



## **RHONDDA CYNON TAF**

### **RHONDDA CYNON TAF COUNCIL CABINET**

Minutes of the meeting of the Cabinet meeting held on Tuesday, 18 December 2018 at 10.30 am at the Council Chamber, The Pavilions, Cambrian Park, Clydach Vale, Tonypany, CF40 2XX.

#### **County Borough Councillors - Cabinet Members in attendance:-**

Councillor A Morgan (Chair)

Councillor M Webber	Councillor R Bevan
Councillor A Crimmings	Councillor G Hopkins
Councillor M Norris	Councillor J Rosser
Councillor R Lewis	Councillor C Leyshon

#### **Officers in attendance**

Mr C Bradshaw, Chief Executive  
Mr C Jones, Director, Legal & Democratic Services  
Mr C Lee, Group Director Corporate & Frontline Services  
Mr G Isingrini, Group Director Community & Children's Services  
Mr N Wheeler, Director of Highways & Streetcare Services  
Mr P Mee, Director, Public Health, Protection & Community Services  
Mr R Evans, Director of Human Resources  
Mr. M. Phillips, Revenues Services Manager  
Ms G Davies, Director of Education and Inclusion Services  
James, Head of Regeneration and Prosperity  
Ms A Batley, Service Director, Children's Services  
Mr D Batten, Head of Leisure  
Ms L Davies, Head of Public Protection  
Ms Z Lancelott, Head of Engagement & Participation  
Ms A Richards, Head of 21st Century Schools  
Mr A Cope – Regional Development Manager –Fostering Services  
Ms A Browning – Head of Service, Looked After Children

#### **Others in attendance**

Councillor P Jarman  
Councillor M Weaver  
Councillor E Webster

Mr D Lewis-Rowlands (RCT Member of the UK Youth Parliament)

## **92 Declaration of Interest**

In accordance with the Council's Code of Conduct, the following declarations of interest were made pertaining to agenda item 12:-

- County Borough Councillor R Bevan declared a personal interest in the matter and remained in the meeting when the item was discussed and voted upon: "A family Member works as a Senior Officer within the

Authority although the post is not referenced within the report”.

The following officers declared a personal and pecuniary interest in this matter and left the meeting when the matter was discussed and voted upon:

- Mr C Lee – Group Director, Corporate & Frontline Services
- Mr G Isingrini – Group Director, Community & Children’s Services
- Mr C Jones – Director, Legal & Democratic Services
- Mr N Wheeler – Director, Highways & Streetcare Services
- Ms G Davies - Director, Education & Inclusion Services
- Mr P Mee - Director, Public Health, Protection & Community Services
- Mr D James - Head of Regeneration & Prosperity
- Mr D Batten - Head of Leisure, Parks & Countryside
- Mr M Phillips Head of Service – Revenue & Benefits
- Ms L Davies – Head of Public Protection

The following officers declared personal and pecuniary interests in this matter but remained present whilst the report was considered in order to advise Cabinet:-

- Mr C Bradshaw – Chief Executive
- Mr R Evans – Director, Human Resources

## 93 MINUTES

The Cabinet **RESOLVED** to approve the minutes of the 21<sup>st</sup> November, 2018 as an accurate reflection of the meeting.

## 94 CONSULTATION ON VOTES AT 16

The Head of Community Wellbeing and Resilience, together with Mr D Lewis-Rowlands (RCT Member of the UK Youth Parliament) provided Members with an overview of the outcomes of the Votes at 16 Consultation in response to the UK Youth Parliament National Make Your Mark Campaign.

Members were advised of an 8 week consultation with all residents of the County Borough, with 452 young people engaging in the consultation and 161 adults. The RCT Member of the UK Youth Parliament commented that 349 young people were in support of the votes at 16. It was also highlighted that a large concern from residents of Rhondda Cynon Taf regarding the Votes at 16 campaign relates to their belief that there is a lack of education and information available to everyone, not just young people. A commitment to improve education and more readily available information could have a significant positive impact on voter engagement including the 5,253 potential additional voters within Rhondda Cynon Taf.

The Cabinet Member for Children & Young People welcomed the consultation feedback and also took the opportunity to thank Mr Lewis-Rowlands for his contributions to RCT through the Youth Forums. The Cabinet Member spoke of taking forward a piece of work in respect of improving education, awareness and information for residents across the County Borough in respect of voting rights and democracy.

County Borough Councillor P Jarman also spoke on this item.

Following discussions it was **RESOLVED:**

1. To support the Rhondda Cynon Taf County Youth Forum with its Votes at 16 campaign activities by promoting them via the Council's formal communication channels including the corporate website and social media platforms.
2. To support the Rhondda Cynon Taf County Youth Forum to conduct further research into the type of information members of the public would like to see available to improve their knowledge and understanding of voting in response to the consultation findings.
3. To make a commitment to improve the information and communication available to residents of all ages on politics, local government and voting within Rhondda Cynon Taf prior to the next election period.

## **95 HOMELESSNESS STRATEGY 2018-2022**

The Head of Public Protection advised members of the statutory duty placed upon the Council under the Housing (Wales) Act 2014 to undertake a homelessness review for its area, advising of the subsequent Homelessness Strategy formulated through the reviews findings. Members were informed that there was a further duty on the Council to formulate and adopt a Homelessness Strategy that would prevent homelessness and ensure suitable accommodation and satisfactory support is available for people who are or who may become homeless.

Members were referred to the Strategy within the report and details of the consultation undertaken with the relevant stakeholders was highlighted.

The Cabinet Member for Stronger Communities, Well-being & Cultural Services commented on the strategy and the pressures and demands placed on services, commenting on the importance of having a strategy which was 'fit for purpose' in place. The Cabinet Member spoke of the preventative measures and the need to support those most vulnerable.

The Leader also commented on the service and the valuable and hard work taking place behind the scenes.

Following discussions it was **AGREED:**

1. To note the feedback in respect of the Draft Homelessness Strategy 2018-2022 from the Health and Wellbeing Scrutiny Committee held on the 6th November 2018 and the actions taken in response, as detailed in paragraph 6.4 of the report.
2. To approve the Rhondda Cynon Taf Homelessness Strategy 2018-2022 (attached as Appendix 1 of the report).

**OUT & ABOUT TWO: THE RIGHTS OF WAY IMPROVEMENT PLAN FOR RHONDDA CYNON TAF 2019-2029**

The Head of Leisure, Parks & Countryside provided Members with an overview of his report in respect of the recent review undertaken on the Council's Rights of way Improvement plan.

Members were informed of the key themes for action taken forward within the plan and the consultation taken forward to help shape its contents with the public, consultees and the Public Service Delivery, Communities & Prosperity Scrutiny Committee.

The Cabinet Member for Environment, Leisure & Heritage Services welcomed the revised plan and the responses received during the consultation highlighting the importance and value the public place on the 'out doors' of the County Borough. The Cabinet Member spoke of the positive work undertaken with volunteering, tourism and the popularity of short walks all impacting on the positive wellbeing of the residents of Rhondda Cynon Taf.

Members **RESOLVED**:

1. To endorse to Council the adoption of the 'Out & About Two: The Rights of Way Improvement Plan for Rhondda Cynon Taf 2019-2029'.

**A COUNCIL WIDE PLAN FOR THE DELIVERY OF ACCESSIBLE ARTIFICIAL TURF PITCHES (ATP) AND 3G PITCHES**

The Head of Leisure, Parks & Countryside provided Members with an overview of his report which proposed the development of a Council wide plan for full public access to artificial turf pitches (ATP) and 3G pitches with a common pricing policy.

Members were advised that through a collaborative approach between Leisure and Parks with 21<sup>st</sup> Century Schools, the Council has invested in the development of 3G pitches over the last 3 years, committing to achieve its aim of every resident to live within a 3-mile radius of a 3G pitch. The Head of Leisure, Parks & Countryside proceeded to advise Members of the proposal to develop a public access plan for ATP and 3G pitches across the County Borough. The proposal would ensure that schools would access the facilities for curriculum and extra-curriculum sessions (8am – 5pm) with full public access from 5pm on weeknights and over the weekend (9am – 5pm on both days).

The Officer further discussed the pricing policy as detailed within the report discussing the rationale for the pricing policy going forward. To offset any potential concerns from the users the Head of Service proposed that the revised prices be introduced from April 2019 and be frozen until April 2021.

The Cabinet Member Environment, Leisure & Heritage Services referenced the importance the Council places on the Health & Well Being of its residents, commenting on the proposals within the report of improving access for all residents. The Cabinet Member spoke on the facilities available and the possibility for residents to continue with their sporting activities on the 3G pitches regardless of the weather. She added that full public access alongside streamlined administration procedures would ensure that access to top quality sports facilities are maximised by those that live, work and visit Rhondda Cynon

Taf.

The Cabinet Member for Education & Young People welcomed the proposals although commented on the concerns raised by some schools in respect of the income and potential administration burden. The Cabinet Member clarified that the administration of the pitches would be taken forward by the Council and that any financial impact would be minimised.

The Leader and Deputy Leader also spoke positively on the proposals and the importance of ensuring the provisions are accessible for the schools and the whole communities. The Leader referenced the efficiency savings that would be achieved through the Council administration of the proposals.

It was **RESOLVED**:

1. To approve the proposed full public access plan alongside the common pricing policy for ATP and 3G pitches as set out in Section 5 of the report.
2. That Leisure and Parks, with 21<sup>st</sup> Century Schools, continually engage with Secondary Schools in the development and implementation of the proposed full public access plan and common pricing policy.

#### **98 CABINET WORK PROGRAMME: 2018- 19**

The Director, Legal & Democratic Services provided Cabinet Members with a draft work programme for the 2018-19 Municipal Year, which listed matters requiring consideration by Cabinet. The Director commented that utilising the programme assists with openness and transparency of the decision making process within the Council and gives greater opportunity for Pre-Scrutiny.

Members **RESOLVED**:

1. To approve the Work Programme for the 2018-19 Municipal Year (with appropriate amendment where necessary) and receive a further update on a 3 monthly basis.

#### **99 EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED** – that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act, 1972 (as amended) for the following items of business on the grounds that they involve the likely disclosure of exempt information, as defined in: Paragraph 14 of Part 4 of Schedule 12A of the Local Government Act, 1972 (as amended), namely information relating to the financial affairs of any particular person (including the authority holding that information). Transparency in the conduct of local authority business is desirable; however, personal financial information will be discussed and considered. Consequently it is considered; the public interest in maintaining the exemption outweighs the public interest in disclosing information by virtue of which the meeting is likely not to be open to the public during its consideration.

#### **100 MOUNTAIN ASH TOWN CENTRE: DRAFT REGENERATION FRAMEWORK**

The Head of Regeneration, Housing & Property provided Members with an overview of his report which contained exempt information. The report provided Members with the draft regeneration framework which coordinated the current investment package that would deliver improvements for Mountain Ash Town Centre

Following consideration of the Report by Cabinet Members it was **RESOLVED:**

1. To the Mountain Ash Town Centre Regeneration Framework as a basis for coordinating and delivering the schemes as set out within the document.
2. To initiate a planning application on the proposals to redevelop the site of Rhos Square.
3. To take all necessary steps to secure the making, confirmation and implementation of a CPO, if negotiations to acquire the land identified on the plan at Appendix 1 of the report fail.

(**N.B.** With the agreement of the Chair, County Borough Councillor P Jarman spoke on this item.)

**101 FOSTERING SERVICES - REGIONAL COLLABORATION TO CREATE A FRONT DOOR FOR FOSTER CARER RECRUITMENT**

The Regional Development Manager - Fostering Services and Service Director Children's Services provided Members with an overview of their report which contained exempt information. The report provided Cabinet with a proposal to create a Cwm Taf Regional front door for Fostering Services.

Following consideration of the report it was **RESOLVED:**

1. To note the information contained within the report and to give formal approval to commence specific proposals to work collaboratively with MTCBC to create a regional front door for fostering recruitment enquiries, consisting of a call centre function, recruitment officer and marketing officer.
2. To terminate all elements of the current contract arrangements and bring the assessment of potential foster carers back in house to RCTCBC.

**102 WRITE OFF OF IRRECOVERABLE DEBTS**

The Group Director, Corporate & Frontline Services provided Members with a position statement on irrecoverable debt which contained exempt information.

Following consideration of the report it was **RESOLVED:**

1. To write-off the accounts as set out in the attached schedule to the appropriate Bad Debt Provision contained within the Council's accounts ( and if further information on any debt becomes available, payment to be pursued).

## REVIEW OF THE COUNCIL'S SENIOR AND ASSOCIATED MANAGEMENT POST STRUCTURE

The Chief Executive provided Members with his report which contained exempt information, outlining the proposed revisions to the Council's Senior and Associated Management post structure. Members were advised that Implementation of the proposed revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £404,604 (inclusive of on-costs).

Following consideration of the report it was **RESOLVED**:

1. That the revised directorate structures shown at Appendices 2(i), 2(ii), 2 (iii) and 2(iv) to the report be implemented from April 2019, subject to the necessary staff consultation process. Implementation of these revised structures would provide an overall estimated reduction in annual management costs at the Senior and Associated Management grade levels of £404,604 (inclusive of on-costs);
2. To note that as part of the ongoing efficiency savings programme (and subject to any required approval of the Council's Appointment's Committee), these revisions would result in the deletion of the following posts with effect from April 2019 from the Council's structure:
  - i) Director of Legal & Democratic Services (Director Level 1);
  - ii) Head of Legal Services - Litigation, Community & Children, Planning & Environment (Head of Service Level 1);
  - iii) Head of Legal Services - Corporate, Democratic Services, Information Governance, Elections & Business Support (Head of Service Level 1);
  - iv) Director of Corporate Estates & Procurement (Director Level 1);
  - v) Service Director – Corporate Design & Maintenance (Service Director Level 2);
  - vi) Head of Procurement & Energy (Head of Service Level 1) x 0.6 FTE;
  - vii) Group Director – Corporate & Frontline Services (Group Director grade);
  - viii) Director of Highways & Streetcare (Director Level 2);
  - ix) Director of Regeneration & Planning (Director Level 1); and
  - x) Service Director – Planning (Service Director Level 2);
3. To note that emanating from the decision in 1. above Cabinet have authorised:
  - i. The amendment of the post of Head of Legal Services – Planning & Environment (Head of Service Level 2) to Head of Legal Services (Head of Service Level 1);
  - ii. The amendment of the post of Service Director – Cabinet Office & Public Relations (Service Director Level 2) to Service Director –

- Democratic Services & Communications (Service Director Level 2);
- iii. The amendment of the post of Head of Payroll & Pensions (Head of Service Level 1) to Service Director – Pensions, Procurement & Transactional Services (Service Director Level 2);
  - iv. The amendment of the post of Head of Audit & Procurement Delivery (Head of Service Level 2) to Head of Procurement Delivery (Head of Service Level 1);
  - v. The amendment of the post of Service Director – Highways & Streetcare (Service Director Level 2) to Service Director – Highways & Streetcare (Service Director Level 1);
  - vi. The amendment of the post of Head of Streetcare (Head of Service Level 1) to Service Director – Streetcare Services (Service Director Level 2);
  - vii. The amendment of the post of Head of Strategic Investment Projects (Head of Service Level 2) to Head of Strategic Investments (Head of Service Level 1);
  - viii. The amendment of the post of Head of Regeneration & Prosperity (Head of Service Level 1) to Service Director – Prosperity and Development (Service Director Level 2);
  - ix. The amendment of the post of Director of Financial Services (Director Level 2) to Director of Finance & Digital Services (Director Level 1);
  - x. The amendment of the post of Service Director – Resources & Performance Services (Service Director Level 2) to Service Director – Finance & Improvement Services (Service Director Level 1);
  - xi. The amendment of the post of Head of ICT (Head of Service Level 1) to Service Director – ICT & Digital Services (Service Director Level 2);
  - xii. The amendment of the post of Service Director – Children’s Services (Service Director Level 1) to Director of Children’s Services (Director Level 2);
  - xiii. The amendment of the post of Service Director - Adult Services (Service Director Level 1) to Director of Adult Services (Director Level 2);
  - xiv. The amendment of the post of Head of Transformation Services (Head of Service Level 1) to Head of Children Looked After (Head of Service Level1);
  - xv. The amendment of the post of Head of Assessment & Direct Services (Head of Service Level 1) to Head of Care & Support (Head of Service Level1);
  - xvi. The amendment of the post of Head of Assessment & Care Planning



- (Head of Service Level 1) to Head of Intensive Intervention (Head of Service Level 1);
- xvii. The amendment of the post of Head of Environmental Health & Trading Standards (Head of Service Level 2) to Service Director – Public Protection Services (Service Director Level 2);
  - xviii. The amendment of the post of Head of Community Learning (Head of Service Level 1) to Service Director – Community Services (Service Director Level 2);
  - xix. The amendment of the post of Head of Participation & Engagement (Head of Service Level 1) to Head of Community Wellbeing & Resilience (Head of Service Level 1);
  - xx. The creation of the post of Director of Legal Services (Director Level 2);
  - xxi. The creation of the post of Service Director – Legal Services (Service Director Level 2);
  - xxii. The creation of the post of Director of Corporate Estates (Director Level 2);
  - xxiii. The creation of the post of Head of Corporate Design (Head of Service Level 2);
  - xxiv. The creation of the post of Head of Corporate Maintenance Services (Head of Service Level 2);
  - xxv. The creation of the post of Head of Estates (Head of Service Level 2);
  - xxvi. The creation of the post of Group Director – Prosperity, Development & Frontline Services (Group Director Grade); and
  - xxvii. The creation of the post of Director of Prosperity and Development (Director Level 2);
4. To recommend to Council that Mr. Gio Isingrini, the Group Director for Community & Children’s Services, undertake the role of Deputy Chief Executive (commencing the day after Mr. Lee finishes in that role);
  5. To recommend to Council that the designation of the Chief Finance Officer (Section 151 Officer) role be assigned to the incumbent Director of Financial Services, Mr Barrie Davies;
  6. To transfer certain functions outlined in the report from the Prosperity, Development & Frontline Services Group (currently Corporate & Frontline Services Group) to the Chief Executive Group;
  7. To transfer certain functions outlined in the report from the Chief Executive Group to the Prosperity, Development & Frontline Services Group (currently Corporate & Frontline Services Group);

8. To transfer certain functions outlined in the report from Legal Services (currently Legal & Democratic Services) to Democratic Services & Communication (currently Cabinet Office and Public Relations);
9. To transfer certain functions outlined in the report from Democratic Services & Communications (currently Cabinet Office and Public Relations) to Prosperity & Development Services and Public Health, Protection & Community Services;
10. To transfer certain functions outlined in the report from Public Health, Protection & Community Services to Highways & Streetcare Services;
11. To authorise the Chief Executive, in conjunction with the Director of Human Resources, to commence the staff consultation process in accordance with the Council's agreed Managing Change Policy and, subject to 12 below (2.12 of the report), thereafter implement the proposals;
12. Subject to the completion of the consultation process referred to at 11. above ( 2.11 of the report), and where necessary, refer the matter of the terms and conditions of employment and remuneration of the posts included in the proposed revised directorate's structure, shown at Appendices 2(i) to 2(iv) of the report, to the Appointments Committee and/or full Council as appropriate; and
13. To note that consequential changes would be required to the Council's Constitution in terms of the removal and creation of Chief Officer posts.

**N.B** With the agreement of the Chair, County Borough Councillor P Jarman spoke on this item.

(As referenced in Minute a number of Officers provided Declarations of Interest in relation to this item and left the meeting when the item was discussed and voted upon)

**This meeting closed at 12.00 pm**

**Cllr A Morgan  
Chairman.**