to the changing economic climate.</i></p> <p>The Council has secured grant funding through Welsh Government for Holywell for property redevelopment. Intensive engagement with property owners in Holywell is taking place to encourage redevelopment. Several schemes are currently in discussion. A shop front improvement grant scheme has also recently been launched in the town</p>
	<u>Strategic context</u>
1.05	Welsh Government town centre policy is starting to emerge and become more ambitious and offers new opportunities in Flintshire. New policy announcements are expected imminently from Welsh Government and are expected to include a "town centres first" policy for application across the public sector to encourage public facilities to be located in town centres wherever possible.
1.06	The Welsh Government Targeted Regeneration Investment (TRI) programme 2020-21 is in its third and final year but an extension is expected for 2021-22. The current regional plan prioritisation focusses on a small number (4) of settlements across North Wales based on their deprivation levels and therefore gives little resource to Flintshire. Small funding elements are available in Holywell (and have been used for depedestrianisation and property investment) and Shotton.
1.07	There is an increased Welsh Government focus on empty town centre properties with a refocusing of their loans programme (delivered through each local authority) and encouragement to local authorities to use their enforcement powers more fully to bring units back into use. Welsh Government will be supporting each area to develop an action plan for this work and will provide training and advice in support.
1.08	At the regional level, the Regional Leadership Board has prioritised town centre regeneration as an area for further development and this will be discussed in more detail at the March meeting of the Board. The North Wales Economic Ambition Board has also identified regeneration as a priority for action.
	<u>Proposed strategic direction in Flintshire</u>

1.09	<p>Smaller town centres remain in difficult economic circumstances due to changing customer behaviours and the increased polarisation of the retail market with larger retailers choosing to focus on smaller and smaller numbers of higher order centres. Key lessons from other towns in other areas include:</p> <ul style="list-style-type: none"> • the importance of working closely with local stakeholders; • that shopping is increasingly about experience, highlighting the need to manage the town centre with customers in mind - this is hampered by fragmented ownership and reduced public sector budgets; • the need for strong branding and promotion - but need to have something substantial and authentic to bring people to; • small businesses need support to adapt, especially digitally, and not all are able to; • small towns have too many retail units and need to diversify, especially in fringe areas; and • that there is still investment interest in town centres but that it tends to be for the better packaged opportunities.
1.10	<p>It is proposed that a more ambitious approach is taken, within the context of the strategic approach agreed in May 2019, to:</p> <ul style="list-style-type: none"> • review the long term plan for the regeneration of Buckley with Town Council; • pilot a depedestrianisation scheme in Buckley and make it permanent subject to feasibility, public consultation and available capital funding; • provide support to businesses including networking and learning opportunities; • identify opportunities to create green infrastructure in town centres; • continue to develop Active Travel initiatives for Welsh Government support; • develop clear brands for each town based on their strengths for use in marketing and investment materials; • support initiatives to encourage residents to spend more in their town centres; • continue to support the Flint Foreshore development; • continue to support the development of Mold Bailey Hill; • continue to support the develop of a Business Improvement District in Mold and its subsequent implementation if the businesses decide to proceed; • undertake an environmental audit of the Deeside town centre areas to identify opportunities for future redevelopment and environmental improvement; • investigate the feasibility of piloting a community ownership structure for town centre properties for Holywell; • support the growth of community enterprises and activities in town centre locations; • work with local stakeholders and traders to maintain and grow the strength of Mold and Holywell markets; and • undertake targeted promotional activity based on the main visitor assets in town centres.
1.11	<p>The scale of the regeneration service in Flintshire has reduced significantly due to budget pressures. The service currently employs a single full time officer. The service lacks the capacity to develop projects speculatively in</p>

	<p>case future funding opportunities arise which reduces the capital resources that may be available in the County in the future.</p> <p>In addition, as identified above, there needs to be an increased focus by the service on tackling property issues in town centres to help them to adapt to the changing economic landscape, Welsh Government ambitions and to develop new and more sustainable land uses. This will require additional capacity and new skills. It is therefore proposed that the service employs an additional senior officer with experience in these areas.</p>
1.12	<p>With this increased capacity it is proposed to:</p> <ul style="list-style-type: none"> • identify potential future development sites and develop options for their future assembly and redevelopment with a focus on : • diversify land uses to maintain the vitality and viability of town centres; • target vacant or underused properties in town centres for intervention including making full use of Council enforcement powers; • investigate the feasibility of piloting a community ownership structure for town centre properties for Holywell; • use these work streams to develop potential projects for future capital funding opportunities; and • continue to progress the potential redevelopment of the Mold Hall Field site.
1.13	<p>The enhanced approach to town centre regeneration is identified in the Council Plan as a strategic priority for the Council. This represents a step change in the approach by the Council that will allow a new strategic approach to regenerating each town to create more successful and sustainable places. Combined with the Welsh Government new policy approaches to prioritising town centres, the refreshed Council approach will encourage all parts of the Council to consider how, through their service delivery and spending, they can support the town centre regeneration agenda.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>The additional resource required for the investment identified above would be £33,799 plus on-costs each year for a scale G06 senior officer. This would be an investment for a trial period of three years.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT				
3.01	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long term</td> <td>The approach set out for town centre regeneration is a long term approach that will facilitate gradual change in the functions of town centres in response to macro-economic trends that have been in operation for many years and are contributing to their loss of vitality.</td> </tr> <tr> <td>Prevention</td> <td>The approach set out will help to prevent further weakening of the vitality and viability of the town</td> </tr> </table>	Long term	The approach set out for town centre regeneration is a long term approach that will facilitate gradual change in the functions of town centres in response to macro-economic trends that have been in operation for many years and are contributing to their loss of vitality.	Prevention	The approach set out will help to prevent further weakening of the vitality and viability of the town
Long term	The approach set out for town centre regeneration is a long term approach that will facilitate gradual change in the functions of town centres in response to macro-economic trends that have been in operation for many years and are contributing to their loss of vitality.				
Prevention	The approach set out will help to prevent further weakening of the vitality and viability of the town				

	centres.
Integration	Neutral
Collaboration	The approach will require close partnership working with private owners and public sector bodies as well as town and community councils and community groups.
Involvement	Neutral

Well-being Goals Impact

Prosperous Wales	Positive. Town centres are important sources of local employment and enterprise and also act as "shop-windows" to showcase the county to potential investors.
Resilient Wales	Neutral
Healthier Wales	Neutral
More equal Wales	Positive. Smaller town centres are disproportionately used by those with fewer options in terms of mobility or income.
Cohesive Wales	Neutral
Vibrant Wales	Neutral
Globally responsible Wales	Positive. Town centres can play a significant role in supporting local purchasing to reduce transport carbon.

The Council Well-being Plan highlights the importance of places in building community resilience. As major centres for service provision, enterprise, social interaction and community activity healthy town centres are essential.

Risks and mitigation

- 1) Insufficient capital resources available to enable priorities to be met.
 - a) Extra resource will enable limited available funding to be more fully utilised.
 - b) Develop strong vision and project portfolios to encourage investment.
- 2) Low levels of engagement from remote property owners.
 - a) Integrate use of funding opportunities with enforcement powers to encourage dialogue.

	<p>3) Risk associated with property redevelopment.</p> <p>a) Commission external specialist knowledge to inform decision making.</p> <p>b) Make use of Welsh Government development funding wherever possible to develop projects to high level.</p>
--	--

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	All projects in the town centres, where not commercially sensitive, will be subject to local stakeholder consultation.

5.00	APPENDICES
5.01	None.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Niall Waller (Enterprise and Regeneration Manager)</p> <p>Telephone: 01352 702137</p> <p>E-mail: niall.waller@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>Business Improvement District (BID) - a business-led organisation tasked with delivering a programme of pre-agreed projects and services funded by investments by the businesses in that location.</p> <p>Masterplan - a plan which sets out the aspirations for a site in terms of buildings, scale, uses and design. It is used to guide the next steps in the development process to steer developers towards outcomes that bring stronger benefits to the town and the community.</p> <p>Welsh Government Targeted Regeneration Investment (TRI) programme - a capital programme operating currently in the financial years 2018-19, 2019-20 and 2020-21 with £100m allocated over this period across Wales.</p>

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 5



CABINET

Date of Meeting	Tuesday, 17 th March 2020
Report Subject	School Modernisation - 21 st Century Schools Capital Programme
Cabinet Member	Leader of the Council & Cabinet Member for Education
Report Author	Chief Officer (Education and Youth)
Type of Report	Strategic

EXECUTIVE SUMMARY

This latest report on the 21st Century Schools Capital programme is designed to provide sufficient detail and rationale to Cabinet so that they can agree individual projects and/or area reviews in order to progress the Council's investment programme. The main projects for consideration in this report are the development of a new building for Ysgol Croes Atti in Flint and the development of a consultation strategy to develop a revised model of primary and secondary education in the Saltney/Broughton area.

The reports also seeks Cabinet approval to engage with the Welsh Government's (WG) Welsh Education Partnership Company (WEPco), otherwise known as a strategic partner for the Council's nominated Mutual Investment Model (MIM) project, when they become available in readiness for a proposed project to co-locate primary and secondary provision in the Mynydd Isa area.

RECOMMENDATIONS

1	To proceed with statutory consultation through the School Organisation Code, for relocating Ysgol Croes Atti, Flint to a new site on the Croes Atti housing development.
2	To amend the Council's nominated MIM project to the proposed project for the Mynydd Isa area and by doing so allow officers to engage with WG's Strategic

	Partner for MIM, when they become available in Autumn 2020.
3	To consult through the School Organisation code on the proposal to amalgamate local authority maintained primary school provision in the Saltney area – Saltney Ferry Primary School and Saltney Wood Memorial Primary School.
4	To consult informally with key stakeholders in Saltney and Broughton with regard to developing a new offer of secondary education that is modern, high quality and attracts local pupils from across the local area, and is sustainable.

REPORT DETAILS

1.00	BACKGROUND
1.01	In November 2019, Cabinet received a paper outlining the Council's strategic intent for the 21st Century Schools Band B investment programme which runs from 2019 to 2025.
1.02	At this time Cabinet provided a mandate for officers to approach Welsh Government with a view to increase the financial envelope for the programme from £85m to £103m. Initial discussions have taken place with WG and the national picture is that other Councils are in the same position. Welsh Government's position is that they cannot commit to individual requests currently but wish to remain flexible with Councils as they work through their individual programmes. Therefore, current advice is to continue dialogue as the Council progresses through its investment programme. Cabinet will receive further updates at the appropriate time.
1.03	As Cabinet are aware the Band B Programme 21st Century school investment has already commenced with projects at Connah's Quay High School (Phase 2) now completed and Queensferry Campus (Plas Derwen PPRU and Queensferry CP) currently in design development phase. These are included in the Council's agreed Medium Term Financial Strategy.
1.04	In terms of the onward investment programme, due to programming, statutory process (in some areas), financing (both nationally and Council) and critical path issues, it is now essential that other projects are considered and agreed by Cabinet in order that projects can be progressed in a timely manner within the Council's programme.
1.05	Ysgol Croes Atti, Flint. This proposal is for Flintshire's first new build Welsh Medium primary school and is strategically linked to the Council's Welsh Education Strategic Plan (WESP). The proposal is to replace the existing provision at Ysgol Croes Atti, located on Chester Road, Flint, which has significant accommodation and site constraint issue, with a new school on a site available to the Council on the Croes Atti housing development.
1.06	The Council, through an agreement with the Annwyl Group have an option on

	land on which to construct a new school. The Council have formally confirmed with Annwyl Group its intention to take up the land offer as per this agreement and positive dialogue continues between both parties.
1.07	This agreement is time limited and the project is considered a priority within the programme in order to ensure construction commences prior to the agreement terminating.
1.08	As the proposed new school site is fractionally over the mileage criteria from the existing school, as stipulated within the School Organisation Code, the Council is required to formally consult through the Code for a "Regulated Alteration" of Ysgol Croes Atti, Flint. (i.e. moving the school).
1.09	Appendix 1, shows the anticipated timeline for consultation.
1.10	Should Cabinet agree to the regulated alterations to the school, following the consultation, a contractor will be engaged through a tender process. In terms of anticipated timescales, it is envisaged that design development to cost certainty and navigation through the WG business case process, would take in the region of 12 months. Thereafter, subject to WG business case approval and capital release, the anticipated construction of the proposed new school could take around 18 months.
1.11	<p>Mynydd Isa Area</p> <p>As Cabinet will be aware from the previous report, the prospect of a combined primary and secondary campus agreement on the Argoed school site is feasible.</p>
1.12	Following review, the proposed project at Mynydd Isa is considered the best fit for a Mutual Investment Model (MIM) funded project within the Council's 21st Century school's programme. The proposal is that from a funding perspective that the MIM funding model is switched from Saltney to Mynydd Isa. This does not impact of the Council's desire to invest in education provision in the Saltney area. This switch has been tested with WG and they are comfortable with this proposal.
1.13	Whilst the Council currently only has one nominated MIM Project within its programme, there are other projects that would be eligible for MIM. Therefore, it would be prudent for the Cabinet to remain open-minded with regard to the prospect of adding additional projects via MIM, should it benefit delivery and funding of the Council's programme.
1.14	<p>As a reminder to Cabinet, MIM is a new form of Public Private Partnership (PPP). It enables WG to deliver infrastructure projects beyond that set by present UK Government borrowing limits. If WG do not use MIM, £500 million pounds of investment in the education estate will not be available to councils within Wales and this would have implications on the Council's proposed programme locally.</p> <p>A private sector contractor is appointed via a new WG framework and the contractor finances, constructs and provides a 25 year life-cycled building product. Responsibility for funding and constructing the building, and then repairing and maintaining the building for 25 years once built, remains with the</p>

	<p>contractor. This results in buildings funded by MIM being maintained at a consistently high level for 25 years.</p> <p>The Council pays an annual charge which is funded from revenue similar to a rental payment called the 'service payment'. Through this programme councils will receive intervention rate funding at 81% from WG for a period of 25 years, thereafter the building is handed over to the Council. The funding from WG will be received in the form of a specific grant.</p> <p>The capital works in MIM are managed and funded by the contractor so the Council won't borrow to fund the capital works and the associated risks are transferred to the contractor. Revenue payments will not start until the facilities have been built and available for use, and will be paid for via a monthly revenue charge over a period of 25-years (the Service Payment). The required accounting is that the asset remains on the LA balance sheet matched with the total liability to pay the unitary charge over 25 years.</p> <p>A MIM information paper, is noted for further reference as Appendix 2.</p>
1.15	<p>The proposed project in Mynydd Isa is ideally positioned as a candidate for a WG pathfinder project, having passed a WG checklist. Effectively this means that WG commissioned specialist teams would work alongside Council officers to progress the project up to the next stage of the MIM process. This would include all technical work, including necessary surveys, with the full cost of services and surveys at this stage being covered by WG. This places the Council in a prominent position at the forefront of this national investment programme and will enable the project to be positioned ready for engagement with the WEPco when they become available through WG procurement in Autumn 2020.</p>
1.16	<p>Whilst statutory consultation is not required in the Mynydd Isa area, consultation with key stakeholders will be required. The level and type of consultation will need to be agreed with Council Leadership and the governing bodies of the two schools.</p>
1.17	<p>Additionally, there is opportunity for the governing bodies of the primary and secondary school to consider whether a federated governance arrangement may best serve a proposed 3-16 campus.</p>
1.18	<p>Should Cabinet approve, the anticipated timelines are as follows:</p> <ul style="list-style-type: none"> • Engagement with WG teams (pathfinder) March 2020- September 2020 • WG appoint their Strategic Partner for MIM • From September 2020 (9-12months) - Engagement with WG's Strategic Partner – (Design development Cost certainty, WG business case process) • Construction Phase (circa 18 - 24 months) <p>Likely school/s opening - September 2023 (ambitious) or September 2024 (possibly more realistic). To be confirmed as the project is worked through post engagement with WG technical teams and the WEPco.</p>

1.19	The Council's financial liabilities would commence in 2020/21 in the form of a stage 1 MIM appraisal, this cost would be shared with WG. At the time of writing exact figures are unknown, however, they are estimated to be a modest amount in the region of £100-£150K. Thereafter, annual contractual payments over the lifespan of MIM based on the Council's intervention rate (19% Council/81% WG) would commence post school construction/handover.
1.20	Saltney/ Broughton Area In November 2019, Cabinet agreed to extend the review of secondary education provision in Saltney to include Broughton.
1.21	To better understand pupils, parents, carers and future prospective parent choices around secondary provision, it is proposed to undertake informal consultation with key stakeholders in the communities of Broughton and Saltney. This information will be brought back to a future Cabinet meeting to enable strategic decisions to be considered. This will run in conjunction with a statutory consultation on changes to the local primary school provision.
1.22	For primary school provision in the area, officers are satisfied that Broughton CP is a sustainable school in its own right.
1.23	However, for the primary provision in Saltney, an amalgamation of Saltney Ferry CP and Saltney Wood Memorial CP into an amalgamated primary school in a new building would be the preferred option. This would not only bring the existing community primary provision in Saltney up to 21st century school standard it would ensure that primary provision in the area is sustainable into the future.
1.24	This proposal would require formal consultation through the School Organisation Code and would follow the same anticipated timeline as the one noted in Appendix 1.

2.00	RESOURCE IMPLICATIONS
2.01	Decisions to commit to capital expenditure investing in assets to deliver high quality services efficiently have long term implications for future revenue budgets. Consideration must be given to schemes to ensure that they are affordable, sustainable and therefore prudent.
2.02	The Council's share of the capital costs at this stage in the approval process would need to be funded from long term debt. The only alternative source of funding would be capital receipts which may be forthcoming over the life of the programme but cannot be relied upon as any capital receipts generated would need to be considered in the context of the wider capital programme.
2.03	Regardless of the financial model chosen to invest in the school estate, whether it be traditional Capital or MIM, the funding of the schemes would be classed as long term debt. The debt would need to be repaid, along with associated interest costs through the Council's revenue budget over the life of the investment. Traditional capital is funded by Prudential Borrowing to fund the capital works

	<p>which is managed by the Council. Interest is funded from revenue payable as soon as borrowing is incurred, and the borrowing is repaid (by the Minimum Revenue Provision) the year after the building becomes operational. The Council's MRP policy is to spread the charge over the life of the asset on an annuity basis, which results in an increasing charge over time to reflect the diminishing value of money over time.</p> <p>The capital works in MIM are managed and funded by the contractor so the Council will not borrow to fund the capital works and the associated risks are transferred to the contractor. Revenue payments will not start until the facilities have been built and available for use, and will be paid for via a monthly revenue charge over a period of 25-years (the Service Payment). The required accounting is that the asset remains on the Council's balance sheet, matched with the total liability to pay the unitary charge over 25 years.</p>																								
2.04	<p>The first half of the Band B programme which has already been agreed concentrates on projects at Connah's Quay High School (this has now completed), Queensferry Campus, Ysgol Croes Atti, Shotton and Brynford CP School and have been included in the Council's Medium Term Financial Strategy (MTFS).</p>																								
2.05	<p>The high level estimate of total costs of the Band B schemes being taken forward in this report are £63m, of which £32m is traditional capital funded - £21m WG, £11m from the Council, and £31m for MIM.</p> <p>The high level estimated associated debt revenue costs arising from the schemes proposed within this report for the Council are set out in the table below:</p> <table border="1" data-bbox="311 1187 1401 1355"> <thead> <tr> <th colspan="8">MTFS - Total Profiled Estimated Revenue Pressures (£)</th> </tr> <tr> <th>2019/20</th> <th>2020/21</th> <th>2021/2022</th> <th>2022/23</th> <th>2023/24</th> <th>2024/25</th> <th>2025/26</th> <th>2026/27</th> </tr> </thead> <tbody> <tr> <td></td> <td>8,988</td> <td>46,212</td> <td>240,287</td> <td>1,055,539</td> <td>1,186,664</td> <td>1,194,246</td> <td>1,202,028</td> </tr> </tbody> </table>	MTFS - Total Profiled Estimated Revenue Pressures (£)								2019/20	2020/21	2021/2022	2022/23	2023/24	2024/25	2025/26	2026/27		8,988	46,212	240,287	1,055,539	1,186,664	1,194,246	1,202,028
MTFS - Total Profiled Estimated Revenue Pressures (£)																									
2019/20	2020/21	2021/2022	2022/23	2023/24	2024/25	2025/26	2026/27																		
	8,988	46,212	240,287	1,055,539	1,186,664	1,194,246	1,202,028																		
2.06	<p>In estimating the revenue costs associated with debt financing the following assumptions have been made:</p> <ul style="list-style-type: none"> • The ability to borrow at 3 – 3.5% over the duration of the programme as currently forecast by the Council's Treasury Management Advisors which covers the period up until March 2022. • No inflation has been factored on future Capital costs • 10% of total capital costs are incurred during the pre-construction phase, and 90% during construction. • Service Payment for MIM based on an early funding model from WG which will need updating. 																								

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	All projects are managed using a risk register. Risks are managed accordingly, and financial risks are managed through a project contingency. Any high level

	risk which cannot be managed within the projects/programme will be incorporated into the risk register for the Education and Youth Portfolio.	
3.02	Under the five delivery principles of the Well-being of Future Generations Act this report will have the following impacts:	
	Ways of Working Principle	Impact
	Long-term	Positive – assists in securing the future of schools in their local communities
	Prevention	Positive – appropriate capital investment provide better facilities and elongates the life of the building/s
	Integration	No Change
	Collaboration	No change- effective collaboration is already in existence
	Involvement	Positive – The proposed projects will help promote greater community integration/use/involvement.
3.03	Against the seven well-being goals of the Act, the potential impact of the report and its recommendations would be evaluated as follows:-	
	Well-being Principle	Impact
	Prosperous Wales	Positive impact - Capital investment directly benefits local supply chain/economy. A percentage of local expenditure is a requirement of the grant funding.
	Resilient Wales	Positive impact - Use of sustainable and recycled materials during construction, more energy efficient, potential reduction in carbon emissions.
	Healthier Wales	Positive Impact – Improved physical infrastructure and facilities which positively impact on the wellbeing of the school and its community.
	More Equal Wales	Neutral Impact – Equalities Impact Assessments are already embedded in school culture.
	Cohesive Wales	Positive Impact – Potential that the school could become a community hub through its better accommodation offer.

	Vibrant Wales	Positive Impact – Enables new facilities to improve, both curricular, extra-curricular and community use of school buildings.
	Globally Responsible Wales	Positive - Capital investment, delivers a more sustainable product, local spend and added benefits for apprenticeships, work experience in construction.

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	Reports on the SOP for 21 st Century School have previously been to E&Y Overview and Scrutiny Committee and Cabinet.
4.02	Where a project or area require school organisational change, consultation will be carried out in accordance with the School Organisation Code.
4.03	Consultation will be required through the planning application process at the appropriate stage of development.

5.00	APPENDICES
5.01	Appendix 1 – Ysgol Croes Atti, Flint & Saltney Primary – Statutory Consultation timeline Appendix 2 – MIM information paper

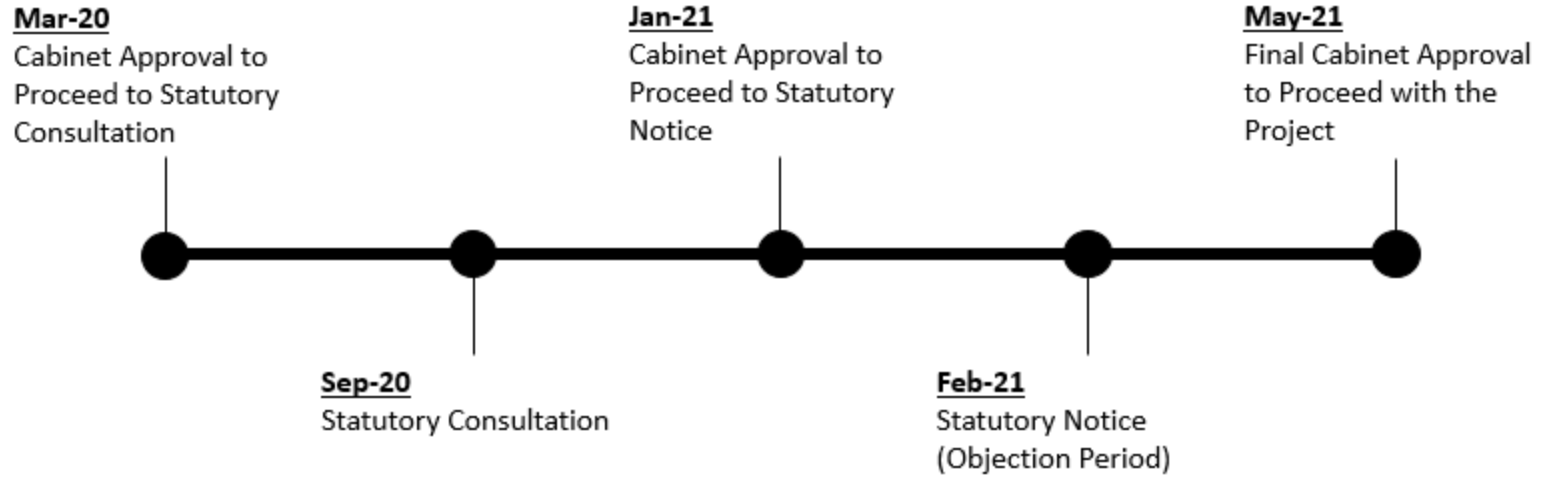
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	November 2019, Cabinet report: http://committeemeetings.flintshire.gov.uk/documents/s57369/21st%20Century%20Schools%20-%20Core%20Schools%20Capital%20Programme.pdf?LLL=0

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Damian Hughes Telephone: 01352 704135 Email: damian.hughes@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>21st Century Schools - Is a collaboration between the Welsh Government (WG), the Welsh Local Government Association (WLGA) and local authorities. It is a major, long-term and strategic capital investment programme with the aim of creating a generation of 21st century schools in Wales.</p> <p>Capital Funding - Capital funding is usually linked to acquiring or improving a long-term asset such as equipment or buildings.</p> <p>Revenue Funding - Is linked to items that will be used within a year. Examples include salaries, heating, lighting, services and small items of equipment. Routine repairs are revenue expenditures and can include significant repairs that do not extend the life of the asset or do not improve the asset (the repairs merely return the asset to its previous condition).</p>

Mae'r dudalen hon yn wag yn bwrpasol

Statutory Timeline



Mae'r dudalen hon yn wag yn bwrpasol

MUTUAL INVESTMENT MODEL (MIM)

BACKGROUND

Welsh Ministers have previously confirmed that the Band B 21st Century Schools and Education Programme will be funded by both capital and revenue budgets.

£500 million of capital funding is available to 22 Local Authorities (LAs) and 14 Further Education institutes (FEI) for the 21st Century Schools and Education programme from 2019 to 2024.

In addition to the capital funding, there will also be a revenue budget funding model that will enable an additional investment with an equivalent capital value of £500 million. This is called the Mutual Investment Model (MIM).

The Council's original SOP (approved in principle by WG) included the option of a one MIM project, primarily to support an ambitious Band B programme which sought to maximise all sources of external funding.

WG intervention Rates

In November 2018, LA's received positive news from WG regarding an uplift to the intervention rates for the onward investment programme. The new intervention rates are as follows:

- Capital – Schools : 65% WG / 35% LA
- Capital – PRU/ALN Schools : 75% WG/ 25% LA
- MIM – 81% WG / 19% LA (through revenue budgets of both Organisations)

Why has WG chosen MIM?

MIM enables WG to deliver infrastructure investment beyond the capital borrowing limits set by UK Government. MIM funding is additional as it is PPP and it has been structured to be off Government debt. If WG doesn't use MIM, £500 million pounds of investment in the education estate won't be available to LAs and FE institutes within Wales.

What is the difference between MIM and a traditional Capital project?

MIM is essentially a vehicle to deliver an infrastructure product which is designed, built, financed, maintained and life-cycled over a 25 year period.

This means that an educational facility would be in an excellent condition at the end of the 25yr contact period, unlike schools who have benefited from traditional capital

investment, whereby the school is built to condition A standard but deteriorates over time as funding available is insufficient to maintain the building to a high standard.

On a MIM project, once it has reached the operational phase if during the school day, areas of the school are unavailable or the performance of services is poor the LA or FEI is entitled to make a deduction against the private sector contractor until such time as the issue is rectified, would receive a financial penalty.

Both MIM and 21st Century School Capital Funding will deliver the same community benefits (including supporting Welsh supply chain as stipulated in WG grant criterion and take into account Wellbeing of Future Generations Act. In fact a MIM project would have improved community benefits, as these would be delivered over the duration of the contract not just the construction phase (as with traditional capital)

In terms of the positive movement of the intervention rate from 75% and 81% on MIM. The original intervention rate was designed to be broadly comparable in repayment terms to the cost of an LA prudentially borrowing 50% of the cost of a capital build.

Since, the increase in intervention rates, WG has reviewed against the new 65%/35% capital intervention rate, their conclusion was it was a comparable uplift to the increase in capital intervention. However, a direct comparison of two differing products is not possible as significant elements of risk are transferred to the private sector in MIM which is not the case in Capital funded projects.

Isn't MIM just a rebadged Private Finance Initiative (PFI)?

Nationally, some LAs with historical PFI arrangements have encountered issues and problems.

These arose from a combination of:

- inadequate early PFI contract terms which often allowed refurbishment projects (which are not really suitable for PFI delivery);
- the inclusion of soft services making additional use of the facility outside of the school day very inflexible;
- inadequate or non-existent Change Protocols which led to high costs when making changes.
- the public sector was not always in a position to resource the required level of contract management to ensure that deductions were being made for unavailability or poor performance over the life of the contract.

WG has considered these issues and have sought to mitigate them in the new MIM model by adopting the following principals

- The MIM draws on best practice from Scotland, Ireland and England and WG has put in place an experienced team with up to date procurement and delivery experience to deliver MIM.
- Only new builds of a specific size are eligible for MIM.
- The Welsh Government will have a right to earn a return on public investment in MIM schemes by contributing a small amount of risk capital to each MIM scheme. A Director will be appointed by the Welsh Government to manage this shareholding.
- The MIM is Hard FM (Facilities Management) only which allows the LA/school to delivery its own soft FM services and use the facility as and when it wishes.
- There are provisions which allow LAs to perform small permitted changes to the building itself and in addition a provision which deals with keeping costs down when there is damage that is the LA's responsibility to repair. (rates for these works will be transparent and included in the contract paperwork)
- There is also a small works catalogue which includes costed changes from the Contractor, e.g. Addition of a power point or data point. The MIM contract will map out (and cost) when products which form the building will be replaced (life-cycled) and will be transparent.
- The MIM embeds transparency about costs and performance, and sets out a requirement to review efficiency, effectiveness and performance every two years.
- Schools will remain responsible for their other non-educational services e.g. cleaning; catering; grounds maintenance, utilities, non-fixed furniture and ICT.
- The school caretaker or building manager will remain an employee of the school as they are currently.
- A MIM school, like traditional capital builds would have to meet WG criteria namely, cost per m², BREEAM excellent, EPC A, and (Building Information management) BIM Level 2.
- All MIM construction project will have an independent Clerk of Works, this will seek to mitigate construction issues.(issues as publicly reported in Scotland)
- The WG commissioned multi-disciplinary team (legal & Technical) will work with LA teams to assist LAs in developing and delivering their projects via the strategic partner.
- It is proposed by the 21st Century Schools MIM Programme Director that WG puts in place a central contract management unit and centre of excellence to support LAs and FEIs to manage their projects effectively and efficiently.

WG Procurement Progress

- Summer 2019 - Pre- Qualification Questionnaire (PQQ) and Selection Questionnaire (SQ)
- Autumn 2019 – Spring 2020 – Competitive dialogue
- Spring 2020 – Public Sector Delivery Partner (PSDP) Appointment
- Autumn 2020 – WEPco Established

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 6



CABINET

Date of Meeting	Tuesday, 17 th March 2020
Report Subject	School Modernisation – The School Standards and Organisation (Wales) Act 2013 - Lixwm School Re-designation
Cabinet Member	Leader of the Council and Cabinet Member for Education
Report Author	Chief Officer (Education and Youth)
Type of Report	Strategic

EXECUTIVE SUMMARY

Lixwm Community Primary School (CP) is actively seeking opportunities to ensure that educational provision in the area is viable and sustainable and is considering federation with another school in the area who is seeking a similar arrangement. In order for this to happen, Lixwm CP has to change its status from a maintained school of the Council to a school which is Voluntary Aided. The Council and the Diocese of the Church in Wales have been supportive of this proposal and have both worked with the governing body through the appropriate statutory processes.

The purpose of this report is to inform Cabinet of the responses received during the objection period to re-designate Lixwm CP to a Voluntary Aided (VA) school and to recommend to Cabinet that they should support the change to its designation.

RECOMMENDATIONS

1	Cabinet should proceed with the proposal to re-designate Lixwm Community Primary School as a Voluntary Aided (VA) school.
---	---

REPORT DETAILS

1.00	BACKGROUND
1.01	In June 2018, Cabinet decided not to proceed with the proposed amalgamation of Brynford CP School and Lixwm CP School.
1.02	Since this decision the Governing Body of Lixwm CP school and education officers from the Anglican Diocese of the Church in Wales (referred to in this report as the Diocese) have been in proactive discussions to strengthen the existing relationship between the school and the Anglican Church, with a long term ambition to pursue a federation with a local school of the same designation.
1.03	However, as school designation changes are required to follow the legal framework of the School Standards and Organisation (Wales) Act 2018, it is not possible to simply change the categorisation of Lixwm CP school without working through the statutory process.
1.04	Additionally, federation of schools are required to follow the legal framework of the Federation of Maintained Schools (Wales) Regulations 2014. These regulations do not allow schools with a faith or trust base such as voluntary aided or voluntary controlled to federate with community schools.
1.05	Therefore, in this case, to enable onward consultation on federation, there is a requirement to consult on a proposed change in designation of Lixwm CP school to a VA school. That consultation would need to be conducted under the school Standards and Organisation (Wales) Act.
1.06	<p>Consultation through this Act would require the Council to be “the proposer” for purposes of formal consultation. Thereafter, Cabinet would be required to determine whether to implement the proposal or not once the consultation responses have been received.</p> <p>As per previous consultations, all responses to the consultation would be made available to Cabinet. In addition, the Diocesan Authority as a co-founder and a statutory consultee would also need to formally consider their response to the consultation.</p>
1.07	As stated earlier, there has been proactive engagement between the Diocesan Authority, the governors of Lixwm CP School and officers from the Council. This cumulated in a formal request on 21 March 2019 from Lixwm governors to the Council to request that re-designation be explored through the formal consultation process.
1.08	Consequently, in May 2019, Cabinet agreed to proceed with a consultation on a proposal to change the designation of Lixwm CP school.
1.09	The formal consultation period opened on 26 September 2019 and closed on 11 November 2019.

1.10	In December 2019, Cabinet considered the responses received during the consultation period and agreed to continue to the objection period for the proposal to change the designation of Lixwm CP school.
1.11	The formal objection period opened on 14 January 2020 and closed on 14 February 2020.
1.12	No objections were received during the objection period, therefore an objection report is not required.
1.13	Should Cabinet approve the change in designation, this would come into effect from 1 st September 2020.

2.00	RESOURCE IMPLICATIONS
2.01	Subject to Cabinet agreement, the onward process would be managed by the school modernisation team.
2.02	Again subject to Cabinet agreement, there is a specific statutory requirement to transfer to the Diocese the land and buildings (except for the playing fields) used by the school. This would be carried out subject to a reverter which would transfer the land and buildings back to Flintshire County Council should the Diocese stop using buildings as a faith school. This would result in a modest legal cost for the Council and the Diocesan Authority to action this through appropriate agreement.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT										
3.01	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Positive – assists in helping secure the future of small schools in their local communities.</td> </tr> <tr> <td>Prevention</td> <td>Positive – Long term provides the possibility of a strong federation between two schools and communities.</td> </tr> <tr> <td>Integration</td> <td>No Change.</td> </tr> <tr> <td>Collaboration</td> <td>Positive – Whilst collaboration is already in existence, there is potential that this could be grown further with a federal arrangement.</td> </tr> <tr> <td>Involvement</td> <td>Positive –potential to promote greater community integration, use and involvement across two communities</td> </tr> </table>	Long-term	Positive – assists in helping secure the future of small schools in their local communities.	Prevention	Positive – Long term provides the possibility of a strong federation between two schools and communities.	Integration	No Change.	Collaboration	Positive – Whilst collaboration is already in existence, there is potential that this could be grown further with a federal arrangement.	Involvement	Positive –potential to promote greater community integration, use and involvement across two communities
Long-term	Positive – assists in helping secure the future of small schools in their local communities.										
Prevention	Positive – Long term provides the possibility of a strong federation between two schools and communities.										
Integration	No Change.										
Collaboration	Positive – Whilst collaboration is already in existence, there is potential that this could be grown further with a federal arrangement.										
Involvement	Positive –potential to promote greater community integration, use and involvement across two communities										

Well-being Goals Impact	
Prosperous Wales	Positive impact- Working in collaboration with another school will allow potential for continued improvement and longer term sustainability of an educational asset in the village
Resilient Wales	Positive impact – provide a platform for small schools to thrive in their communities and maintain the delivery of education more effectively through joint working
Healthier Wales	Neutral Impact – Wellbeing is already embedded in school culture
More equal Wales	Neutral Impact – Equalities Impact Assessments are already embedded in school culture.
Cohesive Wales	Positive Impact -Potential to develop greater community cohesion between two school and their communities.
Vibrant Wales	Positive Impact – A move toward federation, will benefit the curriculum and extra-curricular offer for pupils
Globally responsible Wales	Neutral Impact

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	Consultation has taken place in accordance with the statutory School Organisation Code 2018.

5.00	APPENDICES
5.01	N/A

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	School Organisation Code – The School Standards and Organisation (Wales) Act 2018 https://gov.wales/sites/default/files/publications/2018-10/school-organisation-code-second-edition.pdf
6.02	The Federation of Maintained Schools (Wales) Regulations 2014 https://www.flintshire.gov.uk/en/PDFFiles/Schools/School-Modernisation/Federation-process-of-maintained-schools-in-Wales.pdf

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Damian Hughes Telephone: 01352 704135 E-mail: damian.hughes@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>School Organisation Code – The new School Standards and Organisation (Wales) Act 2018 makes Local Authorities responsible (rather than the Welsh Ministers prior to October 2018) for the determination of most statutory school organisation proposals that receive objections.</p>
	<p>Federation – The federation of schools is a legal process which enables schools to work together through a formal structured process by sharing a governing body that will make decisions in the best interest of all the schools, staff and pupils in that federation.</p> <p>The Welsh Government have brought in new regulations around federation of maintained schools in Wales. The Federation of Maintained Schools (Wales) Regulations 2014 which came into force on 22 May 2014 gives effect to Council's powers to federate schools. (School governors already have powers to federate by choice under provisions introduced in 2010). These powers have now been consolidated into the 2014 Regulations.</p>
	<p>Community schools – these are owned and run by the local authority, and it is the local authority which sets the entrance criteria and decides which children are eligible for a place.</p>
	<p>Voluntary Aided schools – these are run by a voluntary organisation and enjoy greater policy and financial independence than voluntary controlled schools. They tend to be religious or faith schools, in Wales typically the Roman Catholic Church or Church in Wales. The governing body employs the staff and sets the entrance criteria and the school buildings and land are usually owned by a charity (often the church).</p>

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 7



CABINET

Date of Meeting	Tuesday, 17 March 2020
Report Subject	School Admission Arrangements 2021/22
Cabinet Member	Leader of the Council and Cabinet Member for Education
Report Author	Chief Officer (Education & Youth)
Type of Report	Operational

EXECUTIVE SUMMARY

To advise on the outcome of the statutory consultation exercise on the admission arrangements for September 2021 and to recommend approval.

RECOMMENDATIONS

1	That the proposed admission arrangements for 2021/22 be approved.
---	---

REPORT DETAILS

1.00	EXPLAINING THE ADMISSION ARRANGEMENTS
1.01	In accordance with the School Admissions Code, the local authority is required to undertake a statutory consultation exercise on its admission arrangements for the following year. Consultation must be complete by 1 March and the admission arrangements must be determined by 15 April each year. Statutory consultees include all schools in the area, the diocesan authorities and neighbouring authorities.
1.02	Consultation must cover the full admission arrangements including the admissions policy, oversubscription criteria, the timetable for admissions and admission numbers (ie the maximum number of pupils to be admitted by the admissions authority in to each year group). This information is attached as Appendices 1, 2 and 3.

1.03	<p>The current admission arrangements have been in place since 2003 and the majority of parental preferences continue to be met (approximately 96%). For information, the number of admission appeals in recent years is detailed in the table below:</p> <table border="1" data-bbox="320 304 1295 607"> <thead> <tr> <th>Year</th> <th>Secondary Appeals</th> <th>Primary Appeals</th> <th>Total Appeals</th> <th>Total appeals upheld by Panel**</th> </tr> </thead> <tbody> <tr> <td>2014/15</td> <td>20</td> <td>54</td> <td>74</td> <td>47/63%</td> </tr> <tr> <td>2015/16</td> <td>66</td> <td>71</td> <td>137</td> <td>73/53%</td> </tr> <tr> <td>2016/17</td> <td>43</td> <td>77</td> <td>120</td> <td>68/56%</td> </tr> <tr> <td>2017/18</td> <td>20</td> <td>61</td> <td>81</td> <td>40/50%</td> </tr> <tr> <td>2018/19</td> <td>85</td> <td>56</td> <td>141</td> <td>88/62%</td> </tr> <tr> <td>2019/20*</td> <td>47</td> <td>34</td> <td>81</td> <td>42/52%</td> </tr> </tbody> </table> <p>*to date **ie appeal lost by parent</p> <p>It is anticipated that oversubscription will continue particularly at secondary level in some areas of the County largely as a consequence of parental preference.</p>	Year	Secondary Appeals	Primary Appeals	Total Appeals	Total appeals upheld by Panel**	2014/15	20	54	74	47/63%	2015/16	66	71	137	73/53%	2016/17	43	77	120	68/56%	2017/18	20	61	81	40/50%	2018/19	85	56	141	88/62%	2019/20*	47	34	81	42/52%
Year	Secondary Appeals	Primary Appeals	Total Appeals	Total appeals upheld by Panel**																																
2014/15	20	54	74	47/63%																																
2015/16	66	71	137	73/53%																																
2016/17	43	77	120	68/56%																																
2017/18	20	61	81	40/50%																																
2018/19	85	56	141	88/62%																																
2019/20*	47	34	81	42/52%																																
1.04	<p>The consultation process took place between 09.12.19 and 31.01.20 and no comments were received. There are no changes proposed to the admission arrangements. The proposed admissions timetable has been drawn up in consultation with neighbouring authorities and takes in to account factors such as allowing parents sufficient time to visit schools and express their preferences, the time needed to process applications, etc. The timetable also incorporates the “common offer dates” prescribed by the School Admissions Code (ie 1 March for secondary and 16 April for primary).</p>																																			
1.05	<p>As part of the consultation, Headteachers were asked if there have been any changes to the accommodation at their Schools which could necessitate a review of their Admission Number. No requests have been received and therefore there are no changes proposed to any Admission Numbers for 2021/22.</p>																																			
1.06	<p>There are between 1600 and 1700 applications each year in each of the 3 admissions phases, ie for Year 7, Reception and Nursery. In addition, there are more than 1200 applications received during the academic year to transfer schools, many as a result of house moves in to the area. All applications are made online and assistance is provided by Admissions Officers and Flintshire Connects staff for any parents experiencing difficulties completing the form.</p>																																			

2.00	RESOURCE IMPLICATIONS
2.01	<p>There are no revenue/capital implications.</p> <p>There are no implications for additional capacity or for any change to current workforce structures or roles.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	<p>The annual determination of admission arrangements must be carried out in accordance with the framework and timetable in the School Admissions Code. Consultation has been completed and approval is being sought within the deadlines set out in the Code. Adherence to the Code minimises the risk of challenge to the Public Services Ombudsman or by way of judicial review.</p> <p>There are no direct anti-poverty, environment or equalities issues arising from this report. The admissions policy is applied consistently in all cases in accordance with the Code.</p>

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	All statutory consultees have been consulted in accordance with the School Admissions Code.

5.00	APPENDICES
5.01	<p>Appendix 1 – Admission Arrangements 2021/22. Appendix 2 – Primary Admission Numbers. Appendix 3 – Secondary Admission Numbers.</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	https://gov.wales/sites/default/files/publications/2018-03/school-admissions-code.pdf

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Gill Yates, Admissions Manager Telephone: 01352 704187 E-mail: gill.yates@flintshire.gov.uk</p>

8.01	GLOSSARY OF TERMS
	<p>These are provided corporately on the Infonet (link) and maintained by the Executive Office</p>
	<p>School Admission Arrangements – the overall procedure and practices about how to apply for a school place, including the criteria to decide how places are allocated, application procedures, the timetable for the admissions process, how late applications are handled, waiting lists and the appeal process.</p> <p>School Admissions Code – a Code issued by Welsh Government in respect of the discharge of admissions functions. All admission authorities have a statutory duty to act in accordance with the Code.</p>

<p>Oversubscription criteria – a list of criteria which an admission authority must adopt to be used for the allocation of places if there are more applications received than there are places available.</p> <p>Admission Number – the number of school places that an admission authority can admit in reach year group.</p>

Admissions Timetable 2020/21

Admission Phase	Admission forms available to parents w/c	Parents' consideration period	Closing date for receipt of completed forms	Allocation period by LA/ admitting authority	Parents informed by ("Offer date")
Secondary	07/09/20	07/09/20-06/11/20	06/11/20	09/11/20-08/01/21	01/03/21
Reception	28/09/20	28/09/20-20/11/20	20/11/20	23/11/20-26/02/21	16/04/21
Nursery	28/09/20	28/09/20-19/02/21	19/02/21	22/02/21-25/03/21	07/05/21

Application forms must be returned to the Local Authority by the closing date. Your child may have less opportunity to be allocated to your preferred school if your application is received after the closing date. Late applications received after the end of the allocation period will not be processed until after the "offer dates".

1. How to apply

Arrangements must be made to enable parents to express a preference for a school they wish their child/children to attend. By law, parents who express a preference are given priority for admission over those who do not. In the case of sixth form admissions, expression of a preference can be made by either a parent or a young person or both and should be done by contacting the School concerned.

You can access the applications forms in accordance with the above timetable on the Flintshire County Council web site (www.flintshire.gov.uk/schools/schooladmissions). This is the preferred method of application. This form should be used if you are a resident in Flintshire and you wish to express a preference for a Flintshire school OR if your child currently attends a Flintshire school. If you wish to apply for a school in Cheshire West and Chester, you must use their application form as we are unable to process applications for schools in Cheshire West and Chester. Parents are strongly advised to express more than one preference. They must be listed in a preferred order. Only the highest preference that can be met will be used to offer a place. **Listing the same school multiple times does not result in a better chance of being offered that school.**

2. Neighbouring Authorities

Flintshire works closely with neighbouring Local Authorities to coordinate admission arrangements in Wales. Information will be passed on to the appropriate admissions authority. Please note that neighbouring local authorities' timetables may be different to that above. If the school for which you wish to express a preference is in another County please contact the respective Local Authority to ensure you do not miss the closing date:

Denbighshire County Council – admissions@denbighshire.gov.uk; Tel : 01824 706000
 Wrexham County Borough Council – admissions@wrexham.gov.uk; Tel: 01978 298991
 Cheshire West & Chester Council* – admissions@cheshirewestandchester.gov.uk; Tel: 0300 123 7039

* If you wish to apply for a school in Cheshire West and Chester, you must use their application form as we are unable to process applications for schools in Cheshire West and Chester.

3. Late Applications

Late applications will be considered after those received by the closing date. If the Local Authority considers that there are good reasons for the application form being late it will be considered with the "on time applications". In all cases, supporting evidence must be provided.

All late applications will be ranked in accordance with the oversubscription criteria and any places which are available will be offered to the highest ranking applicants up to the end of the allocation period. If the Admission Number for the requested school has been reached, parents will be offered the right to an appeal. A waiting list will also be maintained for that school if necessary and any places that become available will be offered to the highest ranking applicant on the list in accordance with the oversubscription criteria.

4. The Process for offering school places

All pupils will be admitted if the Admission Number has not been reached. The Admission Number for each school relates to the number of children that can be admitted to each year group during the school year. The Admission Number for a school is calculated using the capacity assessment method in the Welsh Government's guidance document 'Measuring the Capacity of Schools in Wales'. All school Admission Numbers are included on the 'Schools List' (www.flintshire.gov.uk/schooladmissions).

If more parents express a preference for a school than there are places available and the Admission Number is reached, the Local Authority applies the published oversubscription criteria to rank all preferences expressed to see who can be offered a place. All preferences received will be considered on the basis of equal preferences. This means that in the first instance, all preferences will be considered against the relevant oversubscription criteria only, ie without reference to the preferred ranking. If a place can be offered at more than one of the preferences expressed (because a preferred school is undersubscribed or because the applicant has a high enough priority against the criteria for an oversubscribed school, or because a school receives the same number of applications as the number of places available), the place offered will be for the school ranked highest on the application.

Please Note:

Expressing a preference does not guarantee a place at your preferred school if that school is oversubscribed. If more parents apply for places at the school than the number of places available, the Local Authority will apply the oversubscription criteria for allocating places as set out in the policy.

5. Voluntary Aided Faith and Foundation Schools

If you express a preference for a voluntary aided school (Catholic or Church in Wales) or foundation school in Flintshire the relevant school will be sent your details. You may also be required to complete a Supplementary Information Form which is available direct from the school. The timetable for admissions (above) also applies to voluntary aided and foundation schools. These schools are responsible for considering your child's application against others received in accordance with their own oversubscription criteria. The school governors should use the school's own oversubscription criteria to rank applications and make offers of places. Any preferences not met will be returned to the local authority and will be treated equally with other preferences expressed for Flintshire Community Schools.

6. Policy for Admissions to Schools

The County Council, as the Local Authority, is responsible for determining the arrangements for admissions to all Community Primary, Welsh Medium Primary, Secondary, Welsh Medium Secondary, Special Schools and Voluntary Controlled Schools. The Local Authority will consult annually with school Governing Bodies and the Diocesan Education Authorities in relation to admissions.

The Local Authority will comply with statutory requirements and the Welsh Government School Admissions Code and will take account of the expression of parental preference in the context of its duty

to ensure the provision of effective education and the efficient use of education resources. When considering applications, the Local Authority will observe the provisions of the School Admissions Code which states that admission authorities should admit to the school's admission number and will rarely be able to prove prejudice as a ground for refusing an additional pupil while the numbers remain below the admission number.

Under the School Admissions Code, it may be reasonable in exceptional circumstances for the local authority, with the agreement of the Headteacher, to exercise discretion to admit more pupils than the admission number indicates, subject to such admissions not adversely affecting the school in the longer term including but not exclusively the duty to comply with infant class size legal requirements.

The Local Authority will comply with its duty to ensure the provision of effective education and the efficient use of resources. In so doing, the Local Authority will have regard to the total resources, including accommodation and staffing, available to each school and any constraints imposed by the school organisation and curriculum. It will also consider the resource implications for the authority and impact on other education policies.

When a parent gives fraudulent or intentionally misleading information in order to obtain a place at a school for their child, the Local Authority reserves the right to withdraw the offer of a place. Where a place is withdrawn on the basis of misleading information, the application must be considered afresh and a right of appeal offered if a place is refused.

7. Welsh Language Policy for all schools

The Authority's Welsh Language Policy aims to ensure that all pupils reach a standard of bilingualism. It will be the responsibility of the Authority, in conjunction with the Headteacher and the School Governors, to ensure the teaching of both Welsh and English is in accordance with National Curriculum requirements.

Primary Education will be provided for all children mainly through the medium of English, or mainly through the medium of Welsh. Secondary Education will be provided for all children mainly through the medium of English, or mainly through the medium of Welsh. To ensure continuity with the primary schools, Welsh will be taught as a second language in all secondary schools where the main medium of instruction is English.

Flintshire County Council, working in partnership with schools will provide parents with full information and understanding of the advantages of Welsh medium education and the opportunities which exist within Flintshire, explaining clearly that:

- there is no need for parents to be Welsh speakers for their children to take advantage of this opportunity;
- receiving education in a designated Welsh medium school enables pupils to become fully bilingual;
- there are intellectual advantages to being equally fluent in two languages.

Pupils who have received their education through the medium of Welsh in primary school transfer to the Welsh medium Secondary School (Ysgol Maes Garmon) at Key Stage 3. Pupils can transfer from English medium primary schools to the Welsh medium Secondary School where they will be offered the immersion scheme that is available at the end of Year 6 and all the way through Year 7. For further details about the scheme please contact Ysgol Maes Garmon Tel: 01352 750678.

8. Admission Phases

8.1 Early Entitlement to Education

A part-time education place is available for every child the term after his/her third birthday.

Children born in...	Entitled to...
Autumn Term	2 terms of educational provision (Spring and Summer)
Spring Term	1 term of educational provision (Summer)

Children born in the Summer term receive their education entitlement in the school nursery classes in the Autumn term after their 3rd birthday. Parents may state a preference for an approved setting which may be a pre school playgroup (English or Welsh), a private day nursery, a 'network' childminder or school nursery class. Applications for early entitlement are made directly to the setting. Forms are available all year.

Notes:

- 1. Admission to an Early Entitlement setting at a particular school does not guarantee subsequent admission to nursery at that school. A fresh application will be required.**
- 2. No transport is provided.**

For further information on approved settings please contact: Family Information Service Tel: 01352 703500.

8.2 Nursery

Local Authorities in Wales have a duty to provide sufficient nursery places in their area. A child becomes eligible for a place at a nursery class in the September following the child's 3rd birthday. Nursery education is not compulsory and parents have no right of appeal regarding nursery admissions under the School Standards and Framework Act 1998.

Nursery schooling in all schools/units will be provided on the basis of 5 x 2.5 hour sessions per week for each child. Places are available in Nursery classes at all Flintshire primary schools, up to the Admission Number for each school.

Parents may express a preference for any nursery irrespective of where the child's home is in relation to the school. However, expressing a preference does not guarantee a place at that nursery. In the event of oversubscription, applications for nursery places will be dealt with by applying the oversubscription criteria in respect of primary schools as set out in this Guide.

Notes:

- 1. Admission to a nursery class at a particular Primary School does not guarantee subsequent admission to reception class at that school. A fresh application will be required.**
- 2. No transport is provided.**

8.3 Primary

The Authority will admit a child to a maintained primary school at the beginning of the school year if the child has achieved his/her 4th birthday on or before August 31st of that calendar year.

Once a reception place has been offered and accepted, parents may defer their child's entry until the start of the term following the child's 5th birthday. Parents are not able to defer entry beyond this point, nor beyond the academic year for which the original application was accepted.

In accordance with legislation, infant class sizes (Reception, Year 1 and Year 2) are restricted to a limit of no more than 30 per school teacher. In respect of junior classes (Year 3 to Year 6), the target is no more than 30 per school teacher.

8.4 Secondary

Pupils will normally be transferred from a primary to a secondary school in the September following their 11th birthday.

9. Oversubscription Criteria

All pupils will be admitted if the Admission Number has not been reached. However, if the Admission Number has been reached, applications will be considered against the oversubscription criteria, which are listed in priority order.

Criteria to be applied in order of priority by the Local Authority for admission to Nursery, Primary and Secondary Schools:

- a) Looked after children (children in care) and previously looked after children;
- b) pupils for whom the preferred school is the nearest appropriate school to the pupil's home address;
- c) pupils who will have a sister or brother attending the preferred school on the expected admission date. The 'sibling rule' will only be applied for the statutory period of education i.e. up to Year 11;
- d) pupils for whom the preferred school is not the nearest to their home address. Pupils will be admitted in order of proximity to that alternative school and up to its Admission Number.

Tie-breaker

If there are more applicants than places in any of the above categories, priority will be given to applicants living nearest the school, measured from the child's home address to the recognised main entrance of the school.

If the authority is unable to comply with the parental preference(s) expressed then the parent will be asked to consider available places at alternative schools.

Where a school is named in a Statement of Special Educational Needs, the local authority has a duty to admit the child to that school.

For the allocation of places, the nearest appropriate school is interpreted as:

- (a) the school nearest to the child's home measured from child's home address to the centre point of the school building;**
- (b) the nearest Welsh medium school where parents wish their children to receive their education through the medium of Welsh;**
- (c) the nearest Denominational school where parents wish to have their children educated in a denominational school.**

When making a decision about the 'nearest suitable school' the Local Authority will accept only the pupil's home address and not that, for example, of childminder or grandparents.

10. Definitions

10.1 Home Address

The address on the application form must be the child's current permanent place of residence.

Permanent means where your child physically resides and sleeps for the majority of the week. This will usually be the Parents' address.

PLEASE NOTE: only the person(s) with parental responsibility for a child (“Parents”) can apply for admission. Where there is shared parental responsibility all Parents should be in agreement about the preferences listed in the application. It is the Parents' responsibility to come to this agreement. If there is equal, shared custody of the child, it is left to the parents to decide which address to use but we may ask to see a valid Court Order or other evidence to confirm this arrangement exists. If you cannot agree which school your child should attend with another Parent, you should immediately take your own legal advice regarding making an urgent application to the Court.

Addresses may be checked against records held on the Council Tax Database. In addition, Parents may be asked to prove residency at an address using, for example, any of the following documentation: Solicitor’s correspondence confirming that completion has taken place on the purchase of a property, Tenancy Agreement, Mortgage Statement, Council Tax correspondence, Utility Supplier correspondence or such other evidence as the Local Authority deems appropriate. Please note any documents provided must be relevant, current and relate to the address noted on the application form. The documents must also identify you by name and must be the most recent ones available and no older than 3 months when stated.

It is strongly recommended that photocopies of documents are provided in all cases as the Council cannot guarantee the safe return of original documents through the return post.

If the Local Authority is not satisfied with the evidence provided including, but not exclusively, if you have not followed the terms of this policy then your child’s application will not be accepted and will be withdrawn.

Parents are advised that a school place may be lawfully withdrawn if the information given on their application form is fraudulent and/or misleading. Please be advised that intentionally providing false information on an application form can be a criminal offence under the Fraud Act 2006. All applications where there is doubt about the address being given will be investigated by the Local Authority. The responsibility lies with the Parents to provide sufficient documentary evidence to support permanent residence at the address used. The use of false, misleading, or inaccurate information including omissions may lead the Local Authority to also withdraw an offer of a place in the event an offer had previously been made.

Should you move after applying but during the allocation period you must provide us with proof of your new address. Acceptable evidence includes for example: a solicitor’s letter confirming that completion has taken place on the purchase of a property, or a copy of the current rental agreement, signed by both the Tenants and the Landlords, showing the address of the property and the start date of the tenancy. Please note any documents provided must be relevant, current and relate to the address noted on the application form. The documents must also identify you by name and must be the most recent ones available and no older than 3 months when stated.

10.2 Distance

The Council uses a Geographical Information System (GIS) to calculate the shortest home to school distance in miles. This is integrated into the Capita ONE software. The co-ordinates of an applicant’s home address are determined using the Local Land and Property Gazetteer (LLPG) and Ordnance Survey (OS) Address Point Data. The starting point for a route assessment is determined as the nearest point on the walking route network from the pupil's address (usually the main entrance to the property), to the centre point of the school building. The network is updated annually.

It should be noted that transport will only be provided in accordance with the Council’s Transport Policy. Where, as a result of parental preference, a pupil attends a school other than the nearest appropriate school, as recognised by Flintshire County Council, it must be understood that parents accept full responsibility for transport costs and arrangements.

10.3 Sibling (brother/sister)

A sibling is defined as a full, half, step, foster or adopted brother or sister living together as one household at the same address and where the elder sibling is of statutory school age and will still be registered at the preferred school when the younger child is eligible to attend. In considering siblings, first priority will be given to applications from multiple birth children.

10.4 Multiple Birth Children

Twins, triplets, quadruplets, etc, residing at the same address and applying for places in the same year group will be given priority for admission in the main admissions round under the 'sibling' criteria. If it is not possible to offer places to all multiple birth children residing at the same address and applying for places in the same year group, the Authority will offer places for all of those multiple birth children at the next nearest appropriate school with available places.

11. Admissions to schools other than those maintained by the Local Authority

Parents wishing to express a preference for a school in a County other than Flintshire should still use the Flintshire preference form and it will be passed to the relevant Local Authority, with the exception of Cheshire West and Chester Council who request you contact them directly. Please be aware of each Authority's admission time table and closing dates.

12. Notifying Parents

The outcome of an application for admission will be notified to parents in writing by letter/email. Where the application has been refused, the letter/email will set out the reasons for the decision and the right of appeal and a return proforma will be sent. Parents will be asked to decide by a specified date one or more of the following options:-

- Place child's name on a waiting list;
- proceed to appeal and place child's name on a waiting list;
- accept the place offered at an alternative school for which preference has been expressed;
- make a new application for an alternative school.

13. Waiting Lists

Waiting lists for oversubscribed schools will consist of those children whose parents have specifically requested in writing, preferably email, to be placed on the school's waiting list and those for whom an appeal form has been received. Waiting lists will be maintained until 30 September in the school year concerned. After that date, any parents still wishing to be considered for a place must specifically request in writing to remain on a waiting list. If places become available they will be allocated according to the oversubscription criteria and not according to the date when the application was submitted or when a child's name was added to the waiting list.

In the main admissions round, waiting lists will be prepared and any secondary places which become available after 1 March (offer date) will be allocated after 1 April. The waiting lists will then be updated and any further places which become available will be allocated after 1 May. For primary, any reception places which become available after 16 April (offer date) will be allocated after 16 May. The waiting lists will then be updated and any further places which become available will be allocated after 16 June.

Where applications to transfer between schools outside the normal admission stages are refused, the Local Authority will, in agreement with the parent, place the child's name on a waiting list which will remain open until the end of the school term* for which the application was made. After that date, parents must specifically request that their child's name remains on the waiting list for an additional school term otherwise the name will be removed.

*If the application is made at the end of a school term, the child's name may remain on the waiting list until the end of the following term.

14. Admission of Pupils from outside Flintshire

Pupils applying for admission to a school in Flintshire who do not reside in Flintshire will be offered a place at a school in accordance with the admissions policy.

15. Change of School within Flintshire during the year

Schools in Flintshire have agreed a protocol with the local authority for transfers from one nominated school to another other than at the normal transition point (Reception and Year 7). A parent seeking such a transfer should initially speak to the headteacher of the child's current school to discuss the reasons for that transfer. If, following this discussion, the parent wishes to continue the process, the parent must make an online transfer application. If the admission number for the year group in the requested school has already been reached, the application may be refused and parents will be offered a place at an alternative school. In such circumstances a parent would also have the right of appeal, as outlined below.

16. Admissions other than in September each year

For pupils moving into the area at times other than the normal admission round (September of each year), the Local Authority will endeavour to meet parental preferences as far as possible. Where a school is oversubscribed, parents will be offered a place at an alternative school. The parent may then accept the alternative placement, or may give notice of appeal.

The Local Authority does not encourage transfers between schools, and a change of school mid-term can seriously disrupt the continuity of a child's education. If parents feel that a problem at school is so serious as to necessitate a change they are urged to take all reasonable steps to resolve the issue with the school first and then to seek advice from the Admissions Team if necessary before applying for a transfer. In cases involving school transfer requests that do not involve a house move the Local Authority reserves the right to arrange for the child to start the new school at the beginning of the next half term to minimise disruption to their own and other children's education. All secondary schools have mid-year transition programmes that will support pupils who are undertaking a mid-phase transfer. The programmes include extended visits to school by parents/carers and pupils.

17. Appeals Procedure

If the Authority is unable to comply with the parental preference the parent will be given the reason in writing and advised about available places at an alternative school. The parent may then accept the alternative place and may give notice of appeal. Information on how to appeal will be provided. Details describing the appeals procedure are also available on www.flintshire.gov.uk/schools/schooladmissions. Alternatively, please contact the Admissions Team on 01352 704068 / 704073.

Appeals must be made in writing giving reasons, and sent to the Admissions Team. Appeals will be heard within 30 school days of the appeal being received in writing (or within 30 working days if received during the school summer holidays). Every effort will be made to hear appeals as quickly as possible. The parent, accompanied by a friend if desired, will be given an opportunity to appear before an Independent Appeal Panel. The decision of the Independent Panel will be notified to the parent in writing and is final and binding on all parties.

School Number	School Name	Welsh Indicator	Type of School: Community/ VC/VA/ Foundation	Age Range	MCSW* Capacity FT	AN for Sept	
3002	Nannerch Controlled	EM	VC	3-11	111	15	
2237	Gronant C.P.	EM	C	3-11	144	20	
2078	Saltney Ferry C.P.	EM	C	3-11	236	33	
2064	Cilcain (Ysgol y Foel C.P.)	EM	C	3-11	84	12	
2021	Gwespyr Picton (Ysgol Gymraeg Mornant C.P.)	WM	C	3-11	81	11	
3308	Mold (St.David's R.C.)	EM	VA	3-11	144	20	
3303	Caerwys (Ysgol yr Esgob Aided)	EM	VA	3-11	86	12	
2051	Treuddyn (Ysgol Terrig C.P.)	WM	C	3-11	93	13	
2026	Lixwm C.P.	EM	C	3-11	71	10	
2082	Holywell (Ysgol Gwenffrwd C.P.)	WM	C	3-11	256	36	
2013	Ffynnongroew (Ysgol Bryn Garth C.P.)	EM	C	3-11	119	17	
2040	Saltney (Wood Memorial C.P.)	EM	C	3-11	216	30	
3316	Trelawnyd Aided	EM	VA	3-11	109	15	
3311	Saltney (St.Anthony's R.C.)	EM	VA	3-11	152	21	
3332	Nercwys Voluntary Aided	EM	VA	3-11	42	6	
2056	Gwernymynydd C.P.	EM	C	3-11	81	11	
3307	Holywell (St.Winefride's R.C.)	EM	VA	3-11	187	26	
3306	Flint (St.Mary's R.C.)	EM	VA	3-11	317	45	
2092	Leeswood (Ysgol Derwenfa C.P.)	EM	C	3-11	143	20	
2003	Bagillt (Merilyn C.P.)	EM	C	3-11	176	25	
2050	Rhosesmor (Rhos Helyg C.P.)	EM	C	3-11	168	24	
3330	Shotton (St.Ethelwold's Aided)	EM	VA	3-11	107	15	
2068	Mold (Ysgol Bryn Gwalia C.P.)	EM	C	3-11	210	30	
2004	Buckley (Westwood CP)	EM	C	3-11	246	35	
2046	Mostyn (Ysgol Bryn Pennant C.P.)	EM	C	3-11	129	18	
3312	Shotton (Venerable Edward Morgan R.C.)	EM	VA	3-11	281	40	
2081	Gwernaffield (Ysgol y Waun C.P.)	EM	C	3-11	107	15	
3320	Whitford Aided	EM	VA	3-11	109	15	
2272	Holywell (Ysgol Maes Y Felin)	EM	C	7-11	315	45	
2061	Queensferry C.P.	EM	C	3-11	180	25	
2266	Treuddyn (Ysgol Parc y Llan C.P.)	EM	C	3-11	111	15	
2257	Flint (Ysgol Croes Atti C.P.) (Flint site only)	WM	C	3-11	207	29	
2093	Hawarden (Ysgol Penarlag C.P.)	EM	C	3-11	196	28	
2041	Sealand C.P.	EM	C	3-11	215	30	
3331	Pentrobin Aided	EM	VA	3-11	110	15	
2268	Broughton Primary	EM	C	3-11	538	76	
2032	Northop Hall C.P.	EM	C	3-11	210	30	
2094	Northop (Ysgol Owen Jones C.P.)	EM	C	3-11	138	19	
2043	Sychdyn C.P.	EM	C	3-11	177	25	
2084	Abermorddu Juniors and Infants C.P.	EM	C	3-11	206	29	
2271	Shotton (Ysgol Ty Ffynnon)	EM	C	3-11	270	38	
2002	Bagillt (Ysgol Glan Aber C.P.)	EM	C	3-11	140	20	
2028	Mold (Ysgol Glanrafon C.P.)	WM	C	3-11	309	44	
2062	Mold (Ysgol Bryn Coch C.P.)	EM	C	3-11	599	85	
2085	Buckley (Southdown C.P.)	EM	C	3-11	382	54	
5200	Higher Kinnerton	EM	F	3-11	201	28	
3333	Hawarden Village Primary School	EM	VA	3-11	429	60	
2024	Hope (Ysgol Estyn C.P.)	EM	C	3-11	216	30	
2049	Carmel (Ysgol Bro Carmel C.P.)	EM	C	3-11	180	25	
2018	Greenfield C.P.	EM	C	3-11	228	32	
2269	Connah's Quay (Ysgol Cae'r Nant)	EM	C	3-11	356	50	
2052	Connah's Quay (Bryn Deva C.P.)	EM	C	3-11	283	40	
2053	Sandycroft C.P.	EM	C	3-11	320	45	
2015	Flint Gwynedd C.P.	EM	C	3-11	492	70	
2012	Ewloe Green C.P.	EM	C	3-11	349	49	
2270	Penyffordd County Primary School	EM	C	3-11	315	45	
2077	Connah's Quay (Golflyn C.P.)	EM	C	3-11	404	57	
2063	Buckley (Mountain Lane C.P.)	EM	C	3-11	409	58	
2091	Flint Cornist C.P.	EM	C	3-11	289	41	
2086	Connah's Quay (Wepre Lane C.P.)	EM	C	3-11	307	43	
2267	Mynydd Isa, Ysgol Mynydd Isa	EM	C	3-11	513	73	
2044	Trelogan C.P.	EM	C	3-11	72	10	
2089	Drury C.P.	EM	C	3-11	124	17	
2065	Brynford C.P.	EM	C	3-11	58	8	

*Measuring the Capacity of Schools in Wales

Mae'r dudalen hon yn wag yn bwrpasol

SECONDARY SCHOOL ADMISSION NUME

APPENDIX 3

School Number	School Name	Welsh Indicator	Type of School: Community/VC /VA/RC/ Foundation	Age Range	MCSW* Capacity	AN for Sept 21
4013	St. David's High	EM	C	11-16	725	117
4600	St. Richard Gwyn High	EM	RC	11-18	969	166
4018	Ysgol Maes Garmon	WM	C	11-18	711	120
4012	Ysgol Treffynnon	EM	C	11-16	600	120
4011	Elfed High	EM	C	11-16	983	197
4022	Connah's Quay High	EM	C	11-16	1,200	240
4006	Alun High School	EM	C	11-18	1,768	250
4042	Argoed High School	EM	C	11-16	580	116
4000	Hawarden High	EM	C	11-18	1,145	195
4021	Flint High	EM	C	11-18	797	143
4017	Castell Alun High	EM	C	11-18	1,240	211
11	= Total number of schools					

Tudalen 177

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 8



CABINET

Date of Meeting	Tuesday, 17th March 2020
Report Subject	Revenue Budget Monitoring 2019/20 (Month 10)
Cabinet Member	Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

This monthly report provides the latest detailed revenue budget monitoring position for 2019/20 for the Council Fund and Housing Revenue Account for the financial year and presents the position, based on actual income and expenditure, as at Month 10. The report projects how the budget would stand at the close of the financial year if all things remained unchanged.

The projected year end position, without new actions to reduce cost pressures and/or improve the financial return on efficiency planning and cost control is:

Council Fund

- An operating deficit of £1.625m which is a favourable movement of £0.041m from the deficit figure of £1.666m reported at Month 9.
- A projected contingency reserve balance as at 31 March 2020 of £3.244m.

Housing Revenue Account

- Net in-year revenue expenditure forecast to be £0.062m lower than budget which is a positive movement of £0.165m from the deficit figure of £0.103m reported at Month 9.
- A projected closing balance as at 31 March 2020 of £1.385m.

As reported in previous reports and to assist with mitigating the overall projected overspend the following measures were introduced from Month 6:-

- 1) All non-essential spend be reviewed and challenged with a view to ceasing/delaying where able and
- 2) Further Portfolio Management Team challenge of recruitment to vacancies i.e. ceasing/delaying.

At Month 6, this resulted in identifying a one-off delay in spend of £0.530m which helped to significantly reduce the overall overspend position. Further reductions in the overspend since Month 7 have been achieved predominantly from the continuation of these measures. Work will continue from Month 11 and beyond with the same rigour and challenge in an attempt to further improve the overall position.

The current position meets the Chief Officer Team target of reducing the overspend position to within a range of £1.500m - £1.750m by the end of the financial year, although this would still be in excess of the performance indicator target set within the MTFs of £1.350m, being 0.5% of the Net Revenue Budget.

Some examples of specific areas currently under tactical review are shown below :

- Winter Maintenance – monitoring the level of ongoing operations based around weather conditions
- Parc Adfer – taking account of the site becoming fully operational from December and the subsequent change to haulage and disposal arrangements
- School Transport – maximising the benefits of re-procurement and rationalisation of routes
- Single Person Discount Scheme – subject to on-going review
- Planning – maximisation of Planning Fee Income in year
- Central Loans and Investment Account – further review to determine potential financing split across Revenue and Capital

In addition, as in previous years towards the end of the financial year, there is always potential for late awards of Grant from Welsh Government that could be allocated against existing or future profiled spend, resulting in a positive effect on outturn.

RECOMMENDATIONS

1	To note the overall report and the projected Council Fund contingency sum as at 31 st March 2020.
2	To note the projected final level of balances on the Housing Revenue Account (HRA).
3	To approve the carry forward request included in paragraph 1.22

REPORT DETAILS

1.00	EXPLAINING THE MONTH 10 POSITION
1.01	<p data-bbox="320 255 837 293">Council Fund - Projected Position</p> <p data-bbox="320 331 1294 405">The projected year end position, without mitigation to reduce cost pressures and improve the yield on efficiency planning, is as follows:</p> <ul data-bbox="368 439 1342 546" style="list-style-type: none"><li data-bbox="368 439 863 472">• An operating deficit of £1.625m<li data-bbox="368 477 1342 546">• A projected contingency reserve balance as at 31 March 2020 of £3.244m <p data-bbox="320 589 1310 663">To assist with mitigating the overall projected overspend the following measures have previously been introduced:-</p> <ol data-bbox="320 696 1382 882" style="list-style-type: none"><li data-bbox="320 696 1382 770">1) All non-essential spend is subject to ongoing review and challenge with a view to ceasing/delaying where able and<li data-bbox="320 804 1278 882">2) Further Portfolio Management Team challenge of recruitment to vacancies i.e. ceasing/delaying <p data-bbox="320 916 1382 1133">At Month 6, this resulted in identifying a one-off delay in spend of £0.530m which helped to significantly reduce the overall overspend position. Further reductions in the overspend since Month 7 have been achieved predominantly from the continuation of these measures. Work will continue from Month 11 and beyond with the same rigour and challenge in an attempt to further improve the overall position.</p> <p data-bbox="320 1173 1382 1319">The Chief Officer Team has set a target of reducing the overspend position to within a range of £1.500m - £1.750m by the end of the financial year, although this would still be in excess of the performance indicator target set within the MTFS of £1.350m, being 0.5% of the Net Revenue Budget.</p> <p data-bbox="320 1357 1382 1391">Some examples of specific areas currently under review are shown below :</p> <ul data-bbox="368 1397 1366 1812" style="list-style-type: none"><li data-bbox="368 1397 1366 1471">• Winter Maintenance – monitoring the level of ongoing operations based around weather conditions<li data-bbox="368 1476 1366 1583">• Parc Adfer – taking account of the site becoming fully operational from December and the subsequent change to haulage and disposal arrangements<li data-bbox="368 1588 1366 1662">• School Transport – maximising the benefits of re-procurement and rationalisation of routes<li data-bbox="368 1666 1366 1700">• Single Person Discount Scheme – subject to on-going review<li data-bbox="368 1704 1366 1738">• Planning – maximisation of Planning Fee Income in year<li data-bbox="368 1742 1366 1812">• Central Loans and Investment Account – further review to determine potential financing split across Revenue and Capital <p data-bbox="320 1850 1366 2029">As in previous years towards the end of the financial year, there is always potential for late awards of Grant from Welsh Government that could be allocated against existing or future profiled spend, resulting in a positive effect on outturn. An example being Additional Winter Pressures Grant in Social Services (paragraph 1.07 refers).</p>

1.02	<p>Table 1. Projected Position by Portfolio</p> <p>The table below shows the projected position by portfolio:</p> <table border="1" data-bbox="320 255 1331 1205"> <thead> <tr> <th data-bbox="320 255 772 450">Portfolio/Service Area</th> <th data-bbox="772 255 967 450">Approved Budget</th> <th data-bbox="967 255 1161 450">Projected Outturn</th> <th data-bbox="1161 255 1331 450">In-Year Over / (Under) spend</th> </tr> <tr> <td></td> <th data-bbox="772 405 967 450">£m</th> <th data-bbox="967 405 1161 450">£m</th> <th data-bbox="1161 405 1331 450">£m</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 450 772 506">Social Services</td> <td data-bbox="772 450 967 506">65.944</td> <td data-bbox="967 450 1161 506">65.940</td> <td data-bbox="1161 450 1331 506">(0.004)</td> </tr> <tr> <td data-bbox="320 506 772 562">Out of County Placements</td> <td data-bbox="772 506 967 562">9.033</td> <td data-bbox="967 506 1161 562">11.089</td> <td data-bbox="1161 506 1331 562">2.056</td> </tr> <tr> <td data-bbox="320 562 772 618">Education & Youth</td> <td data-bbox="772 562 967 618">8.534</td> <td data-bbox="967 562 1161 618">8.188</td> <td data-bbox="1161 562 1331 618">(0.345)</td> </tr> <tr> <td data-bbox="320 618 772 674">Schools</td> <td data-bbox="772 618 967 674">91.941</td> <td data-bbox="967 618 1161 674">91.941</td> <td data-bbox="1161 618 1331 674">0.000</td> </tr> <tr> <td data-bbox="320 674 772 730">Streetscene & Transportation</td> <td data-bbox="772 674 967 730">30.467</td> <td data-bbox="967 674 1161 730">31.894</td> <td data-bbox="1161 674 1331 730">1.427</td> </tr> <tr> <td data-bbox="320 730 772 786">Planning & Environment</td> <td data-bbox="772 730 967 786">5.897</td> <td data-bbox="967 730 1161 786">5.941</td> <td data-bbox="1161 730 1331 786">0.044</td> </tr> <tr> <td data-bbox="320 786 772 842">People & Resources</td> <td data-bbox="772 786 967 842">4.439</td> <td data-bbox="967 786 1161 842">4.470</td> <td data-bbox="1161 786 1331 842">0.031</td> </tr> <tr> <td data-bbox="320 842 772 898">Governance</td> <td data-bbox="772 842 967 898">9.203</td> <td data-bbox="967 842 1161 898">8.995</td> <td data-bbox="1161 842 1331 898">(0.208)</td> </tr> <tr> <td data-bbox="320 898 772 954">Strategic Programmes</td> <td data-bbox="772 898 967 954">5.272</td> <td data-bbox="967 898 1161 954">5.272</td> <td data-bbox="1161 898 1331 954">0.000</td> </tr> <tr> <td data-bbox="320 954 772 1010">Housing & Assets</td> <td data-bbox="772 954 967 1010">15.171</td> <td data-bbox="967 954 1161 1010">14.551</td> <td data-bbox="1161 954 1331 1010">(0.620)</td> </tr> <tr> <td data-bbox="320 1010 772 1066">Chief Executive</td> <td data-bbox="772 1010 967 1066">2.760</td> <td data-bbox="967 1010 1161 1066">2.634</td> <td data-bbox="1161 1010 1331 1066">(0.126)</td> </tr> <tr> <td data-bbox="320 1066 772 1122">Central & Corporate Finance</td> <td data-bbox="772 1066 967 1122">22.688</td> <td data-bbox="967 1066 1161 1122">22.060</td> <td data-bbox="1161 1066 1331 1122">(0.628)</td> </tr> <tr> <td data-bbox="320 1122 772 1205">Total</td> <td data-bbox="772 1122 967 1205">271.350</td> <td data-bbox="967 1122 1161 1205">272.975</td> <td data-bbox="1161 1122 1331 1205">1.625</td> </tr> </tbody> </table>	Portfolio/Service Area	Approved Budget	Projected Outturn	In-Year Over / (Under) spend		£m	£m	£m	Social Services	65.944	65.940	(0.004)	Out of County Placements	9.033	11.089	2.056	Education & Youth	8.534	8.188	(0.345)	Schools	91.941	91.941	0.000	Streetscene & Transportation	30.467	31.894	1.427	Planning & Environment	5.897	5.941	0.044	People & Resources	4.439	4.470	0.031	Governance	9.203	8.995	(0.208)	Strategic Programmes	5.272	5.272	0.000	Housing & Assets	15.171	14.551	(0.620)	Chief Executive	2.760	2.634	(0.126)	Central & Corporate Finance	22.688	22.060	(0.628)	Total	271.350	272.975	1.625
Portfolio/Service Area	Approved Budget	Projected Outturn	In-Year Over / (Under) spend																																																										
	£m	£m	£m																																																										
Social Services	65.944	65.940	(0.004)																																																										
Out of County Placements	9.033	11.089	2.056																																																										
Education & Youth	8.534	8.188	(0.345)																																																										
Schools	91.941	91.941	0.000																																																										
Streetscene & Transportation	30.467	31.894	1.427																																																										
Planning & Environment	5.897	5.941	0.044																																																										
People & Resources	4.439	4.470	0.031																																																										
Governance	9.203	8.995	(0.208)																																																										
Strategic Programmes	5.272	5.272	0.000																																																										
Housing & Assets	15.171	14.551	(0.620)																																																										
Chief Executive	2.760	2.634	(0.126)																																																										
Central & Corporate Finance	22.688	22.060	(0.628)																																																										
Total	271.350	272.975	1.625																																																										
1.03	<p>The reasons for the favourable movement of £0.041m from the previous month are shown in Appendix 1. The reasons for the overall projected variances are summarised within Appendix 2 showing the detail of all variances over £0.050m and a summary of minor variances for each portfolio. This provides the overall position for each portfolio and the overall position for the Council Fund.</p>																																																												
1.04	<p>Enhancements to the format of the Revenue Budget monitoring report have been made which aim to highlight the following key information for Members:</p> <ul style="list-style-type: none"> • The key major variances to bring to the attention of Cabinet • The tracking of in year financial risks • Potential MTFS Impact of the current in year monitoring position 																																																												
	<p>Major Variances to highlight this Month</p>																																																												
1.05	<p>Out of County Placements</p> <p>At this stage in the financial year, there is a projected overspend of £2.056m for the provision of Out of County Placements.</p>																																																												

	<p>The Council included an additional amount of £1.655m in the 2019/20 budget to reflect the number of clients and care packages at that particular time. However, throughout 2019/20 to date, there has been an increase in the number of high cost placements.</p> <p>This has created a projected overspend of £1.515m in Children’s Social Services and a projected overspend of £0.541m within Education & Youth Inclusion Services. This is based on current clients and their assessed need.</p> <p>The projection includes externally provided placement costs for over 150 children, some of which lie within Flintshire’s geographic boundary.</p> <p>A Report on ‘Improving the in-house offer for Out of County Placements for Children’ taken to the Joint Education & Youth and Social & Health Care Overview and Scrutiny Committees in July, 2019 outlined the Council’s strategy and commitment in ensuring safe, high quality, support for Children’s Services.</p> <p>A separate report was also presented to Corporate Resources Overview and Scrutiny Committee on the key issues and latest position at the meeting on 19 September.</p>
1.06	<p>Streetscene and Transportation</p> <p>A considerable amount of financial challenge work is ongoing within the Streetscene and Transportation portfolio to address the overspend position and through the mitigation measures identified below, are committed to reducing this overspend further by financial year end.</p> <p>Transportation and Logistics - £0.976m Overspend</p> <p>The pressure in school transport costs totalling £0.928m is as a result of several factors:-</p> <ul style="list-style-type: none"> - The effect of non-statutory school transport arrangements and ongoing transport policy anomalies; - An increase in mainstream secondary education pupil transport and Special Educational Needs (SEN) pupil transport, both in-County and for Out of County placements, along with increases in the number of school escorts to accompany SEN pupils and in the number of single occupancy routes; - Transporting enrolment cohort to Connah’s Quay High School and placing duplicate vehicles on public bus services as a response to non-eligible pupil displacement; - An increase in number of school days for 2019/20 <p>A separate report was presented to Corporate Resources Overview and Scrutiny Committee on the key issues and latest position at the meeting on 19 September.</p> <p>Increased transport provision to Social Services service users of £0.048m.</p> <p>Service Delivery – £0.316m Overspend</p>

Following the extreme weather event during June 2019, the service has incurred additional revenue pressures from responding and resolving flooding issues across the County. The network damage was widespread and included road foundations being undermined, particularly on roads adjacent to water courses, and road surfaces being lifted by inspection covers, due to the pressure created by the sheer volume of water within the drainage system. The costs include the additional staffing costs towards responding and repairing the highway along with costs of plant and materials and currently total £0.150m. A claim to Welsh Government was submitted for these additional costs but unfortunately was not approved for funding.

In addition to the above, further costs have been incurred in recent weeks dealing with both Storm Ciara and Storm Dennis which although flooding was not as bad as some parts of North Wales, there were still a number of road closures to provide traffic management provision and coordinate clean-up operations across the County which have all incurred additional costs.

Following ongoing vandalism to Household Recycling Centres, additional costs of £0.055m have been incurred, with further costs of £0.015m-£0.020m projected to maintain security and safety of the sites.

During the period before Christmas, staffing resources were considerably impacted by an outbreak of Norovirus and this has resulted in unprecedented levels of sickness throughout the workforce. The level of absence due to sickness was averaging around 49 staff which included 30 operatives, for which additional overtime or agency cover is required in order to maintain service delivery which is projected to cost in the region of £0.095m.

Regulatory Services - £0.124m Overspend

The car park income shortfall of £0.200m is based on the average shortfall in income against monthly projections for each town using the first full ten months of implementation (received in 2018/19) of the increased tariff charges and projected for 2019/20. A large section of car parking at Flint Retail Park has closed for development, which will result in a displacement of vehicles into Council car parks providing a potential increase in car parking income for the remaining months of 2019/20.

The waste strategy service are currently projecting an improved position of £0.070m, based on the commissioning period for the North Wales Residual Waste Treatment Project (NWRWTP) being shorter than anticipated compared to when the original £0.425m pressure was calculated. Maximum WG grant funding is available from the full service period commencement in December 2019 and the service are currently reviewing the delivery of residual waste into the Parc Adfer site based on the most efficient method.

A reduction in the level of recycling income from cardboard and paper has occurred totalling £0.043m due to the third party implementing an immediate change to the tariff in January.

	Other cumulative variances across the service reflect a £0.011m overspend.
1.07	<p>Social Services</p> <p>The overall position for Social Services is a projected underspend of £0.004m, a favourable movement of £0.124m since Month 9.</p> <p>There are some significant variances both adverse and favourable that underpin this position due to overpends within Children’s Services and net underspends within Adults Services.</p> <p>All details of variances are provided in Appendix 2 and consideration has been given to further realignment of budgets within the Portfolio to address changes in service delivery.</p> <p><u>Additional Winter Pressures Grant</u> On 1 October Welsh Government announced additional funding of £30 million to support the delivery of frontline health and social care services this winter.</p> <p>Of the £30 million, £17 million will be allocated to Regional Partnership Boards to promote integrated, regional planning. For Flintshire the allocation from this regional funding is £0.805m and will be awarded between Flintshire County Council and BCUHB. This funding is to be used towards additional services to meet demands on social care resources linked to winter pressures. Some of these additional pressures have already been drawn down from budgets and are reflected in the projected outturn. Therefore, it is estimated that there will be £0.320m in funding to support these additional in-year front line pressures and this has been built into the figures since Month 7.</p> <p>On 24 January, 2020, a further £10 million funding was confirmed by the Minister for Health and Social Services. This is on top of the £30m from earlier this financial year, to support health and social care delivery in recognition of increased pressure this winter. It was confirmed that these funds should be channeled through the Regional Partnership Board (RPB) for approval and allocation across North Wales. It is intended that this funding should be invested across both Health and Social Care, with the priority being for spend on discharge services, step down capacity and home care/domiciliary care.</p> <p>Once confirmation is received of how much will be allocated via the RPB, a subsequent update will be provided to report on any funding that can be allocated against in-year front line pressures.</p>
1.08	<p>Central & Corporate Finance</p> <p>Pension Fund Contributions; £0.945m underspend</p> <p>There was a significant underspend on the pension contribution account in 2018/19 with £0.600m contributing towards the 2019/20 budget. Current monitoring analysis suggests that there is a further efficiency in-year.</p>

	<p>There are various factors affecting the position including the financial impact of the transfer of various services being less than anticipated and the recovery of a higher level of contribution to the deficit due to the increased pay award. The position is under review as part of the current work on the 2020/21 budget.</p> <p>Income Target; £0.150m un-achieved</p> <p>The Council is continuing to review its fees and charges and to investigate new sources of income. A Report to Cabinet in July recommended a process for the annual review of fees and charges with the aim of achieving full cost recovery wherever possible. The position will continue to be reviewed in-year and any further improvement reported on in future monitoring reports.</p>
1.09	<p>Tracking of In-Year Risks and Emerging Issues</p> <p>At the time of setting the Budget for 2019/20 a number of significant risks were identified and an update is provided below.</p>
1.10	<p>Out of County Placements</p> <p>A key risk identified at the time of setting the 2019/20 budget was the general rising costs of social care and the upward trend in the number of cases of Out of County placements across Wales. The main influence on this increase is the Social Services and Wellbeing Act which has led to a higher number of court outcomes and placements which has increased the financial pressure on this service area.</p> <p>The impact of the current pressures on Out of County Placements have resulted in an increase in the Councils updated forecast for 2020/21.</p>
1.11	<p>School Transport</p> <p>Managing the increasing demand into future years in mainstream secondary education pupil transport and Special Educational Needs (SEN) pupil transport, both in-County and for Out of County placements, along with further potential increases in the number of school escorts to accompany SEN pupils and the number of single occupancy routes.</p>
1.12	<p>Achievement of Planned In-Year Efficiencies</p> <p>The 2019/20 budget contains £6.939m of specific efficiencies which are tracked and monitored throughout the year. In 2018/19 the level of efficiency achievement was 98% which was an improvement on the 94% achieved during the previous year. The Council aims to achieve a 95% rate in 2019/20 as reflected in the MTFS KPI's.</p> <p>The current assessment of the efficiencies to be achieved in 2019/20 shows that £6.197m or 90% of the efficiencies will be achieved. However when taking into account of the conscious decision of Cabinet to re-phase the efficiency target from the reduction in Aura Subsidy this improves the achievement rate to 91%.</p>

	<p>The risk remains that any ongoing under-achievement of efficiencies will have a recurring and negative impact on the 2020/21 budget. Further details on the current status on efficiencies can be seen in Appendix 3 with the overall impact in relation to any impact for 2020/21 being reviewed as part of the ongoing work on the MTFs.</p>																								
1.13	<p>Income</p> <p>The Council introduced its Income Strategy in late 2017. A target of £0.150m remained to be achieved from the identification of new sources of income and the review of fees and charges. The Council now has additional capacity to pursue this strategy with a number of potential opportunities being considered as part of business planning and annual review.</p>																								
1.14	<p>Recycling Income</p> <p>The market rate for income received from recycling plastic, paper and card are extremely volatile and can fluctuate rapidly. Recycling income has reduced over recent years and there is always a risk that the market rates may reduce further. In recent months, there has been a reduction in recycling income due to the tariff in place being reduced at very short notice by the third party purchaser.</p>																								
1.15	<p>Schools Pressures</p> <p>In recent years there has been considerable pressure on secondary school budgets. 7 out of 11 secondary schools in Flintshire carried forward deficits into 2019/20 and a summary is provided below. Schools are required to submit a licensed deficit application to the Council and this is reviewed by the Chief Officer, Education & Youth and the Section 151 Officer.</p> <table border="1"> <thead> <tr> <th>School</th> <th>Deficit Balance brought forward</th> <th>% of budget</th> </tr> </thead> <tbody> <tr> <td>Connah's Quay High School</td> <td>-£34,477</td> <td>-0.8%</td> </tr> <tr> <td>St. Richard Gwyn</td> <td>-£508,276</td> <td>-16.2%</td> </tr> <tr> <td>Ysgol Treffynnon</td> <td>-£646,173</td> <td>-29.5%</td> </tr> <tr> <td>Castell Alun High School</td> <td>-£8,674</td> <td>-0.2%</td> </tr> <tr> <td>Ysgol Maes Garmon</td> <td>-£173,177</td> <td>-6.7%</td> </tr> <tr> <td>Argoed High School</td> <td>-£56,000</td> <td>-2.2%</td> </tr> <tr> <td>St. David's High School</td> <td>-£452,609</td> <td>-23.9%</td> </tr> </tbody> </table> <p>This position is being reviewed by the Council on a school by school basis due to concerns about the deteriorating position. The issue has also been highlighted by Estyn as a specific recommendation in its recent inspection report.</p>	School	Deficit Balance brought forward	% of budget	Connah's Quay High School	-£34,477	-0.8%	St. Richard Gwyn	-£508,276	-16.2%	Ysgol Treffynnon	-£646,173	-29.5%	Castell Alun High School	-£8,674	-0.2%	Ysgol Maes Garmon	-£173,177	-6.7%	Argoed High School	-£56,000	-2.2%	St. David's High School	-£452,609	-23.9%
School	Deficit Balance brought forward	% of budget																							
Connah's Quay High School	-£34,477	-0.8%																							
St. Richard Gwyn	-£508,276	-16.2%																							
Ysgol Treffynnon	-£646,173	-29.5%																							
Castell Alun High School	-£8,674	-0.2%																							
Ysgol Maes Garmon	-£173,177	-6.7%																							
Argoed High School	-£56,000	-2.2%																							
St. David's High School	-£452,609	-23.9%																							
1.16	<p>Winter Maintenance</p> <p>The winter period has already resulted in over 4,000 tonnes of salt being used on the roads and over 90 turnouts for the gritters to the end of February. With potential continuing uncertain weather through March, this</p>																								

	<p>will place further risk on maintaining a balanced position within the overall Winter Maintenance budget of £0.841m. As reported in paragraph 1.21, one-off Winter Maintenance Reserves totalling £0.250m are held in addition to the annual budget to meet extra costs in the event of an above average winter.</p>
1.17	<p>Other In-Year Issues</p> <p>Inflation</p> <p>Included within the 2019/20 budget are provision for Non Standard Inflation fuel (£0.034m), Energy (£0.329m) and NDR/Price (£0.204m). As in previous years, these amounts are held centrally until later in the year when actual cost pressures are known. It is currently assumed that all of these allocations will be required in 2019/20 but this will be kept under review throughout the financial year.</p> <p>In previous years, the Council has had to make a payment associated with the Carbon Reduction Scheme. This scheme has now ended and the impact of this is likely to result in higher energy charges for the Council. The funding associated with this has now been added to the central inflation budget and will be allocated according to need.</p>
1.18	<p>MTFS Impact</p> <p>Throughout the year all in-year variances have been reviewed with any pressures that are recurring in nature being included in the MTFS. The budget for 2020/21 was approved on 18th February and includes pressures and efficiencies that are included in the current monitoring.</p> <p>All Portfolios will continue to consider their final position, the risks within their service and the impacts on the Medium Term on a monthly basis as part of their Portfolio Management Team meetings and work is underway to review the financial forecast for the next three years 2021/22 – 2023/24 with an update to Cabinet to be reported in April.</p> <p>The County Council report on the MTFS and Council Fund Revenue Budget 2020/21 from 18th February can be accessed via the link in 6.01.</p>
1.19	<p>Reserves and Balances</p> <p>Un-earmarked Reserves</p> <p>The 2018/19 outturn reported to Cabinet in July showed un-earmarked reserves at 31 March 2019 (above the base level of £5.769m) of £8.252m.</p> <p>As approved in the 2019/20 budget an amount of £2.221m was utilised as part of the strategy to balance the budget. In addition an amount of £0.062m was approved to operate a Sustainable Drainage System (SuDS) Approving Body (SAB), £1.000m for investment in change and an amount of £0.100m for the ongoing resourcing of the Victim Contact Team within Social Services.</p>

1.20	Taking into account the current projected overspend at this stage, and previously agreed allocations, the balance on the Contingency Reserve at 31 March 2020 is projected to be £3.244m as detailed in Appendix 4.
1.21	The projected level of school balances are currently being reviewed in detail as we near the end of the financial year. At this stage however, there is a significant risk that overall balances could fall into an overall net negative position. However, in the past schools have benefitted from the notification of late in-year external grant funding opportunities which would positively impact on year end balances. More detail on the secondary school deficit position is included in paragraph 1.13. The final overall position will be reported in the final outturn report.
1.22	<p>Request for Carry Forward of Funding</p> <p>The Council has been awarded funding from Welsh Government (WG) of £0.382m in relation to the Hwb In-Schools Infrastructure grant scheme which equates to 15% of the total grant.</p> <p>The purpose of the funding is to ensure school ICT networks are adequate and maximise the opportunities digital can offer to teaching and learning alongside underpinning the delivery of the new curriculum in Wales.</p> <p>WG have requested that the funding is claimed by before the end of the financial year 2019/20, however the implementation period will not start until 2020/21. The Council has been able to allocate the funding to existing spend in 2019/20 and it is recommended that the resulting underspend is carried forward for the implementation phase.</p>
1.23	<p>Housing Revenue Account</p> <p>The 2018/19 Outturn Report to Cabinet on 16 July 2019 showed an un-earmarked closing balance at the end of 2018/19 of £1.165m and a closing balance of earmarked reserves of £1.056m.</p>
1.24	The 2019/20 budget for the HRA is £36.239m which includes a movement of £0.158m to reserves.
1.25	The monitoring for the HRA is projecting in year expenditure to be £0.062m lower than budget and a closing un-earmarked balance as at 31 March 2020 of £1.385m, which at 3.83% of total expenditure satisfies the prudent approach of ensuring a minimum level of 3%.
1.26	The budget contribution towards capital expenditure (CERA) is £13.717m.

2.00	RESOURCE IMPLICATIONS
2.01	The Revenue Budget Monitoring Report reflects the planned use of the financial resources of the Council for the current financial year and details the variations in the first four months and the risks as known.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	The Revenue Budget Monitoring Report reflects the three categories of risks covered in the main section of the report. These are in-year risks and emerging issues, achievement of planned in-year efficiencies and other tracked risks. These risks are included from paragraph 1.09 to 1.17.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	None required

5.00	APPENDICES
5.01	Appendix 1: Council Fund – Movement in Variances from Month 9 Appendix 2: Council Fund – Budget Variances Appendix 3: Council Fund – Programme of Efficiencies Appendix 4: Council Fund – Movement on Un-earmarked Reserves Appendix 5: Housing Revenue Account Variances

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Medium Term Financial Strategy and Council Fund Revenue Budget 2020/21 Stage Three http://committeemeetings.flintshire.gov.uk/documents/g4580/Public%20reports%20pack%2018th-Feb-2020%2014.00%20Flintshire%20County%20Council.pdf?T=10&LLL=0

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Dave Ledsham (Strategic Finance Manager) Telephone: 01352 704503 E-mail: dave.ledsham@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	Budget: a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them. Council Fund: the fund to which all the Council's revenue expenditure is charged. Financial Year: the period of twelve months commencing on 1 April. Housing Revenue Account: the Housing Revenue Account (HRA) is a local authority account showing current income and expenditure on

housing services related to its own housing stock. The account is separate from the Council Fund and trading accounts and is funded primarily from rents and government subsidy.

Projected Outturn: projection of the expenditure to the end of the financial year, made on the basis of actual expenditure incurred to date.

Reserves: these are balances in hand that have accumulated over previous years and are held for defined (earmarked reserves) and general (general reserves) purposes. Councils are required to regularly review the level and purpose of their reserves and to take account of the advice of the Chief Finance Officer

Revenue: a term used to describe the day-to-day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.

Underspend: when referring to expenditure the actual expenditure incurred is less than budget. When referring to income the actual income achieved exceeds the budget.

Variance: difference between latest budget and actual income or expenditure. Can be to date if reflecting the current or most up to date position or projected, for example projected to the end of the month or financial year.

Virement: the transfer of budget provision from one budget head to another. Virement decisions apply to both revenue and capital expenditure heads, and between expenditure and income, and may include transfers from contingency provisions. Virements may not however be approved between capital and revenue budget heads.

Medium Term Financial Strategy: a written strategy which gives a forecast of the financial resources which will be available to a Council for a given period, and sets out plans for how best to deploy those resources to meet its priorities, duties and obligations.

Mae'r dudalen hon yn wag yn bwrpasol

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
Social Services		
Older People		
Localities	-0.081	There has been an increase in the number of service users who are eligible for a charge to be placed against their property, the estimated increase in property income is £0.044m. Some surplus Direct Payment balances amounting to £0.020m have been returned to the service. Care costs over the Christmas period were lower than expected by £0.020m. Minor variances £0.005m.
Minor Variances	-0.021	
Adults of Working Age		
Resources & Regulated Services	0.052	There has been some increases in care packages and one particular package has increased by £0.035m due to a provider previously undercharging for additional agreed services, this has now charged for at the correct rate and a backdated amount has been paid.
Administrative Support	-0.046	Variance due to decrease in staff projections connected with vacancy management
Residential Placements	0.029	Due to fluctuations in care packages
Minor Variances	0.013	
Children's Services		
Minor Variances	-0.038	
Safeguarding & Commissioning		
Minor Variances	-0.033	
Total Social Services (excl Out of County)	-0.124	
Out of County		
Children's Services	-0.007	
Education & Youth	0.008	
Total Out of County	0.001	
Education & Youth		
Minor Variances	-0.013	
Total Education & Youth	-0.013	
Schools	0.000	
Streetscene & Transportation		
Service Delivery	0.027	Increase in staffing costs due to continuing sickness absence levels.
Highways Network	0.033	Accumulation of minor variances across the service.
Regulatory Services	-0.036	Reduced staffing costs in Business and Strategy and minor movements across the service.
Other Minor Variances	-0.003	
Total Streetscene & Transportation	0.021	
Planning, Environment & Economy		
Development	0.045	Reduced levels of fee income received across the service
Minor Variances	0.003	
Total Planning & Environment	0.048	
People & Resources		
HR & OD	-0.010	
Corporate Finance	-0.005	
Total People & Resources	-0.015	
Governance		

MONTH 10 - SUMMARY

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
ICT	0.031	Within IT Infrastructure additional cost of employing non matrix agency staff £0.023m. Minor variances across the service
Minor Variances	-0.005	
Total Governance	0.025	
Strategic Programmes		
Minor Variances	0.000	
Total Strategic Programmes	0.000	
Housing & Assets		
Centralised Costs	-0.070	One-off benefit of part occupation relief for NDR at County Hall, Mold following full vacation of Phases 3 and 4
Housing Solutions	0.109	Utilisation of underspend to fund costs of expenditure of £0.120m previously costed to the capital programme in respect of relocation of CCTV unit (£0.083m) and office moves to Ty Dewi Sant, Ewloe (£0.037m).
Minor Variances	-0.043	
Total Housing & Assets	-0.005	
Chief Executive's	0.002	
Central & Corporate Finance	0.020	
Grand Total	-0.041	

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Social Services						
Older People						
Localities	18.803	17.644	-1.159	-1.078	Residential and Nursing Care is projecting a £0.626m underspend due to fluctuation in demand for residential and nursing care placements and increases to capital limits. Staff budgets are underspending within Intake/First Contact and Localities Teams, not all staff are top of grade and there are in-year savings due to short term vacancies. One off funding for Winter Pressures Grant from Welsh Government (WG) totalling £0.320m.	
Resources & Regulated Services	7.155	7.531	0.376	0.393	Council provided residential care is expected to be £0.388m overspent mostly due to relief and agency cover. Relief and agency staff are required to maintain the mandatory level of staff within the residential homes, however the amount of budget to fund this is low and does not contain contingencies to cover sickness absences. There are also pressures from buildings expenditure such as repairs and maintenance. Council provided homecare is projected to be £0.138m overspent due to demand. Extra care is reporting an underspend of £0.143m as the extra care facility in Holywell opened part way through the year so full year costs have not been incurred.	
Minor Variances	1.224	27.559	26.334	-0.028		
Adults of Working Age						
Resources & Regulated Services	24.170	23.976	-0.194	-0.247	The outturn represents the current cost of care packages until the end of the financial year.	The service is subject to changes in demand for services. There are always a number of potential service users which may require services in the future. Although these service users are known to us at present, the most appropriate care package has not yet been determined and full costs associated for their care cannot yet be estimated and included within this months financial projections.
Disability Services	0.648	0.564	-0.084	-0.085	The outturn represents the current cost of care packages and contributions from Welsh Government.	
Residential Placements	1.241	1.929	0.688	0.660	The overspend is due to the number of residential placements based on service demand.	This service is demand led and can experience volatility in terms of new service users entering the service.
Professional Support	0.821	0.761	-0.060	-0.044	There exists a number of in-year vacancies and not all staff are top of scale.	
Minor Variances	3.010	2.872	-0.138	-0.121		

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Children's Services						
Family Placement	2.564	2.870	0.306	0.313	The overspend is due to current demands on the service from the number of fostering placements, which in some instances avoid making an Out of County placement which would be more expensive. The main pressure areas are payments for foster carers, foster agencies and special guardianship payments.	
Family Support	0.371	0.513	0.143	0.146	This is due to the number of court directed contact sessions which require support workers to attend. Sessional workers were historically used, however the need to use sessional workers increased to a level whereby, under employment regulations, sessional workers are required to be issued fixed term contracts.	
Legal & Third Party	0.178	0.456	0.278	0.301	Legal costs are overspent due to the number of cases going through the courts and the use of external legal professionals. Direct payments have also increased in demand.	
Professional Support	5.237	5.373	0.137	0.126	To support adequate levels of child protection, the established staffing structure needs to be maintained at the required standard as much as possible. Vacancies are therefore minimised and challenges to recruitment leads to the use of agency staff. This leads to an increase in agency costs as agency rates are higher than non-agency staff. The use of agency staff is monitored and kept to a minimum as much as possible but it is not possible to avoid altogether.	
Minor Variances	1.132	1.140	0.008	0.024		
Safeguarding & Commissioning						
Business Support Service	1.202	1.129	-0.073	-0.072	The underspend is due to a number of short term vacancy savings and some posts are occupied by staff who are not paid at top of grade.	
Commissioning	0.624	0.563	-0.061	-0.059	One off external funding has been used to fund posts on a temporary basis.	
Management & Support	-1.929	-1.720	0.209	0.209	There is a shortfall from the assumed proportion of grant allocations announced by Welsh Government which were included within the 2019/20 budget. The total shortfall across the three grants is £0.283m, although some of this is partly mitigated by one off refunds from the Regional Collaboration Unit.	
Vacancy Management	-0.007	-0.231	-0.224	-0.224	Short term vacancy savings transferred from across the portfolio.	
Minor Variances	-0.501	-0.625	-0.123	-0.093		
Total Social Services (excl Out of County)	65.944	65.940	-0.004	0.120		
Out of County						

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Children's Services	5.288	6.803	1.515	1.522	The overspend is influenced by a significant increase in the number of placements and the full year impacts of new placements which emerged during 2018/19.	A threefold approach to mitigation by : 1) - direct action e.g Commissioning Practice 2) Expenditure controls within the same service or portfolio 3) After exhaustion of 1 and 2, consider how to effect corporate level mitigation
Education & Youth	3.745	4.286	0.541	0.533	The overspend is influenced by a significant increase in the number of placements and the full year impacts of new placements which emerged during 2018/19.	A threefold approach to mitigation by : 1) - direct action e.g Commissioning Practice 2) Expenditure controls within the same service or portfolio 3) After exhaustion of 1 and 2, consider how to effect corporate level mitigation
Total Out of County	9.033	11.089	2.056	2.055		
Education & Youth						
Inclusion & Progression	4.094	3.995	-0.099	-0.082	Savings identified as part of in year spend review - Education Welfare Service due to delay in recruitment and PRU Management saving on training and capitation.	
Integrated Youth Provision	1.290	1.194	-0.097	-0.111	Underspends across the whole of the service identified through the challenge of non-essential spend	
School Improvement Systems	1.702	1.596	-0.106	-0.112	In year savings identified through the challenge of non-essential spend across School Improvement and Early Entitlement. A significant majority of the underspend relates solely to Early Entitlement due to demography and a reduction in the number of settings requiring funding.	
Minor Variances	1.447	1.403	-0.044	-0.027		
Total Education & Youth	8.533	8.188	-0.345	-0.331		
Schools	91.942	91.942	0.000	0.000		
Streetscene & Transportation						

Tudalen 197

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Service Delivery	8.558	8.874	0.316	0.289	The service has incurred additional revenue pressures from responding to and resolving flooding issues across the County. The impact of this has been previously reported in detail. The costs include the additional staffing costs towards responding to, and repairing the highway along with costs of plant and materials. Potential total cost up to £0.180m. The flooding has also impacted the capital programme creating an additional pressure of £0.350m for highway repairs. Previously reported pressures due to vandalism at Household Recycling Centres continues to be of concern and costs are now over £0.050m. The current cost incurred is running at around £0.005m each month and is ongoing. Managers are actively working to support the staff operating the sites and taking action to ensure the safety of the sites and the additional security has been provided at a cost of £0.007m per month. The levels of sickness absence experienced across the portfolio have not abated through January and has resulted in overall increased staffing costs of £0.095m.	
Highways Network	8.473	8.485	0.011	-0.022	Minor movements across the service.	
Transportation	8.598	9.574	0.976	0.979	The pressure in school transport costs are as a result of several factors across the service which have been previously reported in detail. Unfortunately, the commencement of new solo routes during December and January have resulted in an increase in costs offsetting the benefit of retendering routes. Increased transport provision to Social Services of £0.048m.	The Transportation service are looking to mitigate this pressure through a route optimisation exercise.
Regulatory Services	4.838	4.962	0.124	0.160	Car Parking Income continues to cause a pressure as income is not achieving budgeted levels by £0.200m. The waste strategy service is currently subject to review in respect of the seamless operation of disposals to Parc Adfer. Additional costs have been incurred in relation to the movement to full operation of the site. A tariff change by a third party purchaser in respect of recycling income has resulted in an additional pressure of £0.043m which was only notified at very short notice in December. Reduced staffing costs in the Business and Strategy team have assisted in moving the position positively at Month 10.	
Total Streetscene & Transportation	30.467	31.894	1.427	1.406		
Planning, Environment & Economy						
Business	1.582	1.638	0.056	0.048	Increasing service demands and expectations in relation to unlicensed and unsafe residential properties. Minor variances across the service.	

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Development	0.030	0.010	-0.020	-0.065	Lower than expected levels of Planning Fee Income received in the during the month of January resulting in a reduced projected outturn, albeit it still remains in an over recovery position. The projection is dependant on the number and value of the applications received, resulting in a changeable outturn to ensure an accurate reflection.	
Access	1.337	1.407	0.071	0.063	Historic Income Target not realised due to cessation of Environment Single Revenue Grant in March, 2019 £0.027m. Service Review in Rights of Way resulting in increased staffing costs £0.028m Minor Variances £0.016m	
Management & Strategy	1.421	2.711	1.291	-0.072	Vacant posts across the service: Land Drainage and Planning Policy	
Minor Variances	1.528	0.175	-1.353	0.022		
Total Planning & Environment	5.897	5.941	0.044	-0.004		
People & Resources						
HR & OD	2.367	2.389	0.022	0.032	The launch of the salary sacrifice scheme for AVSC was undertaken earlier this year and all existing employees paying AVSC have been written to encouraging them to take up the scheme together with information for all staff via the infonet workforce news. To date only £0.009m has been achieved through this scheme and this has been estimated to a full year efficiency at £0.018m.	
Corporate Finance	2.073	2.081	0.009	0.014		
Total People & Resources	4.439	4.470	0.031	0.046		
Governance						
Legal Services	0.723	0.890	0.166	0.172	Overspend as a result of employing locums to March, 2020 covering absence to ensure continuing client service delivery in the area of child protection £0.146m; together with previous years efficiency target that was dependant on demand reduction in another service that has not occurred, thereby preventing the consequent achievement of the efficiency £0.091m. Total overspend is mitigated by higher than expected fee income and commitment challenge across the service £0.065m	
Internal Audit	0.834	0.787	-0.047	-0.049	Vacancy Savings	
Customer Services	0.726	0.672	-0.054	-0.039	Higher levels than anticipated for Citizenship Registration fees over recovery by £0.018m. Minor variances across the service £0.036m	

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Revenues	0.197	-0.103	-0.300	-0.317	An early indication of a potential surplus on the Council Tax Fund, Revenues is projecting a favourable variance as a direct result of the ongoing review of council tax single person discount entitlements and the removal of discounts where taxpayers are determined as not entitled to the 25% discount. The review is still ongoing and the efficiency savings projection is based on current information at the time of reporting.	
Minor Variances	6.722	6.749	0.026	-0.000		
Total Governance	9.203	8.995	-0.208	-0.234		
Strategic Programmes						
Minor Variances	5.272	5.272	0.000	-0.000		
Total Strategic Programmes	5.272	5.272	0.000	-0.000		
Housing & Assets						
Property Asset And Development	0.443	0.378	-0.066	-0.042	Savings on salaries which are partly offset by provision for professional services	
Caretaking & Security	0.263	0.212	-0.051	-0.050	Savings identified arising from the review and challenge of non-essential spend, of which £0.034m relates to staff cost savings from vacancies and reduced overtime payments. A further £0.015m saving on R and M of buildings arose from the challenge of non essential spend making a total of £0.049m for this service, with the remaining £0.001m relating to other minor savings.	Continue to review and challenge all non essential spend in future months.
CPM & Design Services	0.673	0.594	-0.079	-0.079	Mainly due to a surplus of income recovered via Service Level Agreements (SLAs) and also £0.012m arising from the review and challenge of non-essential spend.	Continue to review and challenge all non essential spend in future months.
Centralised Costs	2.668	2.598	-0.070	0.000	One-off benefit of part occupation relief for NDR at County Hall, Mold following full vacation of Phases 3 and 4	
Benefits	11.566	11.242	-0.324	-0.328	Projected underspend on the Council Tax Reduction Scheme (CTRS) of -£0.480m, which is partly offset by other service pressures including Postages (+£0.050m) and Discretionary Housing Payments (+£0.058m) and other minor variances amounting to a net +£0.048m.	
Housing Solutions	1.044	0.965	-0.079	-0.188	Management savings due to ongoing vacancies and savings on Bed and Breakfast accommodation charges due to the success and effectiveness of use of temporary accommodation.	Continue to monitor and review
Minor Variances	-1.485	-1.437	0.049	0.072		
Total Housing & Assets	15.171	14.551	-0.620	-0.615		
Chief Executive's	2.760	2.634	-0.126	-0.129	Vacant Posts across the service	

Budget Monitoring Report
Council Fund Variances

MONTH 10 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Central & Corporate Finance	22.688	22.060	-0.628	-0.648	Over recovery of planned pension contributions recouped against actuarial projections due to pay award increase, mitigated by the under achievement of Income efficiencies and Workforce efficiencies.	
Grand Total	271.350	272.975	1.625	1.666		

Mae'r dudalen hon yn wag yn bwrpasol

2019/20 Efficiencies Outturn Tracker (Month 10)

Efficiency Description	Accountable Officer	Efficiency Target	Projected Efficiency	(Under)/Over Achievement	Efficiency Open/Closed (O/C)	Confidence in Achievement of Efficiency - Based on (see below) R = High Assumption A = Medium Assumption G = Figures Confirmed	Reason for variation	Mitigating Action if Amber or Red
		2019/20 £m	2019/20 £m	2019/20 £m				
Portfolio								
Corporate								
Minimum Revenue Provision	Change in accounting Policy for MRP	Liz Thomas	1.400	1.400	0.000	C	G	
New Income Targets* (See below for further breakdown)	Additional Income Target 19/20	All	0.100	0.000	(0.100)	O	A	N/A See income analysis below
Management of Workforce and Inflation cost pressures	Corporate Financing Efficiency for Pensions/Auto Enrolment & 17/18 Inflation	Gary Ferguson	1.144	1.144	0.000	C	G	
Workforce Terms and Conditions	Essential Car User Allowance/Travel/AVC	Sara Dulson/Sharon Carney	0.250	0.100	(0.150)	O	A	N/A To be confirmed
ADM Subsidies		Rachael Corbelli	0.400	0.285	(0.115)	C	G	Agreed re-profiling of subsidy reduction
Reduction in Corporate Management Costs		Joanne Pierce	0.250	0.256	0.006	C	G	£0.256m achieved to date though further efficiencies from CO post (Oct-March) may be achieved pending confirmation of resourcing
HRA/Council Fund Recharges		Rachael Corbelli	0.158	0.158	0.000	O	G	
Newsletter & Promotions		Karen Armstrong	0.029	0.029	0.000	O	G	
Workforce Reduction		Karen Armstrong	0.015	0.015	0.000	O	G	
IT Infrastructure		Gareth Owen	0.097	0.097	0.000	O	G	
Democratic Services		Gareth Owen	0.009	0.009	0.000	O	G	
Total Corporate Services			3.852	3.493	(0.359)			
Social Services								
Domiciliary Care Charging Cap		Neil Ayling	0.264	0.264	0.000	O	G	
Business Systems Mobiles and Hardware			0.005	0.005	0.000	O	G	
Older Peoples Day Services			0.020	0.020	0.000	O	G	
Reduction in Voids			0.025	0.025	0.000	O	G	
Regional Efficiency			0.020	0.020	0.000	O	G	
Strategic Use of Grants			0.170	0.170	0.000	O	G	
Telecare			0.010	0.010	0.000	O	G	
Deferral of Recruitment			0.050	0.050	0.000	O	G	
Social Care Additional Funding			1.410	1.303	(0.107)	C	G	Grant allocation of £1.303m advised by WLGA
Children's Services Additional Funding			0.110	0.000	(0.110)	O	A	Grant allocated to National Adoption Service arrangement with WCBC as lead - funding being fully spent on new staff
Regional Allocation Health and Social Care			0.705	0.639	(0.066)	O	G	ICF funding £0.639m for Children's Services Edge of Care and complex needs
Total Social Services			2.789	2.506	(0.283)			
Education & Youth								
Integrated Youth Provision			0.014	0.014	0.000	O	G	
School Planning and Provision			0.005	0.005	0.000	O	G	
School Improvement Systems			0.058	0.058	0.000	O	G	
Gwe Efficiency			0.006	0.006	0.000	O	G	
Total Education & Youth			0.083	0.083	0.000			
Housing & Assets								
Housing Solutions; Reduction to temporary accommodation		Jenny Griffiths	0.030	0.030	0.000	O	G	
Housing Programmes; Reductions in bond applications		Mel Evans	0.005	0.005	0.000	O	G	Delay to reviving processes
Total Housing & Assets			0.035	0.035	0.000			
Streetscene & Transportation								
School Transport		Anthony Stanford	0.100	0.000	(0.100)	C	R	Decision not to review historic transport anomalies in year.
Review Security Arrangements in depot		Katie Wilby	0.005	0.005	0.000	O	G	
Total Streetscene & Transportation			0.105	0.005	(0.100)			Impact of not achieving the efficiency included in the Additional School Transport Costs range in the Month 2 report.
Planning, Environment & Economy								
Service Review - Trading Standards		Sian Jones	0.035	0.035	0.000	O	G	
Supplies and Services review		Lynne Fensome	0.005	0.005	0.000	O	G	
Regeneration review of spending		Niall Waller	0.023	0.023	0.000	O	A	
Greenfield Valley Management Fee (10% £68k)		Tom Woodall	0.007	0.007	0.000	O	G	
Minerals & Waste shared service		Gary Nancarrow	0.005	0.005	0.000	O	A	
Total Planning, Environment & Economy			0.075	0.075	0.000			
Total 2019/20 Budget Efficiencies			6.939	6.197	(0.742)			

Less Previously agreed Decision	Agreed Re-profiling of Subsidy - AURA	(0.115)	0.115
Revised 2019/20 Budget Efficiencies		<u>6.824</u>	<u>6.197</u>
			<u>(0.627)</u>

Total 2019/20 Budget Efficiencies		100	6.939
Total Projected 2019/20 Budget Efficiencies Underachieved		-11	(0.742)
Total Projected 2019/20 Budget Efficiencies Achieved		89	6.197
Total 2019/20 Budget Efficiencies (Less Previously agreed Decisions)		100	6.824
Total Projected 2019/20 Budget Efficiencies Underachieved		-9	(0.627)
Total Projected 2019/20 Budget Efficiencies Achieved		91	6.197

* New Income Targets		£m	
Income Target Efficiency from Previous Years		(0.207)	
Income Efficiency 19/20		(0.100)	
Total Income Efficiency		<u>(0.307)</u>	

	Efficiency	Amount Achieved	(Under)/Over Achievement
	2019/20	2019/20	2019/20
	£m	£m	£m
19/20 New Income Efficiencies from Business Planning			
Corporate			
Graphics Income	(0.005)	(0.005)	0.000
Management Recharge	(0.016)	(0.016)	0.000
Social Services			
Integrated Services	(0.010)	(0.010)	0.000
Workforce Development Income	(0.005)	(0.005)	0.000
Streetscene			
Income from external works within fleet services	(0.010)	(0.010)	0.000
Garden Waste Charges	(0.050)	(0.050)	0.000
Bereavement Services (01.10.19 to 31.03.20)	(0.003)	(0.003)	0.000
Planning, Environment & Economy			
Planning Fee Income	(0.025)	(0.025)	0.000
Countryside & Conservation	(0.023)	(0.023)	0.000
Business & Community - Food Safety, Taxi Licences, Pest Control & Weights & Measures (01.10.19 to 31.03.20)	(0.010)	(0.010)	0.000
Total 19/20 Income Efficiency	<u>(0.157)</u>	<u>(0.157)</u>	<u>0.000</u>
Total Balance Remaining	<u>(0.150)</u>		

New against target due to increase in fees from 1/10/19
Remaining amount is from from BP efficiencies in 19/20 budget

Movements on Council Fund Unearmarked Reserves

	£m	£m
Total Reserves as at 1 April 2019	14.021	
Less - Base Level	(5.769)	
Total Reserves above base level available for delegation to Cabinet		8.252
Less - amount committed as part of balancing 2019/20 budget		(2.221)
Less - amount approved to operate a Sustainable Drainage System (SuDS) Approving Body (SAB)		(0.062)
Less - amount approved for investment in change		(1.000)
Less - allocation for ongoing resourcing of the Victim Contact Team		(0.100)
Less - projected outturn overspend		1.625
Total Contingency Reserve available for use		3.244

Mae'r dudalen hon yn wag yn bwrpasol

Budget Monitoring Report
Housing Revenue Account Variances

MONTH 10 - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Housing Revenue Account						
Income	(36.239)	(36.244)	(0.006)	0.140	There is a projected efficiency of £0.006m on income. Of this pressure, £0.128m relates to loss of rental income on void properties, £0.084m relates to void water charges and £0.052m relates to loss of income on garages which are not tenanted. Additional rental income due to the handover of new properties is projected to be (£0.065m). Adjustment to Bad Debt Provision based on current levels of debt (£0.160m) and underspend of in year budget set aside for bad debts (£0.070m). The remaining £0.025m relates to other minor variances.	
Capital Financing - Loan Charges	8.380	8.380				
Estate Management	1.707	1.644	(0.063)	(0.036)	Additional expenditure of £0.051m is anticipated during the year in respect of the purchase of software. Salaries efficiency arising from vacancy savings and grant recharges of (£0.109m). Other minor variances of (£0.005m).	
Landlord Service Costs	1.429	1.398	(0.031)	(0.027)	Net saving in respect of the gardening and hedge cutting contract and other subcontractor expenditure of (£0.052m). Other minor variances £0.021m.	
Repairs & Maintenance	8.560	8.519	(0.041)	(0.046)	Saving in respect of DLO salaries of (£0.060m). Increase in Fleet charges £0.23m. Other minor variances (£0.004m).	Continue to monitor and review.
Management & Support Services	2.442	2.518	0.076	0.070	Anticipated additional expenditure of £0.230m in respect of insurance excesses which will be partially mitigated by salary savings of (£0.077m), a reduction in IT expenditure of (£0.035m), reduced training costs of (£0.010m) and other minor variances of (£0.032m).	
Capital Expenditure From Revenue (CERA)	13.717	13.717				
HRA Projects	(0.155)	(0.153)	0.003	0.001	Minor variances.	
Contribution To / (From) Reserves	0.158	0.220	0.062	(0.103)	Increased contribution to reserves of £0.062m arising from cumulative savings from across the HRA.	
Total Housing Revenue Account	(0.000)	(0.001)	(0.000)	0.000		

Tudalen 207

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 9



CABINET

Date of Meeting	Tuesday 17 March 2020
Report Subject	Independent Affordable Housing Supply Review
Cabinet Member	Cabinet Member for Housing
Report Author	Chief Officer (Housing and Assets)
Type of Report	Strategic

EXECUTIVE SUMMARY

This report details the recommendations of the independent review of Affordable Housing Supply in Wales which were published in May 2019.

In July 2019, the Minister for Housing and Local Government, Julie James AM, published the Welsh Government's response to the recommendations made, along with indicative timeframe for completion.

This report provides an update on the progress made upon these recommendations by Welsh Government to date and details how Flintshire and its strategic partners have been working on both a local and regional basis to improve delivery arrangements for the supply of new housing.

RECOMMENDATIONS

1	That Cabinet notes the attached recommendations from the review, and the Ministers comments, and receives further updates as the implications of the recommended actions are further developed.
---	---

REPORT DETAILS

1.00	EXPLAINING INDEPENDENT AFFORDABLE HOUSNG REVIEW
------	--

1.01	<p>In 2018 Welsh Government commissioned an independent review of Affordable Housing Supply in Wales (refer to 6.01). Appendix 1 details the recommendations released by the Independent Panel in May 2019 and the Minister’s response. The main report covered eight areas relating to affordable housing supply;</p> <ol style="list-style-type: none"> 1) Housing Need 2) Housing Quality Standards 3) MMC 4) Rent policy 5) Local Authorities as Enablers and Builders 6) Public Sector Land 7) Financing Affordable Housing 8) Dowry and MRA. <p>Flintshire County Council were represented on the Rent Policy, Local Authorities as Enablers and Builders and Financing Affordable Housing work streams panels.</p>
1.02	<p>Welsh Government set out the key actions to implement the recommendations as well as timeframes for completion.</p> <p>Within the table, there is an update from the Council on the work which is currently being undertaken on both a local and regional basis with strategic partners to deliver these recommendations.</p> <p>However, in some instances it is still too early to understand the full implications of the recommendations as Welsh Government (WG) have yet to undertake a review of the recommendation or to do more work to ascertain how they can be developed and implemented.</p>
	<p>Key Findings</p>
1.03	<p>Housing Need - WG are committed to reviewing housing need data including supporting local authorities to produce up to date Local Housing Market Assessments (LHMAs). The implication for the Council would be to ensure there was the resource within Housing Strategy teams to produce and update LHMAs, as well as working with WG to inform the approach in establishing housing need more broadly.</p>
1.04	<p>Housing Quality Standards – Planning and Housing teams need to work closely with WG to achieve change and ensure implementation of the new space standards of affordable homes on market led schemes. As well as working to achieve zero carbon on all affordable housing.</p>
1.05	<p>Modern Methods of Construction – the Council has formally responded to the Welsh government consultation on ‘social house building off-site manufacturing - draft strategy.</p>
1.06	<p>Rent policy – WG supports a 5 year rent policy and as part of the 5 year rent policy, social landlords will be required to prepare an annual assessment of affordability, cost efficiencies and value for money as part of their decision on the rent uplift to be applied each year. The Council</p>

	has taken this into account in the HRA business planning process for the next financial year.
1.07	Local Authorities as Enablers and Builders – WG supports a series of enabling measure for Local Authorities (LA) to deliver more affordable housing including: promoting closer working between LA's and Housing Associations to share resources; improving Compulsory Purchase Orders (CPO's) and Empty Management Development Orders (EMDO's) processes; and supporting those LA's who are already developing to develop more properties at 'pace and scale'.
1.08	Public Sector Land – WG are undertaking a business case for establishing a land body.
1.09	Financing Affordable Housing – WG have established a new team to review and design a new grant model and report to the Minister by March 2020. The Council supports the review of the grant model with a particular emphasis on ensuring LA's can access grant to support their development programmes. At present Registered Social Landlords receive 58% on schemes, this is not a level playing field.
1.10	Dowry and MRA – WG are reviewing by (March 2020) the position regarding the MRA, such that local authorities will be required to demonstrate an accelerated programme of decarbonisation of existing homes in return for an ongoing commitment to Dowry and MRA.

2.00	RESOURCE IMPLICATIONS
2.01	Revenue: there are no implications for the approved revenue budget for this service for the financial year 2020/21. Capital: there are no implications for the approved capital programme for either the current financial year 2020/21.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT	
3.01	Ways of Working (Sustainable Development) Principles Impact	
	Long-term	Positive – The outcome of the recommendations will provide support to Local Authorities and their partners to deliver sufficient homes at pace and scale to meet longer term housing needs.
	Prevention	Positive – The increase in new affordable homes will contribute to preventing homelessness.

Integration	Positive – There will be a change in the way affordable / social homes are constructed and maintained to reduce carbon emissions safeguarding the climate for future generations. New policies will integrate new delivery methods.
Collaboration	Positive – the recommendations from the review, once implemented, will result in more collaborative working across Local Authorities, Housing Associations and the wider construction sector to achieve an increase in delivery of affordable homes.
Involvement	Positive – the review has involved a wide range of stakeholders in the development of the recommendations.

Well-being Goals Impact

Prosperous Wales	Positive - providing substantially more good quality affordable homes, which are low /zero carbon. As well as providing new employment and training opportunities as part of diversifying the construction sector through off site manufacturing.
Resilient Wales	Positive – will ensure our homes are fit for purpose for the future (zero carbon).
Healthier Wales	No impact.
More equal Wales	Positive – will ensure we have a range of homes that meet the needs of all people in our society including those who are most vulnerable, as informed by detailed housing needs data.
Cohesive Wales	Positive – the impact of good needs data will ensure better designed and the right type of homes in communities.
Vibrant Wales	No impact
Globally responsible Wales	Positive – the recommendations will result in lower carbon footprint for Wales due to low / zero carbon housing.

The outcome of the recommendations from the Affordable Housing Review, when implemented will contribute to the Council's Well-being objective of 'Caring Council' through:

	<ul style="list-style-type: none"> Increasing the supply of affordable and quality housing of all tenures. Making early interventions to support healthy and independent living by having informed delivery.
--	--

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	The review was widely consulted on by Welsh Government and the Independent Panel. Officers from the Council were involved in the consultation process.

5.00	APPENDICES
5.01	Appendix 1 - Independent Affordable Housing Supply Review recommendations with the Minister's decision on each recommendation.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Access to the final report can be found at: https://gov.wales/sites/default/files/publications/2019-04/independent-review-of-affordable-housing-supply-report_0.pdf

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Melville Evans, Housing Programmes Manager Telephone: 01352 701433 E-mail: melville.evans@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Local Housing Market Assessment (LHMA) – provides an up-to date analysis of the social, economic, housing and demographic context of the County Council area.</p> <p>Modern Methods of Construction (MMC) – generally used to describe a construction technology that utilises some fabrication of elements prior to installation on the site of intended use.</p> <p>Major Repairs Allowance: Welsh Government grant paid to local authorities in Wales who still manage and maintain their council housing.</p> <p>Rent Policy - The rent policy sets out the total target rent band for each landlord.</p>

	Dowry gap funding: Welsh Government funding paid to the housing associations in Wales, which were set up when local authorities transferred their council stock, to assist them to improve their houses.
--	--

Housing Need Implementation - Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Response
<p>The Welsh Government should mandate local authorities (LA) to provide Local Housing Market assessments (LHMAs) based on a consistent timetable, data and methodology across housing tenures. LHMAs should be refreshed every two years and rewritten every five years, and submitted to the Welsh Government. Jointly commissioned LHMAs should also be explored.</p>	<p>Accept in principle</p>	<p>The Welsh Government accepts that there is scope to improve LHMAs and that they should be based on a consistent timetable, data and methodology across housing tenures. It may however be more appropriate for them to be refreshed every three years and then rewritten every five years, in order that they are aligned with the national and regional needs data cycles.</p>	<p>October 2020 – we recognise the importance of developing a new approach over a period of time in partnership with local authorities.</p>	<p>FCC currently refreshes the LHMA every 2 years and rewrites every 5 years. Latest version was completed 2019. Updating LHMA is a Housing Strategy responsibility.</p>
<p>The Welsh Government statistical service should work with local authorities to agree data sets for use in the LHMA, Local Development Plan (LDP) and other housing requirements work.</p>	<p>Accept</p>	<p>The Welsh Government acknowledges that greater work on data is required and as such the Planning and Housing Departments will seek approval to jointly fund a post within the statistical service of the Welsh Government to work with LAs etc accordingly on this area.</p>	<p>October 2020 – it is important to consider data sets in partnership, which then inform a new approach to LHMAs</p>	<p>FCC Housing Programmes Manager attended all-Wales Welsh Government workshop in December 2019 to review approach and data sets required for LHMAs. WG will be issuing formal guidance on this before Summer recess 2020.</p>
<p>There is a need to enhance the granularity of the LHMA process to better capture the range of needs which might otherwise be ignored. More attention should be given to the requirements of older and younger age groups, people with disabilities and other needs as well as giving more detailed attention to sub market home ownership, rural housing, small settlements and the demand for community housing trusts and self-build. The work undertaken by Tai Pawb in opening up some of these issues is to be commended and should be built upon.</p>	<p>Accept</p>	<p>The Welsh Government accepts there is a need to improve and enhance the granularity of the LHMA process to ensure the range of housing needs is captured. In turn this will help to ensure the right type of homes are delivered and in the right locations.</p>	<p>October 2020 – it is important to consider data sets in partnership, which then inform a new approach to LHMAs.</p>	<p>As part of the Council's Housing Strategy 2019-24 is to Complete a Strategic review of housing needs to inform new builds.</p>

Housing Need Implementation - Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
Further work is required to better integrate the production and reconciliation of the conclusions of LHMA and LDP processes. Housing and planning departments should collaborate further on this in order to bring greater clarity and cohesion to the local assessment of housing requirements and to make better use of limited resources. The potential for greater regional collaboration should be explored.	Accept	The Welsh Government acknowledges that greater work on reconciliation of conclusions between the LHMA and LDP processes is needed. As above, the Planning and Housing Departments will seek approval to jointly fund a post within the statistical service of the Welsh Government to work with LAs etc on this area.	October 2020 – we recognise the importance of developing a new approach over a period of time in partnership with local authorities.	FCC Housing and Planning already work closely together, using the LHMA to inform the LDP and also new build developments. The Housing Strategy Manager is based with the Planning Strategy Team one day per week.
The Welsh Government should require local authorities to deposit copies of their LHMA's with them.	Accept	The Welsh Government supports this recommendation. It is important that Welsh Government receives and analyses LHMA's, comparing these to estimates of housing need completed at a national and regional level.	April 2020 – from the start of 2020/21 Welsh Government will ask for LHMA's to be submitted.	FCC would be happy to submit LHMA's to WG as part of the new arrangements. Flintshire already does this as part of the Gypsy Traveller Needs Assessment.
Local authorities should consider whether the right resources are being devoted to the LHMA and LDP processes and whether sufficient skilled staff are in place.	Accept	The Welsh Government supports this recommendation. There is a difficult context of restricted budgets and demand for social housing being high. Local authorities must therefore work in partnership with a wide range of stakeholders including other LAs to share skills and resources to maximise the opportunities for delivering social housing through collaborative working and the production of Strategic Development Plans. The introduction of a land unit / body may release resources and skills from other parts of LAs to assist with this.	October 2020 – as part of the work to update the LHMA and LDP process we will work with LAs to try and understand and support them to have the right resources in place,	Housing And Assets are currently undergoing a staffing restructure in order to target adequate resources in the Housing Programmes team to facilitate the ongoing development of the LHMA including data and research.

Housing Need Implementation - Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Panel fully endorses the recent decision by the Welsh Government to develop a housing need and demand model. This model will be used to generate national and regional estimates and by tenure. It also has the potential to assist with local authority level estimates and the Panel would support further exploration of this option.</p>	<p>Accept</p>	<p>The Welsh Government accepts this recommendation in full. We will continue to explore how the housing and demand model can assist further including the feasibility of producing local authority level estimates.</p>	<p>October 2020 - National and regional estimates of housing need by tenure were published on 5 June 2019. We will review the need for updated estimates of housing need following the publication of updated 2017 based household projections in October 2019. We will assess the feasibility of producing estimates of housing need at local authority level by September 2020.</p>	<p>FCC supports the development of a housing need and demand model by WG at a regional and national level but would primarily need local authority level data.</p>
<p>The Welsh Government must look again at the resources devoted to the analysis of housing needs and demands and the associated areas of data collection. More should be done to make better use of data generated by local authorities and others.</p>	<p>Accept</p>	<p>The Welsh Government accepts that greater resource is needed, and as such the Planning and Housing Departments will seek approval to jointly fund a post within the Welsh Government's statistical service to work with LAs etc accordingly.</p>	<p>July 2019 – advice will be submitted to Ministers imminently</p>	<p>At WG LHMA workshop in December 2019, advice received that WG will be resourcing this area further.</p>

Tudalen 218

Housing Quality Standards Implementation Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Welsh Government should develop new consolidated and simplified standards for new build grant funded and Section 106 (S106) homes. The new standards should be easier to use and should not have conflicting requirements. The new standards should concentrate on minimum space standards including storage inside and outside.</p>	<p>Accept</p>	<p>The Welsh Government is pleased that the housing sector supports the continuation of quality standards for grant funded affordable homes and that the Review Panel have suggested that this should be extended to S106 affordable homes. Consolidated and simplified standards concentrating on space is a very sensible suggestion.</p>	<p>The new standards will be completed by April 2020.</p>	<p>Flintshire has requested a workshop is held in North Wales with developers to advise of new build requirements. The new North Wales Construction Framework will provide a new forum whereby Welsh Government can disseminate this information to Local Authorities, Housing Associations and developers alike.</p>
<p>The Welsh Government should introduce a requirement for all new affordable homes to be near zero carbon / EPC 'A' using a fabric first approach from 2021, supplemented by technology (renewables) if required.</p>	<p>Accept in principle</p>	<p>The Welsh Government agrees a step change in energy and carbon performance in new housing is required and that is what the current Building Regulations Part L review is intended to deliver. The review is considering improved fabric performance as well as an increased role for renewables and low carbon heating systems. Housing Associations (HAs) will be early adopters once new regulations are made in 2020.</p>	<p>The new regulations will be made in 2020 and HAs will be required to build homes to the new standard in advance of the actual implementation date.</p>	<p>Planning (Building Regs) will need to keep Housing and Assets up to date with any amendments to Part L.</p>
<p>The Welsh Government should set a longer term goal by 2025 at the latest to have the same standards for all homes irrespective of tenure.</p>	<p>Accept</p>	<p>The Welsh Government supports the recommendation that all housing irrespective of tenure must have the same quality standards such as space and energy efficiency. The current Part L review is considering not only what changes we need to make in 2020 but also future thinking looking ahead to the next review and how action now might facilitate further significant step change. In addition, our review is considering what future proofing measures could be included in the 2020 requirements to ensure that houses can adopt future low carbon technologies.</p>	<p>We will work towards achieving the 2025 goal.</p>	<p>Whilst supportive of this aspiration there are key viability and scheme feasibility issues which will need to be addressed. A partner housing association is currently working with the WG on a proposed scheme in Buckley to assess the deliverability of this recommendation. This information will be shared with Flintshire when complete.</p>

Modern Methods of Construction Implementation Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Welsh Government should continue to support the trialling of Modern Methods of Construction (MMC) to help establish which methods can contribute to the objective of increasing the scale and pace of affordable housing with the existing resources available.</p>	<p>Accept</p>	<p>The Welsh Government welcomes this recommendation. Currently MMC contributes approx. 1% to housing but we believe it has the potential over the next 10 years or so to increase to approx. 20%. To further support this recommendation we will be implementing the panel's recommendation to wrap existing MMC related funding programmes into the new grant model which will include commitment to MMC and provide a clear policy lever, together with greater certainty of long term demand in order to support such investment.</p>	<p>The Innovative Housing Programme continues to fund homes built using modular approaches, and Innovative Housing Programme Year 3 will continue to test modular technologies. A final test programme will be announced in October 2019 by the Minister.</p>	<p>FCC is currently developing a 12 apartments in Garden City through the Welsh Government's Innovative Housing Programme. A workshop is planned in June 2020 with partner organisations who have delivered similar schemes to share experiences.</p>
<p>The Welsh Government should develop a strategy to map out how Wales could further use off-site manufacturing (OSM) and MMC to deliver near zero carbon homes along with an appropriate timetable for achieving this.</p>	<p>Accept</p>	<p>The Welsh Government fully accepts this recommendation. A strategy has been co-produced with a number of people from across the housing sector. A 'soft' consultation with the wider housing sector (as opposed to a formal consultation) will be undertaken over the Summer to engage further.</p>	<p>09 July 2019 - consultation within the housing sector on the strategy for off-site manufacturing and modern methods of construction for house building in Wales to be launched</p>	<p>A report was presented to Community and Enterprise Scrutiny Committee in September 2019 to advise of the Council's response to the Welsh Government's Offsite Consultation Document which supported its key recommendations. This included the emerging options for modular construction in North Wales.</p>
<p>Industry bodies (such as Build Offsite Property Assurance Scheme (BOPAS), National House Building Council (NHBC), Association of British Insurers (ABI), UK Finance) should develop the assurance framework around MMC helping to standardise product warranties and provide accreditation. This will allow lenders, valuers and insurance companies to more confidently finance, value and insure new MMC homes in Wales. Given the market size, adoption of UK-wide assurances and standards should be accepted by the Welsh Government.</p>	<p>Accept</p>	<p>The Welsh Government supports this recommendation and will adopt the UK-wide assurances and standards as they are, without Welsh tailoring, given the size of the market.</p>	<p>Universal definitions will be adopted by December 2019. The Uniform quality marque is due December 2019 and will be adopted by March 2020.</p>	

<p>Learning from the Innovative Housing Programme should be used as the basis to inform the production of guidance in the roll out of MMC in Wales to provide quality homes which fit with Welsh Development Quality Requirements (DQR) standards, representing value for money, which can be made efficiently by any factory who wishes to make them.</p>	<p>Accept</p>	<p>The Welsh Government accepts that there is learning from the Innovative Housing Programme that can be used as the basis to inform the production of guidance in the roll out of MMC in Wales, to provide quality homes, which represent value for money, and can be made efficiently.</p>	<p>Evaluation of the OSM/MMC schemes on the Innovative Housing Programme will be evaluated by March 2021.</p>	
--	---------------	--	---	--

Tudalen 220

<p>Rent Policy Implementation - Recommendation</p>	<p>Welsh Government Response</p>	<p>Comments</p>	<p>Delivery Timeframe</p>	<p>FCC Potential Implications</p>
<p>The Welsh Government should implement a five year rent policy from 2020-21, providing stability for tenants and landlords.</p>	<p>Accept</p>	<p>The Welsh Government agrees that a 5 year rent policy from 2020-21 is the best option for providing stability for tenants and landlords.</p>	<p>The Minister will announce what the 5 year rent policy will be before summer recess 2019.</p>	<p>FCC welcomes a 5 year rent policy to enable longer term planning. FCC would welcome a session with WG and stock owned authorities to discuss the recently announced policy in more detail.</p>
<p>Further flexibilities should be introduced into the Welsh Government's rent formula regime in relation to bungalows (a higher upward differential) in order to better differentiate them from flats and the locational index (a limit on annual adjustment) in line with the recommendations of the Heriot Watt report.</p>	<p>Accept in principle</p>	<p>The Welsh Government accepts that some refinements could be made to the current rent policy model in relation to the locational index and bungalows. However, greater work is needed to ensure this does not result in unintended consequences.</p>	<p>October 2019 – any changes made will be reflected in the Rent Policy tables issued to social landlords.</p>	<p>FCC agrees with this principle and would support an upward differential particularly to reflect the higher costs of building bungalows.</p>
<p>There should be a focus on landlords considering Value for Money (VfM) alongside affordability. An explicit annual assessment on cost efficiencies should be part of the rationale for justifying any rent increase.</p>	<p>Accept</p>	<p>The Welsh Government recognises that value for money and affordability are fundamental considerations to setting rents and agrees that social landlords should justify their rent increases via annual assessments on cost efficiencies.</p>	<p>November 2019 – as part of the 5 year rent policy, social landlords will be required to prepare an annual assessment of affordability, cost efficiencies and value for money as part of their decision on the</p>	<p>FCC has taken this into account when developing the HRA Business Plan and supports the value for money assessment. Work to ensure consistency of performance data provided by Councils will be key to this.</p>

			rent uplift to be applied each year.	
--	--	--	--------------------------------------	--

Tudalen 221

Local Authorities as Enablers and Builders Implementation Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
The Welsh Government should encourage local authorities (LAs) to use the flexibilities that the lifting of the borrowing cap creates to support delivery of new affordable housing supply. Where appropriate, LAs should have the freedom and flexibility to access grant from Welsh Government direct or through wholly owned Local Housing Company structures.	Accept	The Welsh Government will continue to encourage LAs to use the flexibilities that the lifting of the borrowing cap creates to support delivery of new affordable housing supply. We also accept that LAs should have access to grant funding such as Social Housing Grant. However, it is expected that this will be at lower levels given their access to long term low rate finance through the Public Works Loan Board.	Approach linked to development of revised grant regime timescales for operational roll out 2021/22, but work and resources being deployed to encourage take up by LAs, by March 2020.	FCC has engaged with Simon Inkson from WG to explore how WG can support FCC to accelerate new build, however it is difficult to do this without having access to grant funding. Consideration needs to be given to the 1% increase to PWLB rates which has reduced the impact of low rate finance compared to RSL's. Local authorities should be able to build on comparable terms to RSL's to ensure unnecessary pressure is not put on the long term borrowing commitments of the HRA.
The Welsh Government should encourage LAs and HAs to work in partnership to share skills, capacity and resources, and work collectively, through local and regional procurement frameworks, to support local supply chains.	Accept	The Welsh Government acknowledges the difficult context of restricted budgets and demand for social housing being high. Local authorities must therefore work in partnership with a wide range of stakeholders including other LAs and HAs to share skills and resources to maximise the opportunities for delivering social housing. The introduction of a land body may assist with this, through the access to resource via the hub itself and through the	March 2020.	FCC, NEW Homes and Clwyd Alyn are working to develop a joint scheme on the Northern Gateway site which will deliver a mixed tenure affordable housing scheme. It is also currently working with NEW Homes and partner housing associations on a number of different sites in North Wales. All of the North Wales Local Authorities, Housing Associations

		release of resources and skills from other parts of LAs. The procurement aspects are complex and require some work to untangle why there appears to be some issues in some areas but not others.		and NEW Homes are working together to establish a North Wales Construction Framework with the Welsh Procurement Alliance which is targeting North Wales-based developers. The new Framework is scheduled to go live in April 2020.
The Welsh Government should issue strengthened LA Housing Revenue Account (HRA) guidance.	Accept	The Welsh Government welcomes this recommendation and has already issued draft guidance for consultation.	Final HRA Guidance Manual to be issued to LAs in November 2019.	FCC have provided WG with detailed feedback on the draft manual.

Tudalen 222

Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
The Welsh Government should streamline the Compulsory Purchase Orders (CPO) process and improve the Empty Dwelling Management Orders (EDMO) process so that it functions better than any alternative work around solution.	CPO Process: Accept in principle EDMO Process: Accept in principle	The Welsh Government is committed to exploring potential ways to streamline the compulsory purchase process in Wales to improve the acquisition of land for housing purposes. The Welsh Government will issue a 'call for evidence' seeking views on how the current CPO process for acquiring land for housing can be improved. It also intends to update its compulsory purchase inquiry rules and written representation procedures in order to modernise and streamline these elements. The Welsh Government accepts that improving the Empty Dwelling Management Orders process would help to make available a greater number of affordable homes. The Welsh Government will also look to provide bespoke training to assist Local Authorities in building up the skill set to deliver the Empty Dwelling Management Orders.	The 'call for evidence' will be combined with the consultation on the draft updated Welsh Government Circular on Compulsory Purchase which will commence in Autumn 2019. The streamlined compulsory purchase inquiry rules and written representation procedures will come into force Autumn 2019. Subject to a procurement process, training on EDMOs and CPO process will begin October 2019. Expert advice to the Welsh Government on improvements to the EDMO process will be included in this package.	Flintshire is still awaiting an update from Welsh Government on this workstream.

<p>Local authorities should be encouraged to make better use of CPO powers to help bring forward more land for housing, and to facilitate the development of existing public sector land. <i>(From Public Sector Land recommendations in Report)</i></p>	<p>Accept</p>	<p>The Welsh Government acknowledges more can be done to bring forward land for housing including the use of existing public sector land and the use of compulsory purchase powers. This includes streamlining of the CPO process for the acquisition of land for housing as per the above recommendation and the publication of advice in an updated Circular on Compulsory Purchase and detailed, step-by-step technical guidance in a CPO Manual on the process of making a CPO. Consideration will also be given to the delivery of a training programme to local authorities on how to use the manual. These resources will provide opportunities for local authorities to improve their confidence and knowledge of the use of their compulsory purchase powers to acquire land for housing.</p>	<p>The consultation on the draft updated Welsh Government Circular on Compulsory Purchase will commence in Autumn 2019. A procurement process to appoint expert services to inform the development of the CPO Manual will be completed by March 2020. Subject to a procurement process, training on EDMOs and CPO process will begin October 2019.</p>	<p>Flintshire is still awaiting an update from Welsh Government on this workstream.</p>
<p>There should be more power for LAs to increase Empty Property charges and the rate should be increased.</p>	<p>Accept in principle</p>	<p>The Welsh Government notes this recommendation. Welsh authorities have full discretion to apply premiums of up to 100% to the standard council tax charges for long-term empty properties in their areas. The provisions were introduced to enable authorities to tackle issues in local housing supply. Each authority needs to consider local circumstances and assess the potential impacts in deciding whether to introduce a premium and, if so, at what level. These provisions have been in effect since April 2016 and their initial usage is being monitored. The impact of this needs to be</p>	<p>Powers already exist in relation to council tax premiums. Certain authorities are introducing premiums in stages. Such changes need to be fully implemented before their impact can be evaluated.</p>	<p>FCC was one of the first LA's in Wales to introduce the Council Tax Premium scheme from April 2017. The introduction of this scheme, as set out in the Housing Act 2014, goes some way to ensure the local taxation system is used to encourage owners to bring empty properties back into use and to increase the supply of housing in our communities.</p> <p>Long term empty properties (as well as second/holiday homes) are charged at a council tax premium rate of 50% above the standard rate. In other words, council tax is charged at 150%.</p>

		assessed before further legislative change is considered.		
A set of core / minimum principles should be produced for Section 106 agreements and should include minimum acceptable criteria for such developments.	Accept in principle	The Welsh Government accepts that a set of core / minimum principles for Section 106 agreements that include minimum acceptable criteria for such developments should be produced to eliminate some of the existing issues in this area. S106 agreements are negotiated by local authorities who have the expertise and we will discuss with the WLGA.	Discussions with WLGA will take place in Autumn 2019.	Flintshire still awaiting outcome of discussions between WLGA and WG.
Utility providers should be required to make a compulsory input at preplanning stage of LDPs as soon as possible. <i>(From Public Sector Land recommendations in Report)</i>	Accept in principle	The Welsh Government acknowledges that there have been some issues with housing developments getting off the ground due to utility matters. As such utility providers making an input at preplanning stage of LDPs would either remove such problems or bring them to the forefront quicker in order that options can be considered in an effort to increase the pace of delivery of affordable housing. However, utility companies are private organisations and the Government's powers and sanctions available to compel them engage in the planning system are limited.	Ongoing. We will continue to liaise with utility companies and monitor the delivery of LDPs.	Flintshire is still awaiting an update from Welsh Government on this recommendation.

Tudalen 225

Public Sector Land Implementation - Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>An arms-length body should be established by the Welsh Government to act as a hub for public sector land management and professional services. This body should work alongside individual departments / bodies to provide capacity and resources to accelerate development of public land assets and support greater consistency and efficiency in managing those assets.</p>	<p>Accept in principle</p>	<p>The Welsh Government supports in principle the creation of a land body to help bring public land forward for development. It is acknowledged that there are capacity and skills gaps in parts of the public sector which are impeding their ability to bring land assets forward at pace, particularly where there are complex issues. A hub of professional services to provide such resource would be hugely beneficial. The composition of this body is to be determined however.</p>	<p>Work on the business case for a newly created land body will commence in August. It is expected that a report will be submitted to Ministers before summer recess 2020.</p>	<p>Update anticipated from Welsh Government at all-Wales Housing Strategy Network meeting on the 25th of February 2020.</p>
<p>The Welsh Government should mandate the mapping of all public land and require owners to publish the development potential for the land they own.</p>	<p>Accept in principle</p>	<p>The Welsh Government accepts that whilst there is the ability to map public sector land currently through the use of e-PIMS (Electronic Property Information and Mapping Service) that this is optional and best practice only. In addition, the technology would need to be improved in order to maximise sharing of development potential.</p>	<p>At present we are going to proceed on the voluntary route but will review during 2020 if this is not proving sufficiently successful and mandating becomes a requirement.</p>	<p>Update anticipated from Welsh Government at all-Wales Housing Strategy Network meeting on the 25th of February 2020.</p>
<p>Consideration should be given to the body having land ownership and Compulsory Purchase Order (CPO) powers to help fulfil its objectives.</p>	<p>Accept</p>	<p>The Welsh Government will consider this as the land unit is established.</p>	<p>This will form part of the business case consideration which is due to be completed before summer recess 2020.</p>	<p>Update anticipated from Welsh Government at all-Wales Housing Strategy Network meeting on the 25th of February 2020.</p>

Financing affordable housing - Implementation Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Welsh Government should reform grant funding to introduce a new flexible long term five year Affordable Housing Supply Partnerships model which combines grant funding certainty and flexibility whilst testing grant VfM. The new funding model should be based on principles of fairness, quality, and grant VfM transparency.</p>	<p>Accept in principle</p>	<p>The Welsh Government accepts that maintaining the status quo is not appropriate. A move away from flat rate grant rates to a more flexible system of gap funding, where some schemes receive less subsidy than currently, whilst others then have the opportunity to come forward by providing a greater level of subsidy to make them viable is absolutely the right approach. Longer term funding certainty and a more robust assessment of value for money is also accepted as all investment decisions must be fully justified. Furthermore, a grant system based on the principles of fairness, quality, and transparency are also agreed. However, we will consider if the approach the panel have promoted in their report is the most appropriate option. The team established to look at the new grant model will work with the sector to consider.</p>	<p>The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made. New grant framework to be operational from 2021/22.</p>	<p>FCC strongly supports this recommendation. Update from Welsh Government at all-Wales Housing Strategy Network meeting on the 25th of February 2020.</p>
<p>A number of current funding pots should be consolidated to focus capital and revenue funding on core tenures determined nationally reflecting needs assessments at national, regional and local levels.</p>	<p>Accept in principle</p>	<p>The Welsh Government acknowledges that there are a number of housing funding pots and there may be scope to consolidate some of them, however it may not be appropriate to combine all of those suggested in the report.</p>	<p>The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.</p>	
<p>The new model should test the contribution of private finance and alternative finance models to stretch grant resources to maximise output and demonstrate grant VfM.</p>	<p>Accept</p>	<p>The Welsh Government supports the recommendation to test the contribution of private finance and alternative finance models through the new grant model in order to stretch the grant funding available,</p>	<p>The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.</p>	

Tudalen 227

		whilst maximising output and demonstrating VfM.	
The design of the new grant system should consider the use of both grant and equity funding interchangeably within the overall capital investment pot, in order to facilitate both new and existing financing models which are capable of demonstrating the necessary regulatory oversight required for public investment.	Accept	The Welsh Government accepts that a new grant system that considers the use of both grant and equity funding, in order to facilitate both new and existing financing models which are capable of demonstrating the necessary aspects required for public investment should be built in.	The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.
Further consideration should be given to the need for a housing infrastructure and regeneration fund to sit alongside the main grant programme to unlock larger more complex sites.	Accept in principle	The Welsh Government acknowledges that there are larger more complex sites that require greater infrastructure and regeneration. We will consider if funding to assist with this can be made available.	March 2020.
Access to grant and equity funding should be made available to Local Authorities able to contribute low cost finance to deliver grant VfM.	Accept	The Welsh Government accepts LAs should have access to grant funding such as Social Housing Grant. However, lower levels of grant should be needed given the removal of the borrowing cap and LAs access to long term low rate finance through the Public Works Loan Board.	The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.
Welsh Government should change the current 'zoning' system to apply regional zoning, thus recognising delivery across LA boundaries.	Accept	The Welsh Government supports this recommendation of applying regional as opposed to local zoning to recognise delivery across LA boundaries. This will also make partnership working and collaboration easier in the pursuit of delivering more affordable homes.	The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.

Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Panel recommends that the Minister supports the investment in sufficient resources in the Welsh Government housing department to work up and implement the new grant framework, whilst continuing to resource the current framework.</p>	<p>Accept</p>	<p>The Welsh Government accepts that there will need to be sufficient resources in the housing department at Welsh Government to work up and implement the new grant process. A team has already been established to develop a new approach, which will ultimately allow us to ensure our significant investment in affordable housing is used as effectively as possible in the places it is needed most.</p>	<p>July / August 2019.</p>	<p>Flintshire is still awaiting an update from Welsh Government on this recommendation.</p>
<p>The Panel recommend the continuation of the Help to Buy – Wales scheme but with improvements in targeting via a lower price cap and a focus on first time buyers so that it is more evidently part of the affordable housing supply mix. Certainly the price cap should not be uprated in line with current or future house price inflation.</p>	<p>Neither accept or decline</p>	<p>We are not in a position to either accept or decline this recommendation until we are provided with the details of Wales’ consequential funding from the UK Government in the Autumn. We will therefore respond to this recommendation then.</p>	<p>To be confirmed if recommendation is accepted.</p>	<p>Flintshire is still awaiting an update from Welsh Government on this recommendation.</p>
<p>The Welsh Government should link collaboration to grant distribution to assist with capacity, whilst having the benefit of supporting local key strategic priorities. Greater collaboration between HAs and LAs would result in the delivery of more affordable homes. <i>(From Local Authority recommendations in Report)</i></p>	<p>Accept</p>	<p>The Welsh Government acknowledges the difficult context of restricted budgets and demand for social housing being high. LAs and HAs must therefore collaborate in order to share skills and resources to maximise the opportunities for delivering social housing.</p>	<p>The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.</p>	<p>Flintshire is still awaiting an update from Welsh Government on this recommendation.</p> <p>As noted above, Flintshire is working with Clwyd Alyn and North East Wales Homes on a potential scheme on the Airfields which will be delivered collaboratively.</p>

Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Welsh Government should wrap existing MMC related funding programmes into future grant frameworks and including commitment to MMC and related objectives as a desired outcome within the evaluation criteria for the proposed Grant Partnerships. This will provide a clear policy lever and greater certainty of long term demand in order to support investment. Within this, Welsh Government can consider the extent to which local solutions, supply chains and employment (subject to cost and quality considerations) can be favoured in order to maximise the impact on the Welsh economy and meeting the needs of occupants. <i>(From Modern Methods of Construction recommendations in Report)</i></p>	<p>Accept</p>	<p>The Welsh Government welcomes this recommendation. Currently MMC contributes approx. 1% to housing currently but we believe it has the potential over the next 10 years or so to increase to approx. 20%. Wrapping the existing MMC related funding programmes into the future grant model 'mainstreams' this activity. It also provides a clear policy lever whilst providing greater certainty of long term demand in order to support such investment. In developing the new grant model Welsh Government will consider the extent to which local solutions, supply chains and employment (subject to cost and quality considerations) can be favoured in order to maximise the impact on the Welsh economy and meeting the needs of occupants.</p>	<p>The team established to look at the new grant model will present options to the Minister by March 2020 in order for a final decision to be made.</p>	<p>FCC strongly supports this recommendation. Update from Welsh Government at all-Wales Housing Strategy Network meeting on the 25th of February 2020.</p>
<p>The Welsh Government should consider whether any changes should be made to the regulatory regime in the light of the recommendations made in this report, particularly around the new grant approach.</p>	<p>Accept</p>	<p>The Welsh Government acknowledges that consideration will need to be given as to whether any changes to the regulatory regime and associated resources are required in light of the recommendations in this report. However, it must be noted that Welsh Government only regulate HAS, as the LA side responsibility currently sits with the Wales Audit Office.</p>	<p>The scheduled review of the regulatory framework, during Summer 2020, will consider and reflect, as appropriate, the consequences of the recommendations.</p>	<p>Flintshire is still awaiting an update from Welsh Government on this recommendation.</p>

Tudalen 230

Dowry and Major Repairs Allowance Implementation Recommendation	Welsh Government Response	Comments	Delivery Timeframe	FCC Potential Implications
<p>The Welsh Government should commission an independent financial review of the Welsh Large Scale Voluntary Transfers (LSVTs) in receipt of Dowry and the Housing Revenue Accounts of local authorities in receipt of MRA. The Review should scrutinise business plans post the achievement of Welsh Housing Quality Standard (WHQS) in 2020, including financial metrics together with cost KPIs to examine whether continued receipt of Dowry / MRA on a rolling 5 yearly review period basis can be justified.</p>	<p>Accept in principle</p>	<p>The Welsh Government accepts that a return on the investment in Dowry and MRA must be demonstrated to justify the funding post WHQS achievement in 2020, and given the scarcity of public funding. Given the recommendation below, the clear justification is the delivery of an accelerated programme to decarbonise existing homes. As such the Welsh Government will work with the sector to develop this programme and will only initiate this Review if plans suggest that an accelerated programme will not be delivered.</p>	<p>Not applicable at this time.</p>	
<p>LSVTs and local authorities should be required to demonstrate an accelerated programme of decarbonisation of existing homes in return for an ongoing commitment to Dowry and MRA.</p>	<p>Accept</p>	<p>The Welsh Government accepts in full. We will also look at funding to assist traditional housing associations to also accelerate their decarbonisation of homes alongside other social landlords.</p>	<p>March 2020.</p>	<p>The Council is waiting further policy development and advice from Welsh Government on the implementation of its decarbonisation strategy across the social and affordable housing sector in Wales. The Council's Capital Works and New Build Teams are assessing options to deliver support this agenda.</p>
<p>The Panel recommends that as part of the independent financial review that, where an inability to refinance was a potential barrier to effective delivery within reasonable financial parameters, then the use of other options such as contingent debt guarantees be considered.</p>	<p>Accept in principle</p>	<p>The Welsh Government will consider this should the further review be initiated at a later date.</p>	<p>Not applicable at this time.</p>	

Eitem ar gyfer y Rhaglen 10



CABINET

Date of Meeting	Tuesday 17 th March 2020
Report Subject	North East Wales Homes Limited
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Officer (Governance)
Type of Report	Operational

EXECUTIVE SUMMARY

North East Wales Homes Limited (“NEW Homes”) board wishes to significantly expand the company’s asset portfolio and strategic goals in order to improve on its commitment of providing affordable housing in the community. In order for the Board to take forward such a programme, it feels that it needs to recruit directors with the relevant skills and capacity.

There are currently vacant NEW Homes board posts including an Independent board post as well as a Council Officer board post. The board are currently recruiting more board members to assist with that expansion, seeking individuals with certain skills set identified as necessary to aid delivery of those goals. The board have received a good response with many candidates applying who appear to have skills sets identified as required.

Appointments to the board of NEW Homes are subject to approval by the Council.

The board have already approved in principle a change in the composition of the board of NEW Homes to facilitate the above. This also requires the consent of the Council and an amendment to the company’s Articles of Association approved by way of a written resolution of the Council as sole shareholder.

RECOMMENDATIONS

1	To approve an amendment to the NEW Homes Articles of Association to remove the provision for up to 1 Council Officer on the board and amend
---	---

	to allow up to 4 independent directors on the board as detailed in Appendix A.
2	Authority be given to the Cabinet Member for Housing and Assets to sign the Written Resolution authorising the changes.

REPORT DETAILS

1.00	NEW Homes Board of Director Composition Amendments
1.01	<p>North East Wales Homes Limited (“NEW Homes”) is entering a new and ambitious phase of development with ambitions to significantly increase the number of houses it owns, and to expand the type of stock available from affordable rental housing to shared equity.</p> <p>The NEW Homes board has carried out a skills assessment of its members. Whilst the board as it stands has many key skill strengths, especially in respect of finance, it would like to increase skills and experience in the areas of housing development and management, including a high level of commercial acumen. It also needs to increase capacity and diversity amongst its board members.</p> <p>The current rules of the company, the company’s Articles of Association, permit up to 9 board members in total with up to 3 Independent directors, up to 5 Councillor directors and up to 1 Council Officer director. There are currently vacant board posts for 1 independent member, 1 officer and 2 councillors.</p> <p>The Board believes that it is no longer appropriate or necessary to have a Council Officer board member due in part to potential conflict of interests with roles at the council. In addition, the Council Officer post has remained vacant for a considerable length of time. Instead it would like to increase the maximum number of Independent board members to 4. The maximum board size of 9 would remain. This will require a change to the Memorandum and Articles of Association, which, if approved, can be implemented via a written resolution of the Council as sole shareholder.</p> <p>The Board advertised for candidates and received a positive response. Given the strength of the candidates the board would like to potentially recruit more than one independent member, subject to interview performance and prior written consent of the Council.</p> <p>In the event of any successful candidates for the role as board members for NEW Homes, Flintshire County Council will be asked to approve their appointment.</p>

2.00	RESOURCE IMPLICATIONS
2.01	There are no resource implications arising from this report.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Not applicable

4.00	RISK MANAGEMENT
4.01	<p>There are no specific risks arising out the proposed amendments to company's Articles of Association and any board appointments will be subject to Flintshire County Council approval.</p> <p>Appointing further Independent board member(s) will assist in diversifying the board's skills set.</p>

5.00	APPENDICES
5.01	Appendix A - Written Resolution
5.02	Appendix B - Current NEW Homes Article 22 regarding Composition of the Board

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Contact Officer: Tim Dillon Telephone: 01352 702354 E-mail: tim.dillon@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>NEW Homes: North East Wales Homes Limited</p> <p>Board Members: Directors of New Homes</p> <p>Articles of Association: The internal rules governing NEW Homes</p> <p>Independent Directors: Directors who are not Councillors or Council Officers</p>

Mae'r dudalen hon yn wag yn bwrpasol

THE COMPANIES ACT 2006

WRITTEN RESOLUTION

-of-

NORTH EAST WALES HOMES LIMITED (the "Company")

Company Number: 8977141

CHANGE OF ARTICLES OF ASSOCIATION

I the undersigned, being the sole member of the Company who at the date of this resolution is entitled to attend and vote at general meetings of the Company, hereby resolve upon the following resolution and agree that it shall be as valid and effective as if it had been passed as a special resolution at a general meeting of the Company duly convened and held.

THAT the existing articles of association of the company be modified as follows:

Article 22.1.2 to be removed

AND

Article 22.1.3 to be amended to as follows:-

Up to 4 other Directors who are not Councillors or Council Officers.

Dated:

Signed:

On behalf of Flintshire County Council

Mae'r dudalen hon yn wag yn bwrpasol

Appendix B

North East Wales Homes Limited

Article 22 Composition of the Board

22.1 The board shall consist of up to 9 Directors made up of:

22.1.1 Up to 5 Councillors;

22.1.2 Up to 1 Council Officer;

22.1.3 Up to 3 other Directors who are not Councillors or Council Officers.

22.1.4 Apart from those who are directors at the point of incorporation of the Company all directors are only capable of appointment with the prior written consent of the Council.

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 11



CABINET

Date of Meeting	Tuesday 17th March 2020
Report Subject	Fly Tipping and Household Duty of Care Enforcement
Cabinet Member	Cabinet Member for Streetscene and Countryside
Report Author	Chief Officer (Streetscene & Transportation)
Type of Report	Operational

EXECUTIVE SUMMARY

The Council receives and investigates around 1,000 fly tipping reports across the County every year.

In January 2019, Cabinet approved the use of Fixed Penalty Notices (FPNs) for fly tipping offences that were deemed to be small scale in nature, retaining the possibility of prosecution against persons responsible for larger or environmentally dangerous fly tips. Cabinet requested a review of the FPN process, following the first year of introducing the new arrangements and this report provides an update on the number of FPN's issued for this offence in the first year.

Of the fly tipping events that occur, approximately two thirds of the waste originates from domestic properties and from investigations undertaken, it has been identified that residents transfer their waste to unregistered traders which then gets fly tipped instead of correctly disposed. It is the householder's legal responsibility (Duty of Care) to transfer their waste to a registered waste carrier and ensure that the waste is disposed of at a legally permitted site.

This report proposes that a Countywide education campaign is undertaken to educate residents on their 'Duty of Care' responsibilities in relation to their domestic waste disposal and where it can be demonstrated that domestic waste is passed to an unregistered carrier and then that waste is then tipped illegally, that an FPN is issued to the resident for failure to meet their statutory obligation.

RECOMMENDATIONS

1. That Cabinet notes the progress on the issuing of Fixed Penalty Notices for small scale Fly tip events.

2.	That Cabinet approves the Countywide education campaign and subsequent enforcement of Householder Duty of Care arrangements through Fixed Penalty Notice.
3.	That Cabinet approves that the Fixed Penalty Notice charge for breach of Householder Duty of Care should be £300, with a reduction to £150 if the FPN is paid within 10 days.
4.	That Cabinet approves that the Fixed Penalty Notice charge for small scale Fly tipping offences should be raised to £300, with a reduction to £150 if the FPN is paid within 10 days.

REPORT DETAILS

1.00	BACKGROUND TO THE REPORT
1.01	<p>The Council receives around 1,000 reports of fly tipping in the County every year. A small number of these are significant in size but the vast majority are small scale events such as black bags and bulky household items.</p> <p>Reported fly tips have increased slightly recently over the past 3 years as follows:</p> <p>2016/17 – 800 2017/18 – 763 2018/19 – 1034 2019/20 (YTD) - 814</p> <p>We provide monthly figures to Welsh Government in relation to Fly-tipping, and have also looked to recently improve customer contact when dealing with fly-tipping reports. The most recent figures since 2018 that we have submitted show an increase in those incidents reported through the FCC webpages following improvements to the webpage, and also those reported at the Flintshire Connects Centres directly, whilst telephone calls and Mobile App reports remain at a similar level, and e-mails have dropped. These improved reporting methods have led to an overall increase in reports received.</p> <p>In November 2017, the Environmental Protection Act was amended to give Local Authorities the powers to issue FPN's for fly tipped waste under 'The Unauthorised Deposit of Waste (Fixed Penalties) (Wales) Regulations 2017'. This change allowed Local Authorities to deal with small scale fly tipping through FPN's, without the need for expensive prosecutions. This also provided an opportunity for first time non-habitual offenders to avoid court and a possible criminal record. The FPNs can be used on both publicly and privately owned land.</p>
1.02	The Council's Cabinet approved the use of FPNs for small scale fly tipping in January 2019, retaining the possibility of prosecution against persons responsible for larger or environmentally dangerous fly tips, with the Council in-house enforcement team responsible for the investigation and progression of cases. To date the number of FPNs issued stands at 19.

	<p>The FPNs were issued following full investigation and assessment of the scale of the fly tip, along with the severity, in accordance with the guidelines produced by the All Wales Fly Tipping Forum. Prior to the issue of an FPN all suspected offenders are invited to an interview to allow them to provide a mitigating reason as to why their waste has been fly tipped.</p> <p>During these interviews, enforcement officers are repeatedly being informed that a resident has passed their domestic waste to a 'man in a van' who has advertised or offered to take their waste for a small fee. It has been identified that residents are not ensuring their waste is passed to an authorised registered waste carrier or enquiring as to where their waste is being taken.</p>
1.03	<p>As an occupier of a domestic property, residents have a legal duty to make sure that their household waste, produced on their property, is passed to an authorised person for correct disposal. This is detailed in Section 34 of the Environmental Protection Act 1990.</p> <p>Legislation requires a resident to 1) Check with Natural Resources Wales that the person or company which they are using is a registered waste carrier 2) Ask where the waste is being taken to.</p> <p>In addition to the legislative requirements Fly Tipping Action Wales also recommend that the residents 1) Record details on the person / company taking their waste (name / registration number) 2) Keep a receipt detailing description of the waste and company used 3) Record details of the business or vehicle used to take the waste (registration number, make, model, colour).</p>
1.04	<p>Fly Tipping Action Wales commissioned a survey in which they asked people their understanding of 'Household Waste Duty of Care'. The results of the survey revealed that only 56% of people in Wales understood their legal Duty.</p> <p>Given this information, and the feedback from the enforcement officer's investigatory interviews, it is proposed that a Countywide education campaign is undertaken with Flintshire residents to improve our residents understanding of their legal Duty of Care for disposing of domestic waste from their properties to assist with the reduction of fly tipping events in our community.</p>
1.05	<p>Section 34ZB of the Environmental Protection Act 1990 allows for a Local Authority (Wales) to issue a Fixed Penalty Notice to any person who has failed to comply with their duty relating to the transfer of household waste.</p> <p>Following the period of education, and where it can be demonstrated that a resident has given their waste to an unregistered waste carrier with that waste then being fly tipped, it is proposed that the Council's enforcement team be given approval to issue a Fixed Penalty Notice to the resident for breach of 'Householder Duty of Care'</p>

1.06	<p>Legislation states that that charge for an FPN for breach of Duty of Care is set at £300, with a reduced cost to £150 if paid within 10 days.</p> <p>Local authorities can set the amount of the fly-tipping FPN at a level between £150 and £400. The current amount approved is £200 (reduced to £120 if paid within 10 days) but it is proposed that this is increased to £300 (£150) if the recommendation in this report are approved.</p>
------	--

2.00	RESOURCE IMPLICATIONS
-------------	------------------------------

2.01	There are no negative financial issues relating to this proposal. FPN's will be issued by the enforcement officers currently employed by the Council.
2.02	The issuing of FPN's is not intended to be an income generation exercise, the recovery of payments of FPN's levied is required by law to remain within the service area and for the benefit of the services provided.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
-------------	--

3.01	A project team will be put in place to monitor and oversee the introduction of the new arrangements, if approval is given.
------	--

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
-------------	---

4.01	No equality implications have been identified resulting from this proposal as there are no exceptions made within legislation concerning the enforcement of environmental crime.
------	--

5.00	APPENDICES
-------------	-------------------

5.01	None
------	------

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
-------------	--

6.01	None
------	------

7.00	CONTACT OFFICER DETAILS
-------------	--------------------------------

7.01	<p>Contact Officer: Stephen O Jones</p> <p>Telephone: 01352 704700</p> <p>E-mail: stephen.o.jones@flintshire.gov.uk</p>
------	---

8.00	GLOSSARY OF TERMS
-------------	--------------------------

8.01	FPN - Fixed Penalty Notices
------	-----------------------------

Eitem ar gyfer y Rhaglen 12



CABINET

Date of Meeting	Tuesday 17 March 2020
Report Subject	Domestic Energy Programmes
Cabinet Member	Cabinet Member for Planning and Public Protection
Report Author	Chief Officer (Planning, Environment and Economy)
Type of Report	Operational

EXECUTIVE SUMMARY

Fuel poverty is identified in the current Council Plan as a priority for action. The 2017 private sector stock condition survey estimated that over 20% of Flintshire households are at risk of fuel poverty.

This report summarises the approaches taken by the Council's Domestic Energy Efficiency Programme team to reduce fuel poverty and to improve the quality of life of residents.

RECOMMENDATIONS

1	That Members note the excellent progress made in delivering domestic energy efficiency programmes to support fuel-poor households in Flintshire and continue to support this work area as a Council priority in the future.
---	---

REPORT DETAILS

1.00	EXPLAINING THE DOMESTIC ENERGY PROGRAMMES
1.01	<u>Background</u>
	Fuel poverty is identified in the current Council Plan as a priority area for action. Welsh Government define a household as living in fuel poverty if they spend more than 10% of their income on energy costs. If the

	household spends more than 20% on energy costs they are defined as living in severe fuel poverty. Households are much more likely to be fuel poor if they are living in a home that is not energy efficient (43% for inefficient homes compared to 5% for efficient). The challenge in reducing fuel poverty is considerable due to the number of older homes present in the Welsh housing stock which are expensive to make more efficient.
1.02	Using these definitions, the 2017 private sector stock condition survey commissioned by the Council estimated that 20.7% of Flintshire households were experiencing fuel poverty and 3.4% severe fuel poverty. This was equivalent to the average rates for Wales as a whole at the time. The survey found that fuel poverty tended to be concentrated in lower income and in older households.
1.03	There is considerable evidence to show that the condition of homes has a great effect on the health and well-being of those living in them. Poor quality housing has a significant impact on health and upon the well-being and attainment of children.
1.04	<p>The 2017 survey found that the mix of heating types being used in the County included:</p> <ul style="list-style-type: none"> • Gas 79% (44,920) • Oil 10% (5,790) • Solid fuel 2% (1,220) • Electricity 8% (4,620) which will include some efficient heating systems but will largely comprise lower efficiency storage heaters. <p>Oil, solid fuel and traditional electrical-based heating systems are more likely to be inefficient and to cost more to run than gas or renewable energy systems; placing lower income households at increased risk of fuel poverty.</p>
	<u>The Domestic Energy Efficiency Programme team</u>
1.05	The Domestic Energy Efficiency Programme team leads the approach to tackling fuel poverty in Flintshire. The team currently comprises five members of staff. The service is not funded by the Council and operates entirely on a fee-earning basis; covering all of its operating costs by charging other organisations and funding bodies for the work that it does.
1.06	In the past five years the Domestic Energy Efficiency Programme team has installed 4,600 energy efficiency measures in 4,000 properties in Flintshire. The total value of this investment was approximately £12m. This is estimated to be collectively saving residents over £1.2m each year. It also estimated that these measures will save over 123,000 tonnes of carbon dioxide during their operational lifetime.
1.07	<p>The team engages with eligible households through:</p> <ul style="list-style-type: none"> • Direct promotion • Attendance at events • Direct approaches through neighbourhood-based schemes • Referrals from other agencies • Engagement with town and community councils

	<ul style="list-style-type: none"> • Close partnership working with Care and Repair North East Wales • Word of mouth <p>Word of mouth is particularly important as the most vulnerable households have tended to be those least likely to approach the team to ask for help. In some cases householders need to be persuaded to accept any help or that they can receive support. Council Members and Town and Community Councillors have a very important role to play in spreading the word about the support available.</p>
1.08	<p>Mrs J was identified by the team as needing support during house calls in her neighbourhood. She is 93 and lives alone. The house lacked an effective heating system, was extremely cold and in generally very poor repair. The Council encouraged Mrs. J to take advantage of the support available and brought together a package of funding including Warm Homes Fund, utility company funding and funding provided by the Council heating contractor through its social value commitments. This has enabled Mrs. J to receive a full heating system at no cost with the works overseen by Council staff who also supported Mrs. J through the process as it was a source of considerable concern to her. Mrs. J said the new heating system “is luxurious with a capital L! I would not have made this Christmas without this help.” The Council has made a number of follow-up visits to Mrs. J since the work was completed to provide further support and to help her to use her new heating system.</p> <p>Mr. B was referred to the team by her Ward Councillor. Mr. B has a number of health concerns, is in his 80s and lives alone. His house had no working heating system and he had no money to repair it. The Council brought together a funding package including utility company funding and its own crisis fund to provide a new heating system. The Council managed the installation process and visited Mr B several times afterwards to offer further support. Mr. B said “The scheme is excellent. It’s made a lot of difference to me. With the onset of winter coming, I feel more secure now that the heating will work.”</p>
1.09	<p>The funding for energy efficiency improvements to properties is extremely complicated and changes on a very frequent basis. Many of the households that the team work with are vulnerable and find accessing funding very challenging. Many households decline badly needed improvements to their properties due to the complexity of the application process, the perceived disruption of the works and concerns about managing contractors. The team works closely with these households to build their trust, apply for the correct mix of funding on their behalf (often enabling them to get the home improvements at no cost) and manage the improvement works through a Council appointed contractor. This intensive support process enables even the most vulnerable households to receive home improvements and reduce their risk of poverty and dramatically improve their quality of life.</p>
1.10	<p>The main programmes of work currently being delivered by the team include:</p>

	<ul style="list-style-type: none"> • extending the mains gas network (in conjunction with Wales and West Utilities) into Ffynnongroyw to enable residents to have the option of more efficient gas heating systems; • supporting the delivery of the Welsh Government Arbed programme tackling fuel poverty in Mostyn and Penyffordd; • improving the energy efficiency of Council houses and managing the gas boiler installation and replacement programme; • delivering the Warm Homes Fund programme 2018-21 in Flintshire; installing £3m of energy efficient heating systems to fuel-poor households; • modernising the heating systems in Clwyd Alyn Housing Association homes in Flintshire; • supporting the Healthy Homes Healthy People programme being delivered by Warm Wales to link the energy programmes into wider programmes of support to meet household needs including health and income maximisation; • providing advice on energy efficiency to households and advise on getting the best prices for energy from suppliers; and • delivering a small crisis fund which funds improvements to the homes of the most vulnerable households where no other funding source can be identified.
	<u>Future actions</u>
1.11	As highlighted above, the funding for energy efficiency improvements is constantly changing and the Council will continue to monitor this and will continue to provide a service to householders that “hides the wiring” and provides seamless support.
1.12	It is expected that there will be increased Welsh Government emphasis on domestic energy efficiency in the future; partly to address fuel poverty but mainly to reduce the carbon emissions from Welsh homes. Welsh Government is expected to release a new fuel poverty strategy early in 2020.
1.13	The Domestic Energy Efficiency Programme team is part of a wider service restructure currently underway. The team will become a Housing Regeneration team which also addresses wider private sector housing condition and which delivers the Welsh Government home loans programme. This restructure will be completed in early 2020.

2.00	RESOURCE IMPLICATIONS
2.01	None arising from this report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	No new risks are identified as arising from this report.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	None required.

5.00	APPENDICES
5.01	None

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Niall Waller Enterprise and Regeneration Manager Telephone: 01352 702137 E-mail: niall.waller@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	<p>Arbed – Welsh Government programme to reduce fuel poverty across Wales.</p> <p>Energy Company Obligation (ECO) – utility company funding to reduce fuel poverty.</p> <p>Fuel poverty – defined by Welsh Government as when a household spend more than 10% of its income on energy.</p> <p>Warm Homes Fund – National Grid and Community Interest Company, Affordable Warmth Solution (AWS) have established a £150m Warm Homes Fund (WHF) designed to support local authorities, registered social landlords and other organisations working in partnership with them, to address some of the issues affecting fuel poor households. <small>Affordable Warmth Solutions</small></p>

Mae'r dudalen hon yn wag yn bwrpasol

Eitem ar gyfer y Rhaglen 13

EXERCISE OF DELEGATED POWERS - DECISIONS TAKEN **REPORTED TO CABINET - 17.03.20**

Streetscene and Transportation

- **20mph Speed Limit and 20mph Speed Limit Zone in Mancot**

To advise Members of the objections received following the advertisement of the proposed 20mph Speed Limit and 20mph Speed Limit Zone on Leaches Lane, Hawarden Way, Foxes Close, Earle's Crescent, Field View, Cottage Lane, The Paddock, Colliery Lane, Wilton Road, Willow Lane, Hampton Avenue, Clos Coed, Marnel Drive, Mancot Royal Close, Crossways, Mancot Way, Ashfield Crescent, Maxwell Avenue, Wenlock Crescent, Sunnyside, Deiniol's Road, Oakley Road, Leaches Close, Oak Court, Orchard Close, Westway and Mancot Lane, Mancot.

- **Proposed prohibition of waiting at any time and limited waiting in Mancot**

To advise Members of the objections received following the advertisement of the proposed waiting restrictions on Mancot Lane, Willow Lane, Field View, Mancot Way, Crossways, Hawarden Way, Leaches Lane, Foxes Close, Cottage Lane, Colliery Lane, The Paddock, Wilton Road, Clos Coed, Mancot Royal Close and Earle's Crescent, Mancot.

- **Section 23 of the Road Traffic Regulation Act 1984 - Proposed pedestrian crossing on B5129 Chester Road and Leaches Lane, Mancot**

To advise Members of the objections received following the advertisement of the proposed pedestrian crossing (Zebra) on Leaches Lane, Mancot.

Housing and Assets

- **Council Rent - Applications to write off tenancy arrears**

Financial Procedure Rules (section 5.2) stipulates that individual bad and irrecoverable debts in excess of £5,000 are considered for write off in conjunction with the relevant Cabinet Member.

The decision to write off is in respect of two tenants who are subject to Debt Relief Orders (DRO). Rent arrears totalling £13,848.08 for the two cases are included in the DROs which are now irrecoverable as a result of the award of the DROs.

Corporate Debt Section

- **Corporate Debt Write Offs**

Financial Procedure Rules (section 9.6 - Income and Expenditure) stipulates that any individual debt between the values of £5,000 and £25,000 shall be reported to the Corporate Finance Manager/Section 151 Officer for consideration to write off, in conjunction with the Cabinet Member for Corporate Resources.

The decision to write off is in respect of two accounts totalling £25,724.38. All recovery remedies have now been exhausted including the use of debt collection agents and county court action. There is no further action that can be taken to recover this outstanding balance.

Copies of the Delegated Powers reports are on deposit in the Team Leader's Room, Committee Services.

**FLINTSHIRE COUNTY COUNCIL FORWARD WORK PROGRAMME ITEMS
COUNCIL, CABINET, AUDIT AND GOVERNANCE & SCRUTINY
1 March 2020 TO 31 August 2020**

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
March					
Environment Overview & Scrutiny Committee Tudalen 251	10/03/20	Planning, Environment and Economy	Complaint made to the Public Services Ombudsman for Wales To share the outcome of an investigation against Flintshire County Council and its failure to take timely and appropriate action to deal with a car wash which was causing Statutory Nuisance of noise and water/chemical spray.	Operational	Cabinet Member for Planning and Public Protection
Environment Overview & Scrutiny Committee	10/03/20	Overview and Scrutiny	Quarter 3 Council Plan 2019/20 Monitoring Report To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside, Cabinet Member for Planning and Public Protection

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment Overview & Scrutiny Committee	10/03/20	Streetscene and Transportation	<p>Waste Permitting and Data Flow</p> <p>To provide Scrutiny with details of the reporting mechanism for waste material in order that recycling performance can be measured.</p>	Strategic	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee T 404101 252	10/03/20	Streetscene and Transportation	<p>Update on Garden Waste charges in Flintshire</p> <p>To provide Scrutiny with an update on the number of green waste permits sold in the 2020 season.</p>	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	10/03/20	Overview and Scrutiny	<p>Forward Work Programme and Action Tracking</p> <p>To consider the Forward Work Programme of the Environment Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.</p>	Operational	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Community and Enterprise Overview & Scrutiny Committee	11/03/20	Overview and Scrutiny	Quarter 3 Council Plan 2019/20 Monitoring Report To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Economic Development, Cabinet Member for Housing
Community and Enterprise Overview & Scrutiny Committee	11/03/20	Planning, Environment and Economy	Town Centre Regeneration Update To update members on the approaches being taken to regenerate town centres	Operational	Cabinet Member for Economic Development
Community and Enterprise Overview & Scrutiny Committee	11/03/20	Overview and Scrutiny	Forward Work Programme and Action Tracking To consider the Forward Work Programme of the Community & Enterprise Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	
Community and Enterprise Overview & Scrutiny Committee	11/03/20	Housing and Assets	Tenancy Management Policy To consider the Tenancy Management Policy which covers tenants' right to succession	Operational	Cabinet Member for Housing

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Community and Enterprise Overview & Scrutiny Committee	11/03/20	Planning, Environment and Economy	Flintshire in Business Update To update members on the work on the Council's business development team and specifically on the Flintshire in Business events programme.	Operational	Cabinet Member for Economic Development
Corporate Resources Overview & Scrutiny Committee	12/03/20	Chief Executive's	Risk Management Framework To receive a presentation on the development of the Risk Management Framework.	Operational	Cabinet Member for Corporate Management and Assets
Corporate Resources Overview & Scrutiny Committee	12/03/20	Finance	Revenue Budget Monitoring 2019/20 (Month 10) To review the latest revenue budget monitoring position for 2019/20 for the Council Fund and Housing Revenue Account (based on actual income and expenditure as at Month 10 projected forward to year-end).	Operational	Cabinet Member for Finance
Corporate Resources Overview & Scrutiny Committee	12/03/20	Overview and Scrutiny	Action Tracking To inform the Committee of progress against actions from previous meetings.	Operational	

Tuesday 25/4

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Corporate Resources Overview & Scrutiny Committee	12/03/20	Overview and Scrutiny	Forward Work Programme To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.	Operational	
Organisational Change Overview & Scrutiny Committee	16/03/20	Overview and Scrutiny	Quarter 3 Council Plan 2019/20 Monitoring Report To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Leader of the Council and Cabinet Member for Education, Cabinet Member for Corporate Management and Assets
Organisational Change Overview & Scrutiny Committee	16/03/20	Strategic Programmes	Update report on Hwb Cyfle To provide an update on the newly built and opened day centre Hwb Cyfle and to update the Committee in relation to partnership working arrangements with HFT.	Operational	Cabinet Member for Social Services
Organisational Change Overview & Scrutiny Committee	16/03/20	Streetscene and Transportation	NEWydd Business Plan To present the NEWydd three year business plan (2020/21 to 2022/23) for consideration, review and endorsement	Operational	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Organisational Change Overview & Scrutiny Committee	16/03/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (OC) To consider the Forward Work Programme of the organisational Change Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Corporate Management and Assets
Cabinet	17/03/20	Chief Executive's	Strategic Equality Plan 2020/24 To agree the Council's equality objectives and Strategic Equality Plan (SEP) 2020/ 2024, prior to publication.	Strategic	Cabinet Member for Corporate Management and Assets
Cabinet	17/03/20	Planning, Environment and Economy	Town Centre Regeneration Strategy To provide an update on the approaches being taken to regenerate town centres.	Strategic	Cabinet Member for Economic Development

Tudalen 256

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	17/03/20	Education and Youth	School Modernisation – 21st Century Schools Capital Programme To update members on the School Modernisation Programme.	Strategic	Leader of the Council and Cabinet Member for Education
Cabinet	17/03/20	Education and Youth	School Modernisation - The School Standards and Organisation (Wales) Act 2013 - Lixwm School Re-designation To provide details of the responses received during the objection period to re designate Lixwm Community Primary School to a Voluntary Aided.	Operational	Leader of the Council and Cabinet Member for Education
Cabinet	17/03/20	Education and Youth	School Admission Arrangements 2021/22 To provide details on the outcome of the statutory consultation exercise on the admission arrangements for September 2021 and to recommend approval.	Operational	Leader of the Council and Cabinet Member for Education

Tudalen 257

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet Tudalen 258	17/03/20	Chief Executive's	<p>Revenue Budget Monitoring 2019/20 (Month 10) This regular monthly report provides the latest revenue budget monitoring position for 2019/20 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 10, and projects forward to year-end.</p>	Operational	Cabinet Member for Finance
Cabinet	17/03/20	Governance	<p>North East Wales Homes Limited That Cabinet approve amendments to North East Wales Homes rules (articles of association) to allow more independent directors on the board and remove the provision for a Council Officer Director.</p>	Operational	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	17/03/20	Housing and Assets	Independent Affordable Housing Supply Review To present an update on the Affordable Housing Supply Review and the potential implications of the recommendations, made by the independent panel, for the Council.	Operational	Cabinet Member for Housing
Cabinet Tudalen 259	17/03/20	Streetscene and Transportation	Fly Tipping and Household Duty of Care Enforcement To provide Cabinet with a twelve month review of the issuing of Fixed Penalty Notices for Fly tipping offences and propose the introduction of education and enforcement for Householder Duty of Care requirements.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Cabinet	17/03/20	Planning, Environment and Economy	Domestic Energy Programmes To provide an update on the approaches taken to tackling fuel poverty in Flintshire.	Operational	Cabinet Member for Planning and Public Protection

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education and Youth Overview & Scrutiny Committee	19/03/20	Overview and Scrutiny	Quarter 3 Council Plan 2019/20 Monitoring Report To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Leader of the Council and Cabinet Member for Education
Education and Youth Overview & Scrutiny Committee	19/03/20	Education and Youth	Child Poverty To consider future strategy development to reduce child poverty	Operational	Leader of the Council and Cabinet Member for Education
Education and Youth Overview & Scrutiny Committee	19/03/20	Education and Youth	Digital Projects in Schools To provide Members with information on the Digital Projects being carried out in Schools across Flintshire.	Operational	Leader of the Council and Cabinet Member for Education
Education and Youth Overview & Scrutiny Committee	19/03/20	Education and Youth	Learner Outcomes To provide Members with a final summary of learner outcomes in secondary schools following the national verification process	Operational	Leader of the Council and Cabinet Member for Education
Education and Youth Overview & Scrutiny Committee	19/03/20	Education and Youth	School Modernisation To provide Members with an update on the School Modernisation Programme	Operational	Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education and Youth Overview & Scrutiny Committee	19/03/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (E & Y) To consider the Forward Work Programme of the Education & Youth Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Leader of the Council and Cabinet Member for Education
Audit Committee Tudalen 261	25/03/20	Chief Executive's	Quarter 4 Treasury Management Update 2019/20 To provide an update on matters relating to the Council's Treasury Management Policy, Strategy and Practices to the end of February 2020.	Operational	Cabinet Member for Finance

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Audit Committee	25/03/20	Chief Executive's	Wales Audit Office (WAO) Audit Plan 2020 The Wales Audit Office, being the Council's external auditor, has prepared an audit plan for 2020 for the Council and the Clwyd Pension Fund which sets out their proposed audit work for the year along with timescales, costs and the audit teams responsible for carrying out the work.	Operational	
Audit Committee	25/03/20	Chief Executive's	Certification of Grants and Returns 2018/19 To inform Members of the grant claim certification by Wales Audit Office for the year ended 31 March 2019.	Operational	Cabinet Member for Finance
Audit Committee	25/03/20	Chief Executive's	External Regulation Assurance To endorse the summary of all external regulatory reports received during 2018/19 along with the Council's responses.	Operational	Cabinet Member for Finance
Audit Committee	25/03/20	Chief Executive's	Risk Management Guide To present a Risk Management Framework for endorsement.	Strategic	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Audit Committee	25/03/20	Governance	Internal Audit Strategic Plan To present the proposed Internal Audit Plan for the three year period 2020/21 to 2022/23 for Members' consideration.	All Report Types	
Audit Committee	25/03/20	Governance	Public Sector Internal Audit Standards Compliance 2019/20 To inform the Committee of the results of the annual internal assessment of conformance with the Public Sector Internal Audit Standards (PSIAS).	All Report Types	
Audit Committee	25/03/20	Governance	Internal Audit Progress Report 2019/20 To present to the Committee an update on the progress of the Internal Audit Department.	All Report Types	Cabinet Member for Corporate Management and Assets
Audit Committee	25/03/20	Governance	Audit Committee Action Tracking To inform the Committee of the actions resulting from points raised at previous Audit Committee meetings.	All Report Types	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Audit Committee	25/03/20	Governance	Forward Work Programme To consider the Forward Work Programme of the Internal Audit Department.	All Report Types	
Social & Health Care Overview & Scrutiny Committee	26/03/20	Overview and Scrutiny	Quarter 3 Council Plan 2019/20 Monitoring Report To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Social Services
Social & Health Care Overview & Scrutiny Committee	26/03/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (S & H) To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Social Services
April					

Tudalen 2024

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment Overview & Scrutiny Committee	7/04/20	Streetscene and Transportation	Provision of MOTs and other Commercial Opportunities To consider commercial opportunities within the Streetscene & Transportation portfolio.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	7/04/20	Overview and Scrutiny	Forward Work Programme and Action Tracking To consider the Forward Work Programme of the Environment Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Corporate Resources Overview & Scrutiny Committee	9/04/20	Finance	Revenue Budget Monitoring Reports 2019/20 (Month 11) This regular monthly report provides the latest revenue budget monitoring position for 2019/ 20 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 11 and projects forward to year-end	Operational	Cabinet Member for Finance

Tudalen 269

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Corporate Resources Overview & Scrutiny Committee	9/04/20	Overview and Scrutiny	Action Tracking To inform the Committee of progress against actions from previous meetings	Operational	Cabinet Member for Finance
Corporate Resources Overview & Scrutiny Committee	9/04/20	Overview and Scrutiny	Forward Work Programme To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee	Operational	
Cabinet	14/04/20	Streetscene and Transportation	NEWydd Business Plan To present the NEWydd three year business plan (2020/21 to 2022/23) for consideration, review and endorsement	Operational	Cabinet Member for Corporate Management and Assets
Cabinet	14/04/20	Governance	Review of Non-statutory Registration Fees To seek approval of the new registration fees for the period 1 April 2021 – 31 March 2024.	Operational	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	14/04/20	Chief Executive's	<p>Revenue Budget Monitoring 2019/20 (Month 11) This regular monthly report provides the latest revenue budget monitoring position for 2019/20 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 11, and projects forward to year-end.</p>	Operational	Cabinet Member for Finance
Community and Enterprise Overview & Scrutiny Committee	29/04/20	Housing and Assets	<p>Community Benefit To provide information on the Community Benefit being delivered through the Strategic Housing and Regeneration Programme.</p>	Operational	Cabinet Member for Housing
Community and Enterprise Overview & Scrutiny Committee	29/04/20	Overview and Scrutiny	<p>Forward Work Programme and Action Tracking (C & E) To consider the Forward Work Programme of the Community & Enterprise Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.</p>	Operational	Cabinet Member for Housing

Tuesday 26/7

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
May					
Environment Overview & Scrutiny Committee	4/05/20	Streetscene and Transportation	Effect of roadworks by utilities and dropped kerbs policy and practices. To receive an update	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	4/05/20	Streetscene and Transportation	Fleet Electrification To consider proposals for fleet electrification.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	4/05/20	Streetscene and Transportation	The Maintenance of Water Courses and Ditches To clarify maintenance responsibilities for highway ditches and watercourses.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	4/05/20	Planning, Environment and Economy	Overview of the joint working between Environmental Health and Pest Control To highlight to Members the joint working undertaken between Environmental Health and Pest Control.	Operational	Cabinet Member for Planning and Public Protection

19/05/2023
 19/05/2023
 19/05/2023

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment Overview & Scrutiny Committee	4/05/20	Overview and Scrutiny	Forward Work Programme and Action Tracking To consider the Forward Work Programme of the Environment Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	
Corporate Resources Overview & Scrutiny Committee	6/05/20	Overview and Scrutiny	Action Tracking To inform the Committee of progress against actions from previous meetings.	Operational	
Corporate Resources Overview & Scrutiny Committee	6/05/20	Overview and Scrutiny	Forward Work Programme To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee	Operational	Cabinet Member for Finance
Education and Youth Overview & Scrutiny Committee	14/05/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (E & Y) To consider the Forward Work Programme of the Education & Youth Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Leader of the Council and Cabinet Member for Education

Tudalen 269

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Social & Health Care Overview & Scrutiny Committee	21/05/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (S & H) To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings	Operational	Cabinet Member for Social Services
Audit Committee	3/06/20	Governance	Internal Audit Progress Report To present to the Committee an update on the progress of the Internal Audit Department.	All Report Types	
Audit Committee	3/06/20	Governance	Audit Committee Action Tracking To inform the Committee of the actions resulting from points raised at previous Audit Committee meetings.	All Report Types	
Audit Committee	3/06/20	Governance	Forward Work Programme To consider the Forward Work Programme of the Internal Audit Department.	All Report Types	

Tudalen 270

June

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Corporate Resources Overview & Scrutiny Committee	11/06/20	Overview and Scrutiny	Year-end Council Plan Monitoring Report 2019/20 To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Corporate Management and Assets
Corporate Resources Overview & Scrutiny Committee	11/06/20	Overview and Scrutiny	Action Tracking(CROSC) To inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Corporate Management and Assets
Corporate Resources Overview & Scrutiny Committee	11/06/20	Overview and Scrutiny	Forward Work Programme (Corporate Resources) To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee	Operational	Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet Tudalen	16/06/20	Planning, Environment and Economy	Flintshire Local Development Plan – response to matters raised following consultation on the Deposit Plan To provide an overview of the main issues raised by respondents to the recent public consultation exercise relating to the Flintshire Deposit LDP, and to agree the Councils' response	Strategic	Cabinet Member for Planning and Public Protection
Flintshire County Council 272	16/06/20	Governance	Review of Member/Officer Protocol To consider the changes recommended by the Standards and Constitution and Democratic Services Committees to the Member/Officer Protocol as part of the rolling review of the Constitution.		

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Community and Enterprise Overview & Scrutiny Committee	17/06/20	Overview and Scrutiny	Year-end Council Plan Monitoring Report 2019/20 To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Economic Development, Cabinet Member for Housing
Community and Enterprise Overview & Scrutiny Committee	17/06/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (C & E) To consider the Forward Work Programme of the Community & Enterprise Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Housing
Education and Youth Overview & Scrutiny Committee	25/06/20	Overview and Scrutiny	Year-end Council Plan Monitoring Report 2019/20 Adroddiad Monitro Cynllun y Cyngor 2019/20 ar ddiwedd y flwyddyn	Operational	Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education and Youth Overview & Scrutiny Committee	25/06/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (E & Y) To consider the Forward Work Programme of the Education & Youth Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Leader of the Council and Cabinet Member for Education
Environment Overview & Scrutiny Committee	7/07/20	Overview and Scrutiny	Year-end Council Plan Monitoring Report 2019/20 To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Planning and Public Protection, Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Environment Overview & Scrutiny Committee	7/07/20	Planning, Environment and Economy	Biodiversity & Ecosystem Resilience Duty Delivery Plan II For members to agree the 2nd plan with revised vision, objectives and actions.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside

Tudalen 274

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment Overview & Scrutiny Committee	7/07/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (Env) To consider the Forward Work Programme of the Environment Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Deputy Leader of the Council and Cabinet Member for Streetscene and Countryside
Corporate Resources Overview & Scrutiny Committee	9/07/20	Overview and Scrutiny	Action Tracking (CROSC) To inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Corporate Management and Assets
Corporate Resources Overview & Scrutiny Committee	9/07/20	Overview and Scrutiny	Forward Work Programme (Corporate Resources) To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee	Operational	Cabinet Member for Corporate Management and Assets
Social & Health Care Overview & Scrutiny Committee	16/07/20	Overview and Scrutiny	Year-end Council Plan Monitoring Report 2019/20 To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan 2019/20	Operational	Cabinet Member for Social Services

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Social & Health Care Overview & Scrutiny Committee	16/07/20	Overview and Scrutiny	Forward Work Programme and Action Tracking (S & H) To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Social Services
August					