

CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL

A meeting of the **CABINET** will be held at the Council Chamber, The Pavilions, Cambrian Park, Clydach Vale, Tonypany, CF40 2XX
Wednesday, 8th May, 2019 at 11.30 am

Contact: Emma Wilkins - Principal Executive & Regulatory Business Officer (Tel No. 01443 424110)

Councillors and members of the public wishing to request the facility to address the Cabinet on any of the business as listed below, must request to do so by 5pm on the Monday, 6 May 2019 Councillors and Members of the public should stipulate if this address will be in the medium of English or Welsh. It must be noted that the facility to address the Cabinet is at the discretion of the Chair and each request will be considered based on the agenda items being considered, the public interest/interest of the member in each matter and the demands of the business on that day. To make such a request please email:- ExecutiveandRegulatoryBusinessUnit@rctcbc.gov.uk

ITEMS FOR CONSIDERATION

1. DECLARATION OF INTEREST

To receive disclosures of personal interest from Members in accordance with the Code of Conduct.

Note:

1. Members are requested to identify the item number and subject matter that their interest relates to and signify the nature of the personal interest; and
2. Where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they **must** notify the Chairman when they leave.

2. MINUTES

To receive the minutes of the Cabinet meetings held on the 21st March and 9th April 2019 as accurate records.

3. THE FUTURE OF COMMUNITY DAY CENTRES - CONSULTATION REPORT

To receive the report of the Director, Public Health, Protection & Community Services updating Members on the outcome of the six week focussed consultation exercise undertaken on the future of the remaining open access community day centres.

(Pages 27 - 78)

4. STRATEGIC EQUALITY PLAN 2019-2022

To receive the report of the Director of Human Resources providing information on the Council's Strategic Equality Plan 2019-2022.

(Pages 79 - 156)

5. 21ST CENTURY SCHOOLS AND EDUCATION PROGRAMME: COMMUNITY HUBS CAPITAL GRANT SCHEME

To receive the joint report of the Director, Public Health & Protection and Director Education & Inclusion Services providing Members with details of the Council's applications for funding under the Welsh Government's 21st Century Schools and Education Programme - Community Hubs Capital Grant Scheme.

(Pages 157 - 164)

6. 21ST CENTURY SCHOOLS AND EDUCATION PROGRAMME CAPITAL MAINTENANCE GRANT

To receive the report of the Director, Education & Inclusion Services providing Members with details of additional capital maintenance grant funding awarded by Welsh Government for 2019/20.

(Pages 165 - 170)

7. CHILDCARE OFFER CAPITAL GRANT FUNDING BID

To receive the report of the Director, Education & Inclusion Services advising Members of the receipt of capital grants to support the implementation of the Welsh Government Childcare Offer in RCT.

(Pages 171 - 178)

8. CREATING VIBRANT TOWN CENTRES IN RHONDDA CYNON TAF - GROWING BUSINESSES WITH A TARGETED PACKAGE OF SUPPORT IN OUR TOWN CENTRES

To receive the report of the Director of Prosperity and Development providing details of a proposed framework for a targeted, focussed and co-ordinated package of support for businesses in town centres.

(Pages 179 - 186)

9. URGENT ITEMS

To consider any urgent business as the Chairman feels appropriate.

A handwritten signature in black ink, appearing to read "A. St. Angelo". The signature is written in a cursive style with a large initial 'A' and a long, sweeping underline.

Service Director of Democratic Services & Communication

Circulation:-

Councillors: Councillor A Morgan (Chair)
Councillor M Webber (Vice-Chair)
Councillor R Bevan
Councillor A Crimmings
Councillor G Hopkins
Councillor M Norris
Councillor J Rosser
Councillor R Lewis
Councillor C Leyshon

Officers: Chris Bradshaw, Chief Executive
Christian Hanagan, Service Director of Democratic Services & Communication
Gio Isingrini, Group Director Community & Children's Services
Nigel Wheeler, Group Director – Prosperity, Development & Frontline Services
Paul Mee, Director, Public Health, Protection & Community Services
Richard Evans, Director of Human Resources
Andy Wilkins, Director of Legal Services
Simon Gale, Director of Prosperity & Development
Barrie Davies, Director of Finance & Digital Services
Gaynor Davies, Director of Education and Inclusion Services
Derek James, Service Director – Prosperity & Development



RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNCIL CABINET

Minutes of the meeting of the Cabinet held on Thursday, 21 March 2019 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 Hanagan, Service Director of Democratic Services & Communication
Mr G Isingrini, Group Director Community & Children's Services
Mr N Wheeler, Group Director – Prosperity, Development & Frontline Services
Mr P Mee, Director, Public Health, Protection & Community Services
Mr R Evans, Director of Human Resources
Mr B Davies, Director of Finance & Digital Services
Ms G Davies, Director of Education and Inclusion Services
Mrs. J Allen, Head Of Attendance And Wellbeing Service
Ms L Howells, 21st Century Schools Officer
Mr T Jones, Service Director – ICT & Digital Services
Ms Z Lancelott, Head of Community Wellbeing & Resilience
Mr C Nelson, Transportation Manager
Ms A Richards, Head of 21st Century Schools

Others in attendance

Councillor S Belzak
Councillor J Bonetto
Councillor J Brencher
Councillor G Davies
Councillor M Diamond
Councillor H Fychan
Councillor D Grehan
Councillor L Hooper
Councillor P Jarman
Councillor S Pickering
Councillor M Powell
Councillor L Walker

133 DECLARATION OF INTEREST

The following declarations of interest were made pertaining to the agenda:

Agenda item 2 – 21st Century Schools Programme

County Borough Councillor M Webber declared the following personal interests in respect of the matter –

- " I am on the Governing Body of Heol Y Celyn Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."
- "My Grandchildren attend a school referenced within the proposals"

County Borough Councillor A Crimmings declared the following personal and prejudicial interest in respect of the item and left the meeting when the item was discussed and voted upon "I am employed by Coleg y Cymoedd"

County Borough Councillor J Rosser declared the following personal interest in respect of the matter - " I was appointed at the Council's 22nd AGM (17th May, 2017) to the Board of Governors – Coleg Morganwg (now Coleg y Cymoedd) for a 4 year term but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct".

County Borough Councillor S Pickering declared the following personal interest in respect of the matter – "I am on the Governing Body of Hawthorn High School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor S Belzak declared the following personal interest in respect of the matter - " I am on the Governing Body of YGG Pontsionnorton & Cilfynydd Primary but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor M Powell declared the following personal interest in respect of the matter - "I am on the Governing Body of Hawthorn High School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor L Hooper - declared the following personal interest in respect of the matter - "I am on the Governing Body of Gwauncelyn Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor J Brencher - declared the following personal interest in respect of the matter - "I am on the Governing Body of Maesycoed and Coedylan Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor J Bonetto declared the following personal interest in respect of the matter - "I am on the Governing Body of Hawthorn High School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor H Fychan declared the following personal interest in respect of the matter - "I am on the Governing Body of YG Evan James and Coedylan School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct"

County Borough Councillor L Walker declared the following personal interest in respect of the matter – "My grandchildren attend a school referenced within the proposals".

Mr C Bradshaw " I was appointed at the Council's 22nd AGM (17th May, 2017) to the Board of Governors – Coleg Morganwg (now Coleg y Cymoedd) for a 4 year term"

Agenda Item 3 – Education & Inclusion Services Planned Capital Programme

County Borough Councillor J Rosser declared the following personal interests in respect of the matter – " I am on the Governing Body of Alaw Primary School and Trealaw Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor T Leyshon declared the following personal interests in respect of the matter – " I am on the Governing Body of Trehopcyn Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor R Lewis declared the following personal interests in respect of the matter – " I am on the Governing Body of YGG Abercynon School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor A Morgan declared the following personal interests in respect of the matter – " I am on the Governing Body of Darrenlas Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor A Crimmings declared the following personal interests in respect of the matter – " I am on the Governing Body of Aberdare Park Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor M Norris declared the following personal

interests in respect of the matter – " I am on the Governing Body of Cwmclydach Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor P Jarman declared the following personal interests in respect of the matter – " I am on the Governing Body of Caegarw Primary School and Mountain Ash Comprehensive School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

County Borough Councillor G Davies declared the following personal interests in respect of the matter – " I am on the Governing Body of Ysgol Gynradd Gymraeg Ynyswen School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct."

134 21ST CENTURY SCHOOLS PROGRAMME - PROPOSALS TO REORGANISE PRIMARY SCHOOLS, SECONDARY SCHOOLS AND SIXTH FORM PROVISION IN THE GREATER PONTYPRIDD AREA

The Director of Education & Inclusion Services advised Members of the outcome of the recent consultation in respect of proposals to reorganise primary schools, secondary schools and sixth form provision in the greater Pontypridd area, following the Cabinet decision on the 3rd October, 2018.

Members were referred to the appendix of the report which provided detailed information regarding the consultation process that was undertaken with the relevant stakeholders, including the rationale behind the proposals, which for the benefit of the Members the Director provided detail on at the meeting. The Director also confirmed that details of all of the consultation feedback had also been made available to the Cabinet Members from the 1st March, to ensure Members had sufficient time to review the detailed consultation responses received.

The Director informed the Cabinet Members that following the consultation period all the proposals had been revisited and the impact of the proposals on the quality and standards of education, the community, and transport arrangements, had been reassessed.

The Director advised that following the consultation it was proposed that all of the original proposals be taken forward apart from the proposal in respect of Gwauncelyn School catchment area. The Director recommended to Cabinet that the catchment area for Gwauncelyn Primary School remains within the Bryncelynnog Comprehensive School catchment area and does not transfer to the new 3-16 school for Hawthorn. She advised that since the consultation commenced in October 2018, the large brownfield site at Llanillid, Llanharan has been purchased by two major developers and the Council has entered into site master planning with the developers, to provide pre-planning advice and guidance. For the site to be developed, a new secondary school would be required, which, would have an impact on a number of other schools as the new housing development grows. Furthermore, the Council's Local Development Plan would need to be reviewed in 2021, or an equivalent plan developed

Members were advised that if the proposals outlined within the report did

proceed, it was proposed that £37.4 million be invested in building new or refurbishing / remodelling existing buildings to ensure that the pupils of Rhondda Cynon Taf have a high quality, viable and sustainable 21st Century learning environment.

The Cabinet Member for Education & Lifelong Learning thanked the Director, her staff and the consultation team for the work undertaken in respect of the consultation. She thanked all those that responded to the consultation for the feedback, including the work undertaken by the Children & young People Scrutiny Committee and the additional meetings that were provided to assist in discussions regarding the proposals. The Cabinet Member commented that it was disappointing to note that 47% of the responses had been provided on a modified template from the original, which therefore did not provide the full views that needed to be captured adding that 109 of these forms were duplicates with different signatures, however she added that all had still been considered as part of the process.

The Deputy Leader thanked the Director and her team for the early sight of the consultation responses from the 1st March, which provided Cabinet Members the additional time needed to review the proposals and reflect on the responses.

The Cabinet Member responsible for the Welsh Language commented on the proposals adding that the investment if taken forward would provide a clear opportunity to grow the Welsh language provision within the County Borough and assist with achieving the Welsh Government target of increasing the number of Welsh speakers by 2050.

The Leader welcomed the following County Boroughs to address the Committee in respect of the proposals:

County Borough Councillor S Belzak, L Hooper, J Brencher, H Fychan, M Powell, S Pickering and L Walker.

Following the Councillors comments the Leader welcomed the following members of the public who spoke on the item:

Mrs E Haf, Ms L Chinnock-Davies, Ms L Williams, Ms C King, Mr E Mead, Ms J Warner, Ms K Bury, Ms S Churchill & Mr. J Beynon.

The Director, Education & Inclusion services responded to the comments made by both County Borough Councillors and the members of the public, advising that the proposed investment of £37.4 million would improve the quality of education provided within the County Borough for the future of the young people, adding that the rationale behind all of the proposals, as outlined within the report was compelling when looking at the data available. The Director commented on issues of sustainability adding that the current situation with deficit budgets would continue if changes were not considered. The Director also spoke of the priority in investing in Welsh medium provision across the County Borough and addressed the transport issues that had also been highlighted. The Director concluded by stating that the wellbeing of learners was paramount and it was essential that the needs of learners were met, which could only be achieved through quality investment.

The Deputy Leader thanked all of the Members and the public for their valuable contributions to the meeting and commented that no objections to the proposal had been received from parents of Heol -y-Celyn primary School. The Deputy Leader sought further clarification from the highways officer in respect of the

proposed journey for students at the YGG Pontsionnorton to which the officer clarified.

The Cabinet for Stronger Communities, Well-being & Cultural Services also clarified with the highways officer the transport provision for those students seeking 6th form provision and those students who could potentially choose to attend YGG Abercynon Primary School rather than the proposed Heol-Y-Celyn. The Highways Officer added that in respect of 6th form provision, this would be provided beyond a 2mile radius and that in respect of primary schools, transport would be provided to the nearest school or catchment school by a 1.5mile radius, adding that those parents choosing to send their children to YGG Abercynon Primary from YGG Pontsionnorton would be provided transport to either of the schools.

The Cabinet Member for Corporate Services queried what process were in place to ensure road safety provision and any mitigating factors taken into consideration to alleviate an additional traffic. The Highways officer advised that the normal processes would be taken forward with a transport assessment and safe route assessment, which would all be undertaken before a school was opened.

The Leader confirmed with the Director of Education & Inclusion Services that there were currently surplus places with both YGG Abercynon Primary School and YGG Evan James.

The Cabinet Member for Welsh Language reflected on a decision taken by the Council in respect of the changes and investment in YG Llanhari and Ysgol Garth Olwg and the worry of the public at the time, agreeing that change was never easy, however he commented on the benefits now being witnessed and reiterated the need to invest in new facilities.

The Cabinet Member for Enterprise, Development & Housing spoke that in his view the proposals outlined within the report were taking education forward and in the right direction and commented on the success of other 3-16 school provision witnessed across the County Borough. He added that it was important that the Council ensure that the facilities available to young learners was fit for purpose, with better facilities and learning environments being provided. He added that he appreciated the reservations held by some parents to the proposals in respect the transition but added that he felt the proposals was moving education in the right direction.

The Cabinet Member for Stronger Communities, Well-being & Cultural Services clarified the Councils position in respect of the accountability of Coleg y Cymoedd. The Chief Executive advised that as a Board Member this was viewed very seriously, commenting on the recent positive Estyn inspection held at the College. The Leader also commented on this aspect, adding that due to a difference in data collection the performance of the college could not be compared to those of 6th form provision, due to a difference in the measures used to calculate the performance.

The Leader also took the opportunity to clarify the Council's Welsh education strategy provision and the Director confirmed that significant focus had been placed on the need to increase the provision across the County Borough and the significant commitment to invest £60million adding that the Council were being proactive with their developments.

The Cabinet Member for Children Services enquired over the transition and support available for all involved and the Director for Education commented on the strengthened links at school cluster level which helped bring teachers together and improve consistency in policy and practice

The Cabinet Member for Education, again reiterated her thanks for all the comments made and the clarification by officers into a number of the issues raised at the meeting. She added that from listening to the comments it was clear that all had involved wanted the same outcome for the young learners of the County Borough and that was to ensure quality education was provided. The Cabinet Member commented that to provide such quality, investment in provision and resources was essential. She added that things could no longer remain static and referred to the surplus places within 6th form provision and the deficit budgets being carried forward by schools which was unsustainable. She commented on the 3-16 education provisions and the benefits witnessed with removal of any transition period and commented on other 3-16 provisions across the County Borough which had seen significant improvements.

The Cabinet Member commented on the proposed investment into Welsh medium education and the provision of brand new facilities.

The Cabinet member also agreed with the proposal to not take forward the changes to the catchment area of Gwauncelyn for the reasons identified within the report.

The Cabinet Member concluded that taking on board everyone's comments and the robust and detailed report before Members she moved the recommendations outlined within the report.

It was **RESOLVED**:

1. To note the information contained within the Consultation Report, which includes details of items of correspondence received during the consultation exercise and notes of the various meetings held.
2. To consider the contents of the attached Consultation report and note its publication and distribution to the relevant stakeholders as required by the Welsh Government School Organisation Code.
3. That following consideration of the outcomes of the consultation, including the Equalities Impact Assessment, Community Impact Assessment and Welsh Language Impact Assessment, to progress the proposals to the next stage of the review process by:
 - i. Agreeing to publish the Consultation Report: AND
 - ii. Issuing appropriate Statutory Notices after the Consultation Report is published.
4. To amend the proposals in relation to catchment changes such that there will be no change to the catchment area of Bryncelynnog Comprehensive School.

N.B.

- Following conclusion of the item County Borough Councillor M Powell,

queried the Call In process and the Legal Officer confirmed that any or all of the recommendations could be taken forward for Call In.

- At the conclusion of this item the following County Boroughs left the meeting H Fychan, M Diamond, L Walker, S Belzak, M Powell, S Pickering.
- A number of declarations pertaining to this item were made at the meeting to which minute number 133 refers

135 EDUCATION & INCLUSION SERVICES PLANNED CAPITAL PROGRAMME 2019/20

The Head of 21st Century Schools provided Cabinet Members with details of the capital works for approval for 2019/20 as part of the Council's three-year Capital Programme.

The Head of Service reminded Cabinet Members that an amount of £6.886M had been allocated to the planned capital programme (minor works) for 2019/20, as agreed by Council on the 6th March 2019. She continued by advising that continuation of the three-year rolling Capital Programme and sustaining the level of funding would continue to make significant enhancements to the quality of the Council's school premises and has been a vital part of the Council school modernisation programme which has undoubtedly contributed to improved standards. Members were advised that the 2019/20 allocation includes £1.500M of additional resources allocated to schools and Members were referred to Appendix 10 of the report which outlined further detail.

Members were referred to section 5 of the report where the proposed allocations of the planned capital programme funds for 2019/20 were outlined. It was advised that further details of the programmes of work were detailed in appendices 1 – 10 of the report.

Cabinet Member for Education & Lifelong Learning welcomed the report and the investment being taken forward within the schools identified, which she felt would help modernise the buildings and improve the environment for children to learn.

The Leader also commented on the additional investment and the significant progress made with the programme.

With the agreement of the Leader, County Borough Councillor P Jarman also spoke on this item.

Following discussions the Cabinet **RESOLVED**:

1. To approve the Education Capital Programme priority schemes for 2019/20 as outlined in Appendices 1-10 of the report and to approve scheme commencement.

N.B – A number of declaration of interest were made pertaining to this item which Minute No.133 refers.

**HIGHWAYS, TRANSPORTATION AND STRATEGIC PROJECTS
SUPPLEMENTARY CAPITAL PROGRAMME**

The Service Director, Frontline Services provided Cabinet Members with the detailed capital programme for Highways, Transportation and Strategic Projects for 2019/20.

Members were provided with the detail against the specific 2019/20 capital allocations of £15.032M in favour of Highways Technical Services and of £10.934M in favour of Strategic Projects. It was added that these allocations were being made in order to safeguard the long-term integrity of the highways and transportation network and to enhance it, so as to deal with ever increasing travel demands. Reference was also made to Welsh Government funding and the Cardiff Capital Region City Deal. The Service Director referred Members of section 4.1.4 of his report which provided details of the programme and funding allocation.

The Leader welcomed the investment and advised Members that the programme was a rolling programme of work with the next phase of approvals coming forward in the Autumn. He welcomed the recognised improvements to highways infrastructure based on the data in the report. The Leader took the opportunity to discuss the additional funding that had been made to the flood alleviation scheme following the effects of Storm Callum and also referenced other potential grants that may be coming forward later in the year from Welsh Government.

The Deputy Leader commented on the successful investment that had been recognised across the County Borough and made specific reference to the investment in bridge structures.

With the agreement of the Leader, County Borough Councillors P Jarman and G Davies spoke on this item.

Following discussions it was **RESOLVED**:

1. To note and approve the Supplementary Capital Programme for Highways, Transportation and Strategic Projects as detailed within the report.
2. To note that the current allocations are part of a 3-year capital programme and agreed to delegate authority to the Group Director, in consultation with the Leader of the Council and the Director of Finance and Digital Services, to extend activity to deliver additional projects during the financial year where capacity exists for accelerated delivery in accordance with the purpose of the wider programme.

N.B.

- As County Borough Councillor R Bevan left the meeting when the item was discussed he refrained from voting on the item.
- County Borough Councillor J Rosser left the meeting during this item.

The Head of ICT provided Members with his report which looked at the proposal of relocating the Council's Datacentre facility, which forms part of a wider work programme to support the ongoing delivery of the Council's Digital Strategy 2020.

Members were advised that following the refurbishment of Rhondda Fach Leisure Centre an opportunity exists to create a new Datacentre facility and to allow for the relocation of the Council's computer systems, and infrastructure from Bronwydd. Officers from Corporate Estates and ICT have undertaken a review and due diligence with regard to the opportunity and the outcome of this review has been used to inform the proposed way forward.

Members were advised of the benefits of utilising the site and reference was made to the Council's proposal to transform Adult Social Care with Bronwydd House, the current data centre location being identified as a site for Extra Care housing developments.

Details of the proposed options for the roll out of the datacentre relocation were provided by the Head of Service.

The Cabinet Member, Corporate Services welcomed the investment into the infrastructure for digital services, commenting that any lack of investment would be a risk to the Council and that with continued investment more and improved online services would be available in the future. The Cabinet Member agreed that Option B was the best way forward.

The Cabinet Member for Environment, Leisure & Heritage Services welcomed the move to the Rhondda Fach Leisure Centre adding that this move could potentially increase the gym facilities membership within the Centre.

The Cabinet member for Enterprise, Development & Housing also spoke positively of the move, adding that this was the first office based move into the Rhondda Fach.

The Leader referenced a similar approach taken with Abercynon Leisure Centre, that had worked well, adding that the Council were maximising on the buildings capacity offering staff accommodation and leisure facilities to then both staff and the general public. The Leader reiterated the Cabinet Members comments in respect of the importance of investment into the area and the opportunity to take forward the development of the Extra Care facility at Bronwydd House.

Following discussions it was **RESOLVED:**

1. To the proposals set out in Section 6 of the report for the relocation of the Councils Datacentre from Bronwydd to Rhondda Fach Leisure Centre.
2. For the Head of ICT to work in conjunction with the Director of Estates to ensure that works are undertaken in the most economically advantageous way.
3. To include the scheme in the capital programme utilising funding previously agreed and on the basis of the costs and resource

requirements outlined in section 9 of the report.

N.B

- Councillor Webber had left the meeting during the discussions she refrained from voting on this item.
- County Borough Councillors P Jarman and G Davies left the meeting at this juncture.

138 PRE-SCRUTINY - PLAY SUFFICIENCY ASSESSMENT 2019-20

The Director of Communications & Interim Head of Democratic Services advised Members of the outcome of the Pre-scrutiny undertaken by the Children & Young People Committee on the 13th March in relation to the Play Sufficiency Assessment.

Members were advised at the meeting of the Children & Young People Scrutiny Committee Members discussed the Assessment and provided comments in respect of:

- Highways Issues in respect of parking at play areas
- Importance of play area developments within the LDP
- Raising Awareness of play schemes within School holidays
- To receive a progress review in a twelve month time

Following the update by the Director the Head of Community Wellbeing and Resilience proceeded to provide Members with details of the play sufficiency assessment.

Members were advised that the preparation of the Play Sufficiency Audit was a statutory duty of the Council and as well as establishing a baseline of provision, the Play Sufficiency Assessment enables:

- Identification of gaps in information, provision, service delivery and policy implementation
- Support the establishment of evidence to give an indication of distance travelled in relation to play sufficiency
- Highlight potential ways of addressing issues relating to partnership working
- The input and involvement of all partners increasing levels of knowledge and understanding
- A monitoring system which will involve and improve communication between professionals
- The identification of good practice examples
- Increased levels of partnerships in assessing sufficient play opportunities
- The identification of actions for the Securing Play Sufficiency Action Plan which accompanies the Play Sufficiency Assessment

Members were referred to Section 5 of the report which highlighted the findings following the assessment through a RAG system

The Cabinet Member for Children & Young people thanked the officer for the report and thanked the Children & Young People Committee for their robust scrutiny of the assessment.

Following discussions it was **RESOLVED**:

1. To note the comments and observations of the Children & Young People Scrutiny Committee referenced in section 5 of the report.
2. To endorse the recommendations outlined within the Play Sufficiency Assessment report as attached as Appendix B of the report (and for ease of reference as listed below):
 - i. Consider the PSA for 2019-20 and the supporting action plan.
 - ii. Endorse the PSA and action plan and agree for it to be submitted to Welsh Government.
3. To endorse the publication of the play sufficiency assessment to the Welsh Government by the 31st March, 2019.

This meeting closed at 1.45 pm

**Cllr A Morgan
Chairman.**



RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNCIL CABINET

Minutes of the meeting of the Cabinet held on Tuesday, 9 April 2019 at 2.00 pm 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 Hanagan, Service Director of Democratic Services & Communication
Mr G Isingrini, Group Director Community & Children's Services
Mr N Wheeler, Group Director – Prosperity, Development & Frontline Services
Mr R Evans, Director of Human Resources
Mr A Wilkins, Director, Legal Services
Mr B Davies, Director of Finance & Digital Services
Ms G Davies, Director of Education and Inclusion Services
Ms C Jones, Head of Access & Inclusion
Ms A Richards, Head of 21st Century Schools
Mr I Traylor, Service Director – Pensions, Procurement & Transactional Services

Others in attendance

Councillor G Davies
Councillor T Williams

139 DECLARATION OF INTEREST

In accordance with the Councils Code of Conduct the following declarations of interest were made:-

Agenda Item 6 – Proposal To Re-Align Learning Support Class Provision Within RCT

- County Borough Councillor R Bevan declared the following personal interest in respect of the item- “I am on the Governing Body of Pontygwaith Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct”
- County Borough Councillor M Webber declared the following personal interest in respect of the item- “I am on the Governing Body of Heol Y Celyn Primary School but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code

of Conduct”

Agenda Item 7 – Planning for Welsh Medium Education Places.

- County Brough Councillor R Lewis declared the following personal interest in respect of the item- “I am on the Governing Body of YGG Abercynon Primary but my interest is not prejudicial because of the exemption contained within paragraph 12(2) (a)(iii) of the Members Code of Conduct”

140 MINUTES

The Cabinet **RESOLVED** to approve minutes of the 19th March, 2019 as an accurate reflection of the meeting.

141 SCRUTINY WORKING GROUP: RECYCLING IN COMMUNITY AREAS

The Service Director, Democratic Services & Communication provided Cabinet with the interim report of the Scrutiny Working Group established to deal with ‘Recycling in Communal Areas’. Members were advised of the background to the scrutiny review regarding low recycling figures and lack of ownership in respect of communal waste recycling, the inability to identify offenders of contamination and the potential for fly tipping.

Members were made aware of the work undertaken so far through the utilisation of two sub groups of the working group, one looking at Social Landlords and one looking at enforcement.

At this juncture in the meeting the Chairman welcomed the Vice Chair of the Committee, Councillor T Williams to address the Cabinet.

The Group Director, Prosperity, Development & Frontline Services also spoke positively on the work undertaken by the working group and suggested that a trial be undertaken in Rhydyfelin as the area lent itself to the objectives of the trial as it housed all types of house in one area. The Group Director also referenced the trial undertaken in Ynysybwl with a letter scheme and the positive effects witnessed which he hoped would be reflected in Rhydyfelin with the scrutiny proposals.

The Deputy Leader thanked the working group and the Group Director for their work and welcomed the trial in the Rhydyfelin area and the potential improvements to recycling.

The Cabinet Member for Environment, Leisure & Heritage Services thanked the Scrutiny working group for their work to date and spoke of the positive meetings that scrutiny were conducting with Social Landlords. The Cabinet Member welcomed the scrutiny recommendations and the recent improvements witnessed in Ynysybwl and fully supported the trial and the scrutiny work going forward.

Following discussions it was **RESOLVED**:

1. To acknowledge the Interim report of the Scrutiny Working Group;
2. To the Interim recommendations put forward by the Scrutiny Working

Group, as set out below:

- a) That a community recycling engagement event, as set out in paragraph 4.6 of the report, is held at one of the following areas, which have been identified as areas of poor recycling and high levels of black bag waste, in partnership with the Social Housing Landlords and the Council's Streetcare Services team:
 - Rhydyfelin
- b) To consider progressing an appropriate pilot scheme in one of the above areas, such as the coloured refuse bags scheme/ or the 'Red/Amber/Green' letter scheme, as referred to in paragraph 4.6 of the report.
- c) To direct the Council's legal department to undertake meetings with the Housing Associations in respect of data sharing and/or Service Level Agreements, as set out in paragraph 4.7 of the report; and,
- d) That Waste Services are consulted on major planning applications, as appropriate and as referenced in paragraph 6.2 of the report.

142 21ST CENTURY SCHOOLS PROGRAMME - PROPOSALS TO IMPROVE EDUCATION PROVISION IN THE CYNON VALLEY

The Director, Education & Inclusion Services advised Members of the outcome of the recent publication of a Statutory Notice in respect of proposals to improve and increase education provision in Hirwaun by investing in a new school for Hirwaun Primary School and the proposal to Improve Welsh medium education provision by increasing the supply of places in the Upper Cynon Valley by making Penderyn Community Primary School, currently a dual language school, a Welsh medium Primary School.

Members were advised that 9 objections had been received consisting of letters, emails and 3 petitions and details of the objections and the responses were provided in Appendix 1 of the document.

The Director reminded Members of the views of Estyn in respect of the proposals in that a beneficial impact would be seen if the proposals were taken forward.

Members were advised that if the proposals were taken forward it was proposed that a new school building be constructed to accommodate the new Hirwaun Primary School and it is estimated that the cost of this work would be approximately £10.4m.

The Cabinet Member for Education & Lifelong Learning commented on the proposals and the improvements to the education provision if the proposals were taken forward. She confirmed that the Penderyn Community Primary School would continue to allow new English medium admissions until such time that the change in category of Penderyn Community Primary School, from a dual language school to a Welsh medium school, comes into effect

It was **RESOLVED:**

1. To note the information contained within the Objection Report attached at Appendix A of the report, which includes a summary of the 9 objections received during the Statutory Notice period, and the comments given in response to the objections.
2. To implement the proposals as published in the Statutory Notice which will:
 - create a new school for Hirwaun Primary School by September 2021;
 - change the category of Penderyn Community Primary School from a dual language school to a Welsh medium school from September 2021;
 - continue to allow new English medium admissions to Penderyn Community Primary School until such time that the change in category of Penderyn Community Primary School, from a dual language school to a Welsh medium school, comes into effect.
3. To note that a separate report on funding arrangements will be presented to Council in due course.

143 PROPOSALS TO ESTABLISH PRIMARY EDUCATION PROVISION FOR THE LLANILID HOUSING DEVELOPMENT

The Head of 21st Century Schools advised Members of the outcome of the recent publication of a Statutory Notice in respect of proposals to establish new primary education provision to serve the new housing development at Llanilid, Llanharan, advising that no objections had been received.

She advised that the capital cost of constructing the new school would be met by the housing developers (Persimmon Homes) as part of their Community Infrastructure Levy (CIL) responsibilities.

The Cabinet Member for Education & Lifelong Learning welcomed the proposal and confirmed that the Council would assist in the design of the school although the costs would be taken forward by the housing developers.

It was **RESOLVED**:

1. To note that no objections, or comments were received in response to the publication of the statutory notice to progress this proposal;
2. To implement the proposal to increase the capacity of Dolau Primary School and construct a new extension to the current school.

144 REVIEW OF LEARNING SUPPORT CLASS REVISION IN RHONDDA CYNON TAF

The Head of Inclusion Services provided Members with details of the outcome of the publication of the Statutory Notices in respect of the proposal to realign Learning Support Class (LSC) provision within Rhondda Cynon Taf (RCT) and the rationale for the proposals were also provided.

Members were advised that a total of 16 objections were received in respect of the statutory notices and details of the objections were outlined within the appendix to the report.

The Head of Inclusion services advised that in respect of the proposals outlined in paragraph 5.1.6 - 5.1.9 of the report no pupils would be affected by the proposals and in respect of the proposal at paragraph 5.1.10 two pupils would be affected. It was added that parents would be consulted regarding educational provision. These two pupils would be offered either a bespoke package of support to remain within mainstream provision at Heol y Celyn Primary School or placement in the LSC at Gwaunmeisgyn Primary School. Members were reminded that in respect of 5.1.4 of the report as agreed by Cabinet, the one remaining pupil currently accessing the Foundation Phase LSC at Penrhys Primary School will be offered a bespoke package of support to remain within mainstream provision in Penrhys Primary School.

The Head of Inclusion Services added that following consideration of the objections received during the Statutory Notices period an amendment to one of the original proposals had been suggested. Due to the number of pupils that potentially would be accessing Key Stage 2 (KS2) LSC provision it was proposed to continue with the relocation of the Foundation Phase LSC to Cwmbach Primary School with effect from 1st September 2019, but not to close the KS2 provision in Caradog Primary School at this time. This would provide continuity in learning for eight KS2 learners in this school who have already experienced a number of school changes, as they progress through the last phase of their primary education.

With the agreement of the Chairman the following members of the public spoke on this item: Ms G Smith, Ms R Clark and Ms M Love.

The Leader asked officers to respond to the comments made by the public speakers in respect of capacity and the number of unit's available and the Director confirmed that the learning support class provision was constantly reviewed to ensure that provision was in the right place at the right times. The Director commented on the array of specialist provision that was available and added that the Council could only look at the current demands and projected numbers, although there was the scope to expand on the provision if needed.

The Cabinet Member for Education & Lifelong Learning thanked the public speakers of their contribution to the meeting. She added that the schools listed were subject to a large number of surplus places and added that no pupils would be affected by the majority of the proposals, with bespoke packages being made available to the two that would be affected. The Cabinet Member welcomed the amendment to the proposal in respect of Caradog School. The Cabinet Member also spoke of the provision of support through staffing and assured all that this high standard of provision would continue to be provided.

The Deputy Leader reiterated the need for the provision to be kept under review and assured that the Council would ensure that the best facilities possible would be provided to the children and young people of the County Borough.

The Leader suggested that in respect of the amended proposals with Caradog school that the provision be kept under review in relation to need and demand.

Following discussions it was **RESOLVED**:

1. To consider the information contained within the report and the Objection

Report in Appendix A, which includes details of objections received during the Statutory Notice period, and the comments given in response to the objections.

2. To implement the proposals as published in the Statutory Notices which will:
 - a) Open Key Stage 3/4 LSC provision for pupils with Complex Learning Difficulties in Treorchy Comprehensive School with effect from 1st September 2019.
 - b) Open Key Stage 3/4 LSC provision for pupils with Social, Emotional and Behavioural Difficulties in Ysgol Nant Gwyn with effect from 1st September 2019.
 - c) Relocate the Foundation Phase LSC for pupils with Complex Learning Difficulties from Caradog Primary School to Cwmbach Primary School, creating a cross phase provision from Foundation Phase to Key Stage 2 with effect from 1st September 2019.
 - d) Relocate the Foundation Phase LSC for pupils with Complex Learning Difficulties from Penrhys Primary School to Maerdy Primary School, creating a cross phase provision from Foundation Phase to Key Stage 2 with effect from 1st September 2019.
 - e) Re-designate 1 Foundation Phase LSC for Complex Learning Difficulties in Darran Park Primary School and 1 Foundation Phase Observation and Assessment Class at Llantrisant Primary School to become 2 Early Years Assessment and Intervention LSCs for pupils under statutory school age with significant presenting needs with effect from 1st September 2019.
 - f) Close the Foundation Phase LSC for pupils with Complex Learning Difficulties in Heol y Celyn Primary School with effect from 31st August 2019 noting no pupils would be affected by this proposal.
 - g) Close the Foundation Phase LSC for pupils with Complex Learning Difficulties in Penrhys Primary School with effect from 31st August 2019 noting no pupils would be affected by this proposal.
 - h) Close the Key Stage 2 LSC for pupils with Social, Emotional, and Behavioural Difficulties in Penywaun Primary School with effect from 31st August 2019 noting no pupils would be affected by this proposal.
 - i) Close the Foundation Phase LSC for pupils with Complex Learning Difficulties in Pontygwaith Primary School with effect from 31st August 2019 noting no pupils would be affected by this proposal.
 - j) Close the Key Stage 2 LSC for pupils with Complex Learning Difficulties in Heol y Celyn Primary School with effect from 31st August 2019 noting two pupils would be affected by this proposal.
 - k) Agree to an amendment of the proposal in relation to the closure of the Key Stage 2 LSC for pupils with Complex Learning Difficulties in Caradog Primary School. It is proposed the LSC will now close on 31st August

2023 and not the 31st August 2019. This will ensure that no pupils would be affected by this proposal. No further pupils will be placed in the provision. However this decision will be kept under review based on demand level until August 2023

3. To the publication of the relevant Decision Notices in respect of the proposals taken forward as required by the School Organisation Code.

145 PLANNING FOR WELSH MEDIUM EDUCATION PLACES

The Director, Education & Inclusion Services referred Members to her report which provided Members with an update on the demand and supply of Welsh Medium Education places in the County Borough.

Members were referred to section 4.4 of the report which provided detail of the current supply and demand within the County Borough for Welsh medium primary schools. The Director advised that the majority of the Welsh medium primary schools did have sufficient surplus places to meet the demand for places. However, there were a number of schools where demand was close to outstripping the supply and Members were reminded of the actions being taken forward to address these issues.

Members were also referred to the supply and demand for Welsh medium secondary schools as detailed within the report and were advised that similar to the primary schools, other than YG Rhydywaun, there were sufficient surplus places to meet the future demand for school places. Members were reminded that before Christmas 2018, Cabinet approved a £10.2m investment to improve the facilities and increase the capacity of YG Rhydywaun by a further 162 places, creating a 1,200 capacity school.

The Director provided an update on the future plans to develop and enhance Welsh Medium Provision across the County Borough and investment that would need to be taken forward with details of site suitability and current buildings replacement needing to be considered in the near future.

The Director concluded that the Council has an excellent track record of planning for school places, ensuring that there are sufficient school places to meet local need and parental choice for English and Welsh medium provision. She added that her report sought to put in place further plans to ensure sufficient capacity to grow the existing Welsh medium provision and to improve the quality of the educational experience by providing 21st Century School learning environments.

The Cabinet Member for Education & Lifelong Learning commented on the demand and supply and the actions being taken forward by the Council to increase supply and access to meet the needs across the County Borough.

The Cabinet Member for Welsh Language welcomed the report and the constant review of provision across the County Borough, allowing the Council to respond to demand when needed.

The Leader also welcomed the report and the level of investment that the Council had taken forward and were proposing to take forward across the County Borough.

Following discussion it was **RESOLVED**:

1. To note the current position in terms of the supply and demand of Welsh Medium primary and secondary schools places across the County Borough;
2. To note the action being taken by the Council to increase the supply of Welsh Medium places where the demand is projected to exceed supply;
3. To undertake a feasibility study and submit a business case to Welsh Government to either refurbish the existing Ysgol Gyfun Cwm Rhondda facilities or relocate the School to new 21st century facilities to be built in the Rhondda and to report back to Cabinet at a future date;
4. To undertake a feasibility study to identify a suitable site to build a new school for Ysgol Gynradd Gymraeg Llyn Y Forwyn, and to report back to Cabinet at a future date;
5. To commit to opening a new Welsh Medium Primary School to serve planned housing developments to the south of Llantwit Fardre/Church Village, if the developments proceed;
6. To undertake a feasibility study to explore the opportunities to increase the availability of Welsh Medium primary school places in the Cynon Valley, south of Aberdare, and to report back to Cabinet at a future date.

146 HIGH STREET RATE RELIEF SCHEME 2019/20

The Director of Finance & Digital Services provided Members with information about the latest (extended) Wales High Street and Retail Relief Scheme (“the scheme”) that would provide rate relief for businesses, which has been announced by the Welsh Government (WG) and is effective from 1st April 2019.

The Director commented that the scheme for 2018/19 included a maximum award of either £250 (for premises with a rateable value up to £12,000) or £750 (for premises with a rateable value of between £12,000 and £50,000), with the scheme providing total relief of £137,350 to 504 business ratepayers in Rhondda Cynon Taf in 2018/19.

He continued by adding that Welsh Government had announced that for 2019/20 the scheme would provide relief of up to £2,500 on the business rates bill for all occupied retail properties with a rateable value of £50,000 or less (subject to State Aid limits).

The Cabinet Member for Corporate Services thanked the officer for the report, especially due to the short timescales following details of the announcement of the scheme by the Welsh Government. The Cabinet Member welcomed the uplift as outlined in the report.

The Leader also spoke positively on the scheme and spoke of the need to amalgamate the numerous schemes that are available for the benefit of office staff and traders and to streamline processes.

It was **RESOLVED**:

1. To note the details of the scheme detailed in this report; and
2. That for the financial year 2019/20, the scheme shall apply to the types of premises described in this report and that the Director of Finance & Digital Services be authorised to apply the relief to qualifying ratepayers.

147 EXCLUSION OF PRESS AND PUBLIC

It was **RESOLVED**: "That the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act (as amended) for the following items of business on the grounds that it involves the likely disclosure of the exempt information as defined in paragraph 14 of Part 4 of the Schedule 12A of the Act".

148 STRATEGIC PARTNERSHIP OPPORTUNITY

The Director of Finance & Digital Services provided Members with details on the current position to appoint a strategic partner to create a scalable Centre of Excellence for Revenues and Benefits Services following the completion of the procurement process, which contained exempt information.

Following discussions it was **RESOLVED**:

1. To consider the outcome of the procurement process;
2. To proceed with the appointment of a strategic partner, as identified within the report;
3. To authorise officers to :
 - i. award the contract and to put in place the necessary arrangements for transition and go-live; and
 - ii. engage with the staff groups impacted by this proposal alongside the recognised trade unions, to implement the detail of the strategic partnership arrangement as detailed in section 7 of the report.

This meeting closed at 3.02 pm

**Cllr A Morgan
Chairman.**

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

THE FUTURE OF COMMUNITY DAY CENTRES – CONSULTATION REPORT

REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES IN DISCUSSIONS WITH COUNCILLOR GERAINT HOPKINS, CABINET MEMBER FOR ADULT COMMUNITY SERVICES & WELSH LANGUAGE

Author Paul Mee, Director – Public Health, Protection & Community Services

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to update Members on the outcome of the six week focussed consultation exercise undertaken on the future of the remaining open access community day centres and to make recommendations to Cabinet following that consultation.

2. RECOMMENDATIONS

It is recommended that the Cabinet:

- 2.1 Considers the responses to the public consultation exercise undertaken in respect of the remaining four open access community day centres as identified in paragraph 4.1 of the report;
- 2.2 Subject to 2.1 above, approves the closure of the remaining open access community day centres, with the exception of Gilfach Goch Community Day Centre which will remain open; and
- 2.3 Subject to 2.2 above, authorise the Director, Public Health, Protection & Community Services to explore alternative provision for existing service users through existing third sector organisations in the communities concerned or where appropriate, through the developing Community Hubs.

3. REASONS FOR RECOMMENDATIONS

- 3.1 There are four remaining open access Community Day Centres in the County Borough. These provide a relatively small number of daily meals and a limited programme of activities for people over 50 years of age.
- 3.2 The majority of the remaining open access community day centres are under-utilised and the current service model does not meet the needs of the majority of older people in our communities and is no longer sustainable. There is a need to continue to modernise and reconfigure the community services offer to our people through the continued development of Community Hubs that support a wider range of service provision through a neighbourhood network working in partnership with the third sector. It is proposed that any potential contribution these proposals will make to the Council's Medium Term Financial Plan will be used to maintain essential assessed adult social care services.

4. BACKGROUND

- 4.1 At its meeting of the 21st November 2018, the Cabinet approved that a six week focussed consultation with service users and the local communities be undertaken on the future of the remaining four Community Day Centres:
- Gylfach Goch Day Centre;
 - Brynnar Jones Day Centre, Gelli;
 - Teifi House Day centre, Maerdy;
 - Nazareth Day Centre, Williamstown.
- 4.2 This decision was made in response to concerns over the low usage (people are choosing not to attend); the increasing cost to the Council of providing the day centres; the potential significant capital investment required to retain the centres, and the wider pressures on the Council's budget from the growing needs of residents requiring assessed care and support. These issues were set out in greater detail in the [Cabinet paper presented on 21st November 2018](#).
- 4.3 The consultation exercise ran for a period of six weeks from the 21st January 2019 to the 4th March 2019. The consultation exercise involved eight drop in events; two held at each of the four day centres. An online survey was created and placed on the Council's website.
- 4.4 In total, 331 responses were received to the consultation survey. The drop in sessions at each day centre were well attended by service users and in some instances residents of the local communities. The full consultation report is presented at Appendix I and the key points are summarised as follows:

- 89.4% of the respondents to the survey attend one of the four days centres.
- 82.7% of the respondents said that the main reason for using the day centres was to meet friends and socialise.
- Many respondents said they would not access alternative community facilities if the day centres were not available.
- Some service users were also concerned about clients attending the learning disability services at both Brynnar Jones and Gilfach Goch day centres.
- Respondents suggested more promotion, broadening the use of the facilities and including intergenerational uses as ways to improve the centres.

4.5 A petition was received in support of Gilfach Goch Day Centre with 488 signatures. A letter from Councillor A. Roberts was also received in support of Gilfach Goch Day Centre and this is included at Appendix II.

4.6 The most significant potential issues identified by current service users are the perceived loss of opportunities to meet and socialise in these premises and the loss of access to a subsidised meal.

4.7 Other residents who attended some of the drop in events were concerned over the buildings being potentially left empty and falling into disrepair. They expressed support for exploring wider community uses that would keep the buildings open and may be more sustainable.

5. DISCUSSION

5.1 It is clear from the consultation exercise that the majority of service users would understandably prefer that the centres remain open and that the provision of hot meals and activities remain available. Service users identify the potential for greater social isolation and the loss of hot meals as being significant impacts from the potential closure of the day centres.

5.2 The centres are clearly valued by the existing service users. However, this must be considered in the context of relatively low usage of these facilities by people over 50 in the communities. Table I provides a detailed breakdown of the average meals provided each day and the net cost to the Council.

Table I – Community Day Centres – Usage & Net cost per meal

Community Day Centre	Average meals per day			Net cost per meal served 2018/19
	2016/17	2017/18	2018/19	
Teifi House	15	13	11	£20.96
Brynnar Jones	29	25	22	£11.43
Nazareth House	21	19	20	£16.90
Gilfach Goch	30	29	34	£7.03

- 5.3 The low usage levels at these facilities has remained fairly static with relatively few meals being provided each day. The net cost per meal to the Council is significant at all centres and in one case is nearly £21 per meal.
- 5.4 There is a programme of activities at Teifi House and Brynnar Jones (only one afternoon each week) and Gilfach Goch although these programmes are generally very limited. There are no activities held at Nazareth Day Centre in Williamstown.
- 5.5 Members will be aware that following the closure in 2018 of St George’s Day Centre in Tonyrefail, service users were signposted to Gilfach Goch Day Centre as an alternative. The usage for Gilfach Goch Day Centre is therefore likely to increase in 2019/20. This centre has the highest usage of the remaining four centres and the lowest net cost per meal. Gilfach Goch Day Centre and Brynnar Jones Day Centre support clients from learning disability services who also access meals at the centres.
- 5.6 The repair and maintenance requirements for each building have been assessed by Corporate Estates and it is estimated that over the next five years repair requirements of all four buildings would cost the Council approximately £500k. The estimated repair costs for each building are all significant; the greatest cost being in respect of Nazareth House, Williamstown estimated at approximately £165k and Teifi House, Maerdy, estimated at £193k.
- 5.7 On the evidence of the small number of service users it can reasonably be argued that the existing model no longer caters for the majority of older people in our communities. The low usage and ongoing cost to the Council is not sustainable in the long term.
- 5.8 The Council has recognised the need to reconfigure its community assets and services through the development of Community Hubs. These facilities include a range of services provided by the public and third sector in accordance with the direction of travel set out in the

Social Services and Wellbeing Act. Bringing services together provides a better public service offer and creates economies of scale in terms of staffing and building costs. Making better, more cost effective use of our community assets and reinvesting resources in new or retrofitted, fit for purpose buildings will enable services to be sustainable in the longer term.

- 5.9 In Aberdare, through the RCT Together programme, the Council has agreed a leasehold transfer of St Mair's Day Centre to Age Connects Morgannwg (ACM) who are developing a Community Hub with a range of services for the local community. The Council in partnership with a third sector organisation Fern Partnership, is developing a Community Hub in Ferndale at the former Ferndale Infants School that will serve the Rhondda Fach. The South Cynon area will be served by a Community Hub located at the former Mountain Ash Day Centre. The capital investment works at both Ferndale and Mountain Ash Community Hubs is nearing completion and both are expected to be open in the early summer of 2019. Plans are also being prepared to open a Community Hub at Porth Plaza as part of the Porth town centre regeneration strategy and similarly plans are also being developed to situate a Community Hub facility at the Llys Cadwyn (former Taff Vale) site, which will be retained by the Council to provide a number of community-based functions.
- 5.10 It is anticipated that each Community Hub supports a "neighbourhood network" of community based services and provision within each community zone or area. This will link services and communities together and ensure a more strategic and sustainable approach to the delivery of community based services. The third sector provide a number of excellent facilities across the County Borough that make a significant contribution to the health & well-being of our communities with or without direct support from the Council.
- 5.11 In Maerdy for example there is a well-equipped Community Centre a short distance from Teifi House privately run by a community group. The Council could explore opportunities to link this and other facilities to the neighbourhood network model, thereby making it more sustainable and increasing usage. Residents of Maerdy will also be able to benefit from the newly developed Community Hub in Ferndale.
- 5.12 Similar opportunities exist elsewhere in the County Borough. For example, service users from Nazareth House could be signposted to nearby and well established facilities. Strengthening the links and relationships between these community assets and services will assist in mitigating and potential negative impact on service users from changes to the Community Day Services and create more sustainable services with an enhanced Community based offer.

- 5.13 RCT Together is the Council's innovative approach to engaging with its residents and communities to explore how they can work together to develop alternative delivery models that maintain services and facilities for the future. This approach has successfully led to a number of community asset transfers that has ensured that those community assets have continued to provide valued services to their local communities.
- 5.14 This approach may provide a further opportunity in respect of the community day centres should the Council determine it can no longer support the current services. This may particularly be the case in respect of facilities such as Brynnar Jones day centre which is in relatively good repair, has a design that lends itself to a variety of uses and has good transport connections.

6. EQUALITY AND DIVERSITY IMPLICATIONS

6.1 The Equality Act 2010 introduced a general equality duty and a specific public sector equality duty that is applicable to Councils. Section 149 of the Equality Act 2010 (Public Sector Single Equality Duty) requires public authorities to demonstrate that they have paid 'due regard' in their decision-making process to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and those who do not.

The relevant protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

6.2 The Council must have due regard to the impact of any proposals on those with a protected characteristic. The Council has a specific duty to publish information to demonstrate how it has paid due regard to the aims above as part of its decision-making. Undertaking an Equality Impact Assessment screening exercise (and if necessary a full Equality Impact Assessment) would be evidence that the Council has considered its legal obligations in making the decision on the recommendations in this report.

6.3 There is a potential impact on some vulnerable groups with protected characteristics (specifically older people) due to the proposed changes. Consequently a full Equality Impact Assessment has been undertaken, informed by the consultation feedback and is included at Appendix III.

7. CONSULTATION/INVOLVEMENT

- 7.1 At its meeting of the 21st November 2019, the Cabinet approved that a six week focussed consultation with service users and the local communities be undertaken on the future of the remaining four Community Day Centres.
- 7.2 The consultation exercise ran for a period of six weeks from the 21st January 2019 to the 4th March 2019. The consultation exercise involved eight drop in events, two held at each of the four day centres. An online survey was created and placed on the Council's website. The full consultation report is presented at Appendix I.

8. FINANCIAL IMPLICATIONS

- 8.1 The net budget for the Council of providing the four remaining Community Day Centres is £267,380, excluding management and support costs which it is proposed are retained to support the developing Community Hubs programme. The detailed breakdown of the 2019/20 budget for each centre is presented at Table II.

Table II – Community Day Centre 2019/20 Budget

Community Day Centre	Expenditure Budget 2019/20	Income Budget 2019/20	Net Budget 2019/20
Teifi House	£96,320	-£30,860	£65,460
Brynnar Jones	£100,720	-£38,180	£62,540
Nazareth House	£101,600	-£25,160	£76,440
Gilfach Goch	£97,410	-£34,470	£62,940
	£396,050	-£128,670	£267,380

- 8.2 There is a growing demand for and pressure on assessed social care services. Any potential financial contribution these proposals will make to the Council's Medium Term Financial Plan will be used to maintain essential assessed adult social care services.

9. LEGAL IMPLICATIONS

- 9.1 There is no statutory duty on the Council to provide Community Day Centres.
- 9.2 Where consultation is undertaken it should be done when proposals are at a formative stage; give sufficient reasons for any proposal to

permit intelligent consideration and allow adequate time for consideration and response. Following completion of the consultation process Cabinet must now give consideration to the outcome of the consultation process prior to any decision(s) being made on the future of the remaining open access community day centres.

10. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

- 10.1 The development of Community Hubs contributes to the Council's corporate priorities through redesigning local services to ensure they are integrated and efficient. The Council is committed to working in a way that makes the best and most sustainable use of our limited and decreasing resources, always looking at alternative ways of doing things.
- 10.2 This proposal contributes to the requirements of the Social Services and Wellbeing Act and the well-being goals under the Well-being of Future Generations (Wales) Act. The proposals set out in this report support the Council's aim to provide a **long-term sustainable future** plan for the delivery of community services in RCT and the region's aims set out in the Area Plan and Well-being plan. Working in **collaboration** with communities and third sector organisations creates the opportunity to address unsustainable service models and **integrate** service delivery for the benefit of residents

11. CONCLUSION

- 11.1 The Council must continuously review and challenge its service delivery to ensure it is cost effective, remains fit for purpose and is meeting the Council's commitment to deliver the best possible services for our communities.
- 11.2 The consultation exercise has demonstrated that existing service users highly value the service provided through the existing service model. However, the fact remains that the current service model in three of the four locations is no longer sustainable.
- 11.3 Gilfach Goch Community Day Centre is the most well used centre providing nearly 40% of all the meals sold across the four open access day centres. Furthermore, the recent closure of St George's Day Centre, Tonyrefail, is expected to result in a further increase in the usage figures of the Gilfach Goch facility. Also the level of subsidy provided per meal in Gilfach Goch is significantly lower than the other day centres.
- 11.4 In the context of sustained and growing pressure on the services providing for assessed care needs of vulnerable people in the Council's

care, it is increasingly difficult to justify the continued support for three of the four open access day centres. It is therefore proposed to recommend to the Cabinet that the Council retains the Gilfach Goch Community Day Centre but closes the other three open access day centres.

- 11.5 However, the Council recognises the need to build a sustainable model of provision for the wider range of community based services it supports and this is best done through the development of more innovative service models in partnership with the wider public and third sectors. This is being taken forward through the developing Community Hub model being rolled out across the County Borough.

Other Information:-

Relevant Scrutiny Committee

Health & Well Being Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES IN DISCUSSIONS WITH COUNCILLOR GERAINT HOPKINS, CABINET MEMBER FOR ADULT COMMUNITY SERVICES & WELSH LANGUAGE

**THE FUTURE OF COMMUNITY DAY CENTRES –
CONSULTATION REPORT**

Background Papers

- Cabinet; 19th April 2018 - Developing Community Hubs in Rhondda Cynon Taf
- Cabinet: 21st November 2018 - Proposals to Review the Provision of Community Day Centres in Rhondda Cynon Taf

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The Future of Community Day Centres Consultation Report

Rhondda Cynon Taf County Borough Council

April 2019



RHONDDA CYNON TAF

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EXECUTIVE SUMMARY

- This section provides a summary of the main findings from the consultation.
- The purpose of the consultation was to seek views on the 4 Community Day Centres and to explore opportunities for alternative service delivery.
- The consultation period ran for 6 weeks from the 21st January to the 4th March 2019.
- 331 responses to the online consultation were received.
- 89.4% of respondents to the survey attend one of the Council's Community Day Centres.
- The main reason people stated they use the Day centres was to meet friends and socialise (82.7%).
- Over half of the respondents who attend Teifi House and Brynnar Jones are a member of a group that is based in the Centre.
- There seems to be little group activity in Nazareth House, with this day centre used solely for socialising and having lunch.
- Over half of the people who attend Gilfach Goch do so to take part in an activity that is provided at the day centre, as well as the high levels that use the centre for socialising and having lunch.
- Around half of the service users who attend Teifi House do so to have lunch, which is lower than the average across all of the centres.
- Only 17.4% said that they would access alternative community facilities
- Respondents were asked what impact any closure of the day centres would have on them. The following themes emerged;
 - Travel / Transport Links are a concern
 - No Alternatives in area
 - Loss of social interaction
 - Hot meals (nutrition issues and unhealthy alternatives)
 - Loss of activities
- Respondents were asked for any other comments/suggestions or alternative proposals. In addition to a large number of comments asking for the centres to remain open, the following themes emerged;
 - Some people are prepared to look at alternatives, although this often has some caveats, such as the provision of transport.

- The centres should be promoted and advertised more.
 - The centres could be used for multiple purposes, including intergenerational activities.
 - There were some concerns about how the proposals would impact upon the Learning Curve service
 - There was concern about the location of the day centres and the impact of any closures on communities, particularly for Teifi House, the community of Maerdy and the Rhondda Fach as a whole.
- A number of common themes emerged from the drop in events at the day centres.
 - **Social Isolation/Loneliness** - The centres are seen as a central meeting point that allows the older community to socialise and maintain friendship groups. Loneliness in old age was a common theme that emerged and all users felt that having a day centre to attend for socialising was important to their well-being.
 - **Accessible to whole community/More activities** - most people agreed that the day centre buildings could be better used to open up facilities to the wider community. The feeling that there should be a change to the current model rather than losing the service altogether.
 - **Advertising/Promotion** -there should be more advertisement of the current services and activities available at Day Centres.
 - **Accessibility/Transport** - having a centre that can be accessed by public transport
 - **Provision of a hot meal** - the ability to access a hot meal was a common theme that emerged as being an important factor to most day centre users.

1. INTRODUCTION

- 1.1 This report presents the findings of a consultation on the future of the 4 Community Day Centres located across Rhondda Cynon Taf.
- 1.2 The consultation aimed to ask service users for their views on the current service delivery model and to explore opportunities for alternative options either through developing Community Hubs or through existing third sector/voluntary organisations.
- 1.3 Section 2 outlines the background to the proposal and the proposed new charges that were consulted upon.
- 1.4 Section 3 details the methodology used.
- 1.5 Section 4, 5 and 6 present the consultation results.

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2. BACKGROUND

- 2.1 There are 4 Community Day Centres located across the County Borough. These provide daily hot meals and a programme of activities for people over 50 years of age. The numbers of meals provided are very low and the cost to the Council is gradually increasing as usage declines.
- 2.2 The usage levels at these facilities have either remained static or slowly declined with relatively few meals now being provided each day. The net cost per meal to the Council is significant at all centres and in one case is nearly £17 per meal. There is a programme of activities held at Teifi House and Brynnar Jones (one afternoon each week) and Gilfach Goch although these programmes are generally quite limited. There are no activities held at Nazareth Day Centre in Williamstown.
- 2.3 The repair and maintenance requirements for each building have been assessed by Corporate Estates and it is estimated that over the next five years repair requirements of all four buildings would cost the Council approximately £500k. The low usage and ongoing cost to the Council is not sustainable.
- 2.4 It can reasonably be argued that the existing model no longer caters for the needs of the majority of older people in our communities. Therefore the Council needs to explore opportunities for alternative service delivery, either through the developing Community Hubs or through existing third sector/voluntary organisations.

3. METHODOLOGY

3.1 The consultation period ran for 6 weeks from the 21st January to the 4th March 2019.

3.2 A total of 8 drop in engagement events were held in the 4 day centres.

Community Day Centre	Dates	
Teifi House	30 th January	8 th February
Brynnar Jones	6 th February	22 nd February
Nazareth House	13 th February	1 st March
Gilfach Goch	15 th February	27 th February

3.3 The events used paper questionnaires and FAQ booklets as discussion prompts and notes were taken. The events were facilitated by the consultation team, along with the Manager of the Day Care service.

3.4 Easy read versions of the proposals were provided for all service users, including those service users in the Learning Curve.

3.5 In addition to the face to face engagement drop in events, an online survey was created and placed on the Consultation pages on the Council's website.

3.6 331 questionnaire responses were received (online and on paper). In addition, an email from a service user and a letter from the RCT Older Persons Advisory Group were also received.

3.7 A petition was received in support of Gilfach Goch Day Centre with 488 signatures.

4 CONSULTATION RESULTS

Results – Online Survey

- 4.1 89.4% of respondents to the survey attended one of the Council's Community Day Centres.

Analysis % Respondents		
	Base	100.0%
Q1 Do you attend one of Rhondda Cynon Taf's Community Day Centres		
	Yes	89.4%
	No	10.6%

- 4.2 The highest number of responses to the survey was from people who attend Teifi House in Maerdy.

Analysis % Respondents		
	Base	100.0%
Q2 Which day centre do you attend? (Select all that apply)		
	Teifi House (Maerdy)	43.1%
	Brynnar Jones (Gelli)	22.1%
	Nazareth House (Williamstown)	10.0%
	Gilfach Goch	26.2%

- 4.3 The main reason people stated they used the Day centres was to meet friends and socialise (82.7%).

Analysis % Respondents		
Q3 What are your main reasons for using the day centres?		
	To meet friends / socialise	82.7%
	To have lunch	68.0%

I'm a member of a group that is based in the day centre	43.9%
To take part in an activity that is provided at the day centre	35.4%
Other (please state)	19.0%

4.4 Of the 19% who stated 'other', responses included;

- Learning Curve

"Day Service - Gilfach Goch learning Curve"

"We use the Day Centre for Treforest learning Curve Monday - Friday as our Base"

"My Daughter is a service user in the Learning Curve Group. I use the base for Gilfach Goch learning curve - Monday – Friday"

"We are part of Gilfach Goch Learning Curve"

- Activities/Classes

"OAP Guild"

"Meetings"

"Teach an adult education class"

"I've facilitated 5x 3Cs (Conversation, Companionship and Creativity) projects"

"Adult Education RCT. Teach Students with learning disabilities."

- Information/Recycling bags

"We use this for my recycling bags"

"Find out what is going on locally, recycling bags"

"To pick up recycling bags"

- Drop In/Other

"I am the local PCSO and attend on a weekly basis to talk to the individuals that attend."

"To see my work coach DWP"

“To vote”

“Use the shower 5 days a week”

“I am autistic and attend 4 days a week as part of my routine.”

4.5 The table below shows a breakdown of the reasons people stated that they use the day centres, by the 4 Day Centres.

In summary;

- One of the main reasons that all Day Centres are used, is for people to meet friends and socialise.
- Over half of the respondents who attend Teifi House and Brynnar Jones are a member of a group that is based in the Centre.
- There seems to be little group activity in Nazareth House, with this day centre used solely for socialising and having lunch.
- Over half of the people who attend Gilfach Goch do so to take part in an activity that is provided at the day centre, as well as the high levels that use the centre for socialising and having lunch.
- Around half of the service users who attend Teifi House do so to have lunch, which is lower than the average across all of the centres.
- The higher figures for ‘other’ in Brynnar Jones and Gilfach Goch can be attributed to responses from residents who use the Learning Curve service that takes place within these 2 centres.

Break % Respondents	Total	Which day centre do you attend? (Select all that apply)			
		Teifi House (Maerdy)	Brynnar Jones (Gelli)	Nazareth House (Williamstown)	Gilfach Goch
What are your main reasons for using the day centres?					
To meet friends / socialise	83.3%	81.6%	81.0%	93.1%	85.3%
To have lunch	68.4%	50.4%	74.6%	89.7%	86.7%
I'm a member of a group that is based in the day centre	44.4%	58.4%	52.4%	3.4%	32.0%
To take part in an activity that is provided at the day centre	35.4%	38.4%	25.4%	3.4%	52.0%
Other (please state)	18.4%	9.6%	17.5%	10.3%	37.3%

- 4.6 Respondents were asked if they would access alternative community facilities, if the day centres were to close. Only 17.4% said that they would.

Analysis % Respondents	
	Base 100.0%
Q4 If the day centres were to close, would you access alternative community facilities?	
Yes	17.4%
No	82.6%

- 4.7 Of those respondents (17.4%) who stated they would use an alternative community facility, the following are some of the responses received;

General

“Local fish and chip shop”

“I no longer drive so if facilities is easily accessible by means of public transport possibly”

Teifi House Responses

“Maerdy Hub”

“Other groups meet at the hub”

“To my knowledge there are no other facilities available”

“Occasionally- Aberdare St Mairs”

Brynnar Jones Responses

“Llwynypia learning curve”

“The nearest to Treorchy”

“The one most convenient to Ystrad Rhondda”

“Trebanog Activity centre”

“Treorchy hotel”

Gilfach Goch Responses

“Gilfach Community”

“Friends tried every centre in the area and always returned to Gilfach Goch stating that this is the best.”

“Service users will always access other venues. Talbot Green Llwynypia Treforest Day Centre”

“Social Services would hopefully find an alternative.”

“Unsure as yet. We'd have to source a building to relocate our group.”

Nazareth House Responses

“As local as possible”

“Within the Community (Porth)”

“As near to the bus stop”

“Taylors Café, Fish and Chip shop - more expensive and not a good diet”

“Pubs / Cafes Would be acceptable but would be disappointing”

“If services were moved elsewhere. Preferably close by (but prepared to travel).”

Impact of any closures

4.8 Respondents were asked what impact any closure of the day centres would have on them. Overall, a number of themes emerged;

- **Travel / Transport Links to current centre**

4.9 There were a number of comments and concerns regarding the difficulties with travel arrangements and the current centres being part of a local bus route and/or close to where they live and therefore accessible. Some comments included:

Brynnar Jones

“As a small group we wouldn't be able to find anywhere else to go. Brynnar Jones is local to all of us as some of us are disabled and would find it difficult to travel elsewhere.”

“..My current day centre is on the bus route and easy to access with my limited mobility and disabilities.”

Nazareth House

“I wouldn’t go to any other centre simply because they aren’t convenient for travelling.”

“I am not in very good health and the day centre I go to is very near to where I live.”

Gilfach Goch

“I don’t drive and the bus service in Gilfach is not that reliable to wait about in the cold.”

“It would be a bad day if this centre were to close. It is so convenient on a bus route which is vital for us old folk.”

“I would find it difficult to meet up with my friends and I would find it difficult to travel long distances.”

Teifi House

“I will be unable to travel to other day centres.”

“I suffer with mental health issues and make an effort to go to Teifi House on a daily basis. To lose this centre would have a massive impact on my life as I use a mobility scooter I would find it extremely difficult to use any other provision offered to me.”

“I can’t travel so Teifi House..... is my lifeline.”

- **No Alternatives**

- 4.10 Another theme that emerged in the comments provided was that attendees felt closing the day centres would leave them with no alternative venues to use and the impact this could have on the community. This came across strongly in the comments relating to Teifi House and the Maerdy community as a whole.

Teifi House

“It would be another nail in the coffin of Maerdy and the older population would have nowhere to go.”

“Maerdy is a community that likes to keep in touch with what’s going on, what’s happening, new people in the community. Maerdy could become a very isolated place.”

“Maerdy is falling apart and the Council don’t seem to care. Without the community centre at Teifi House there would be nowhere for older people to go for food or somewhere to meet, not everybody can travel to Ferndale.”

“There will be nothing in Maerdy if Teifi House were to close. Maerdy has already lost railway, factories, chapels, Maerdy Hotel, Maerdy Hall, infant school, betting shop, café, Post Office, Library, Church, Bank, Teifi House hours cut, Bus Service cut, Colliery, Butchers, Newsagent, Street lights, Surgery and prescriptions to Ferndale.”

“This is the only day centre we have left in our little valley – Rhondda Fach.”

Brynnar Jones

“Would not be possible to attend elsewhere. Please keep open.”

“The closure of Brynnar Jones day centre would be a big loss. To our community and the people I get to socialize with every day. We don’t have much in the valleys and it would be a big loss for me and my friends.”

Gilfach Goch

“Nowhere local to have dinner.”

“Due to the geographical location and lack of facilities in Gilfach, I don’t see how these elderly people will attend elsewhere and I will lose a vital link with a big group of my community. I have seen first-hand how a vulnerable group from the community come together and be happy to have company and have a warm meal.”

- **Loss of social interaction**

- 4.11 One of the most common themes that emerged from all 4 centres was the impact any closure would have on the social interaction of the people who use the centres. This was evident in a high number of comments and was equally weighted amongst all 4 centres showing this to be an area of great impact for attendees. Some comments included:

Brynnar Jones

“A significant loss of being able to meet friends or just to have the ability to socialise or attend meetings.”

“I would have no social life, this is the only contact with people (other than family) that I have.”

“If the day centres were to close I would lose my only opportunity of socialisation and become isolated.”

“Lonely, depressed, hungry and angry.”

“Loss of a community forum to meet friends.”

Nazareth House

“A lot. We used it 2-3 times a week. Chance to get social, don't see anyone otherwise.”

“I suffer with anxiety. Helps me socialise with people.”

“I would be in my own house if it was not for Nazareth House.”

“To close this centre will be terrible for me and the people coming here. First thing is the social side of it, most of the people come at least one hour early to have a talk and a laugh which otherwise they'd be on their own looking at four walls because most of the people that come here are on their own like me.”

Gilfach Goch

“My social well-being would have a huge impact as this is the only social place that I go to have a meal which is excellent and to meet my friends.”

“I know everyone around Gilfach, it’s my hometown and I like socialising with them. If we were further away, I wouldn’t see enough people.”

“I would be at home all day. I don’t live far from the Centre so it’s not far to travel and have a lovely meal, spend a couple of hours there. Breaks the day up and meet friends.”

“If I can’t access the day centre will be isolated at home.”

“This is the only place we go to get out of the house.”

Teifi House

“As I live alone it affords me an opportunity to meet and chat with people of my own age group which perhaps I would not otherwise do on a regular basis.”

“Be confined to my home. It’s where I go to meet friends so closing Teifi would have a big impact on my social life.”

“Devastating” As it’s the only socialising I do!”

“I live alone and I depend on Teifi House to meet friends and enjoy a superb meal. It enables me to leave the house a number of days.”

“I would become more isolated and not want to go out. I go there to meet up with friends.”

“Would impact on social interaction and independence.”

- **Hot meals**

- 4.12 The provision of a hot meal was another theme that emerged in this section. The impact of this on attendees was equal across all centres with the meal provision proving to be an important service to those who access the centre. The comments highlighted that this service provides them with a nutritionally balanced meal and that possible alternatives could be unhealthy. There were also comments that indicated the

financial impact of having to go elsewhere for food would be high.
Comments included:

Brynnar Jones

"It would be devastating for my father as he is unable to cook for himself."

"It would mean we lose contact and we will miss having a lovely hot meal made for us."

"Unable to make my own dinners."

Nazareth House

"As I live on my own, to make cooked dinners like I get over the day centre would be too expensive to buy the meat and veg."

"I would change my eating habits totally as my wife works shifts, I am not the best of cook. I rely on this day centre for regular meals."

"Lunch would cost more at local cafes/pubs."

"We would have to look into what cafes are around and that would mean either cooked breakfast type meals or meals with chips, not very appetising all week and not exactly a place to socialise are cafés."

Gilfach Goch

"I would miss the nutritious meals that your staff prepare."

"If I can't come to the centre for lunch it would mean extra shopping trips to superstores for food etc."

"Shocking. Many people rely on the centre for dinner. Unable to cope at home."

"Would miss going for lunch would find it very hard to have to cook every day when you can't stand for a long period of time."

Teifi House

"It would cost much more a week to eat."

"Lunch would cost more at local cafes / pubs."

- **Loss of activities**

- 4.13 There were also a number of comments indicating that the loss of the activities provided by the day centres would also have a big impact on attendees. Implications on health and well-being as well as the social aspect these activities provide were the main reasons provided. Some comments included:

Brynnar Jones

“I would not be able to meet friends and go to education classes.”

“It would mean that our group would have to move after being here for 13 years and we would have to readjust activities and look for alternative premises and deal with the effect these changes would have on our group.”

Nazareth House

“As for activities in this centre which you said in your letter is not being used, it’s up to the council to put things on which they haven’t done over the years. There’s a lift for disabled and older people and a fire escape and a lovely hall.”

Gilfach Goch

“I would miss the lovely meals prepared with love by a dedicated and friendly staff, also the coffee morning and afternoon bingo.”

Teifi House

“A great impact. I meet friends there for a coffee etc. and attend line dance class every Monday morning.”

“Because our group is small we would not be able to go elsewhere. As a result the Rhondda Fach will lose one of the few, if not only, place to practice the traditional art of Welsh quilting. We also make lap quilts for stroke victims and wall hangings for Ysgol Hen Felin.”

“I attend the dancing on a Wednesday. This allows social contact with other couples and helps to keep me active both physically and mentally. There are no other similar activities in the village.”

"I have a meal in Teifi twice a week and ran a dance afternoon on a Wednesday. All surveys report dance is an important activity for OAP's."

"The classes I attend are really important to my health and getting me out of the house every day. It will be a big setback to me."

Other Comments/Alternatives

- 4.14 Respondents were asked for any other comments/suggestions or alternative proposals. In addition to a large number of comments asking for the centres to remain open, the following are a selection of the other comments received.

Positive Responses

- 4.15 A number of the responses to this question show that some people are prepared to look at alternatives, although this often has some caveats;

"As long as there are alternatives provided. To shut down and not have anything would be sad"

"If some sort of travel arrangements were made, it would make it easier as now the day centre where I go is very near to where I live."

"Most town centres have cafes, why not just signpost people there?"

"Any other groups that is suitable for my needs, however can't see this being a solution as they would probably cost the same to run."

"Suggest Hub moves to Teify House."

- 4.16 A number of **ideas** were suggested;

"Why not run Cafe style facilities in Town Centres. Possibly renting much smaller buildings than the underused Day Centres. People could drop in as required. Facilities would still be available for disabled and elderly in a much more "normal" setting. This could help regenerate town centres and maybe generate a profit or be self-sustaining"

"You need to consider what other groups do/could operate in the community and find ways to attract them to the centre, which is well located and in good condition. Leisure centres have seemed to have thrived by looking at what people want and adapting to meet the needs"

- 4.17 A number of respondents suggested that the Council should **promote the centres** to increase their usage and

“Be a shame to lose it. A lot of people should come here, but they see it as below themselves. Societies - restroom. It’s not well advertised and should be”

“Bring back more activities in the day to encourage more people in.”

“do more to promote the facilities. I have not seen any interest shown by council staff to encourage new activities or the extent on the meals provided

“I can understand where the council is coming from but I feel more effort should be made to attract residents to use the facilities. There are a people in the village who do not know/understand what goes on in the building.....”

- 4.18 A number of people suggested that the centres could be **multi-purpose** use, including **intergenerational activities**.

“I think the centres need to adapt. Try including misc special needs and able bodies, various ages together. Providing a safe place for them to socialise and interact and provide a nourishing meal in a safe, hygienic environment”

“This centre has many rooms, a large hall accessed by a lift and stairs which could accommodate large groups where many venues fail to do so. The hubs are too small for the activities that Teifi accommodate”

“Open door to the community all ages”

“Perhaps the day centre could be open to all ages and not 'age' related e.g. parents and toddlers 9am-11am, elderly 11:30-2pm and River Forum meetings could be held there in the evenings”.

“I think perhaps you could encourage younger people to come to Teifi even though I am in my mid 80's I still like to converse with people of all ages. It's what keeps me young at heart and we as pensioners have a lot to teach younger people with age comes a lot of wisdom and experience”

“Could use empty rooms for a play group or the dining area to be open to the public as a place for mothers to meet after dropping children off to school.”

“Kitchen staff could cook on demand also night classes or use rooms for meeting and children's parties use the building as a community centre”

“More multi-age group facilities”

- 4.19 A number of alternative **specific activities** and uses were suggested, including;

“Computer Classes Digital Photography Internet Support and Social reasons Armchair Aerobics”

“Crafts”

“Maybe some exercise class during the evening. Maybe learning Welsh or other hobbies such as a gardening or photographs, a book club maybe.”

“Keep centres open and provide more centres for groups such as mental health support groups, and such as Alzheimer services. We need to support the community - not detract from it.”

- 4.20 A number of respondents were concerned about how the proposals for the community day centres would **impact upon the Learning Curve service** that has a presence in Gilfach Goch and Brynnar Jones Day Centre.

“There is also a disability group who depends on Gilfach Goch Day Centre on a daily basis. Closing said Centre would greatly affect these peoples’ lives.”

“The learning Curve have been moved a few times already and it’s not fair to them”

- 4.21 There was concern about the location of the day centres and the impact of any closures on particular communities, with this being especially noted for Teifi House day centre, the community of Maerdy and the Rhondda Fach as a whole.

“Why are all amenities being closed in Maerdy we pay the same council tax as Rhondda Fawr and all our money seems to go there as a more prosperous valley”.

“Why Maerdy yet again? RCT is a really big area so why us!!”

“Teifi house is the only day centre left in the Rhondda Fach as it is vital for the elderly, the lonely, carers to socialise. I suggest that the council look at closing buildings in other areas e.g. Cynon valley etc. as the Rhondda Fach has nothing left - deprived area.”

Equalities Impact

- 4.22 Under the Equality Act 2010 and the Public Sector Equality Duties, the Council has a legal duty to look at how its decisions impact on people because they may have particular characteristics.

Respondents reported the following impacts, exemplified by some of the comments received;

Age

“We are an ageing community in Gilfach Goch and the loss of the centre will leave very little in that part of the community.”

“I am 94 years of age and this centre closing would have a big impact on my life”.

“my age and mobility...w would be an obstacle for me to go anywhere else should you close Teifi House”.

“As an elderly person, I would find it difficult to travel outside the area to find things which I have an interest in”

Disability

“people with special needs don’t like a change in routine”

“disability issues, lack of mobility, inability to travel far, mental health issues.”

“It’s a worry as we need an accessible building for our service, due to the disabilities we work with”.

“Learning curve disabled people who use the centre have been moved around a few times already.”

Gender

“This quilting group is all female so it does more than one thing for me. I am able to socialize with like minded people... I am able to speak about issues affecting me and vice versa, so it is helpful for mental health”.

“For older women in the Rhondda Fach there are few places to meet...”

Relationship status

“Single males suggesting that they cannot cook for themselves.”

- 4.23 Under the Welsh Language measure 2011 and the Welsh Language Standards, the Council has a duty to look at how its decisions impact the Welsh language. With regards to the Community Day Centre proposals the following are a selection of comments made;

“I don’t see the Welsh language provision would be impacted upon. It is the social impact that will have the most detrimental impact”

If the venues would shut it would definitely affect the Welsh language. People will not be able to speak Welsh as the centres if they were to close”.

“This would be a negative impact, as one of the groups that use the centre is for Welsh learning.”

“If the building closes it will have an impact on the Welsh language, as people who converse in Welsh at the centre (Teifi House) will not be able to do so.”

“The Group that meets in Teifi House i.e. Bore Coffi is the only place or group that speaks Welsh as National language in the Rhondda Fach”

Respondent Profile

- 4.24 In total 331 people took part in the online survey. The breakdown by type of respondent (Gender and Age) is shown below.

Gender

Analysis % Respondents		
Base		100.0%
Q7 Gender:		
Male		35.3%
Female		64.0%
Prefer not to say		0.6%
Other (please state)		-

Age

Analysis % Respondents		
Base		100.0%
Q8 Age:		
Under 25		0.6%
26-35		4.1%
36-45		5.6%
46-55		11.3%
56-65		20.6%
66-75		29.7%
75+		28.1%

5 Other Responses received

- 5.1 A petition was received in support of Gilfach Goch Day centre, with 488 signatures.

For older people to have a good meal, company and the staff know each Other and every one of us, it's a 5 star, well run, purpose built and we have, special needs, its wheelchair friendly and near a post office, shops, bus stops. The village, because of its terrain in winter, many roads to leave the valley are closed. We can as golden oldies be safe in our communities, please sign to keep our vital day centre open....

- 5.2 A response was received from the Rhondda Cynon Taf Older Persons Advisory Group (OPAG), including;

- *Whilst we appreciate the need to close some of the day centres, we do not see the need to close them all.*
- *The Welsh Govt. has just sent out a consultation on Loneliness and Isolation. We are well aware that these day centres serve to address this by providing a meal and chance for older people to meet and socialise.*
- *... there is a percentage of child poverty in the valleys.... The day centres should be open for parents and children to meet for a meal and to socialise in these centres during the school holidays. Move from calling them day centres primarily for older people an opening them up to all residents.*

- 5.3 A letter was received by Cllr. A Roberts in support of Glifach Goch Community Centre.

- 5.4 An email was received from the parent of a service user in Gilfach Goch Day Centre, expressing concerns regarding the proposed closure of the centre, in particular the impact on the Gilfach Goch learning Curve.

6 Results - Face to Face Engagement

- 6.1 A number of drop in engagement events were held at each of the 4 community day centres. There were 2 events arranged in each centre.

Overall there were a number of common themes emerging from all of the day centres. These are outlined below.

Social Isolation/Loneliness

- 6.2 In each of the centres, the importance that attending had on users was evident with all those we engaged with wanting to highlight how the social side of the centre was vital. The centres are seen as a central meeting point that allows the older community to socialise and maintain friendship groups. Loneliness in old age was a common theme that emerged and all users felt that having a day centre to attend for socialising was important to their well-being.

Some comments included:

“It would be a big impact if this place were to close- it’s the only way to keep in touch with friends and be sociable.”

“The social side is the main benefit- opportunities for people to meet and talk.”

“Loneliness, everyone should have something to look forward to.”

“If no centre, wouldn’t go out at all.”

“We wouldn’t see each other, can’t afford to go anywhere else.”

“People won’t meet up, will miss the social side/interaction.”

Accessible to whole community/More activities

- 6.3 When asked about possible alternatives, most people agreed that the day centre buildings could be better used to open up facilities to the wider community. The feeling that there should be a change to the current model rather than losing the service altogether came through in these comments with most people agreeing that the buildings should be better used with more community activities to attract new people to them. There were suggestions provided about additional activities that could attract more people to use the centres.

Some comments included:

“More than happy to take part in intergenerational activities and share our skills with young people.”

"We should have more community buildings with no age limits."

"Open the facility out for a wider usage."

"Make it more of a Community Centre- not limited to older people. Lots of people with drug and alcohol problems in community. Could there be wider benefits?"

*"Lots of support for opening the facility out to wider groups, generations."
"There shouldn't be age specific buildings, this could be open for all ages and be a community building."*

"If this was a community building, we could have the police based here."

"Could do with more things going on- we have dancing, exercise class and fat club but it's more like a drop in."

"New clubs/classes are needed to attract people but recognise the Council can't do it all."

"Activities in the evening would be welcome."

"Majority of people are coming here to be fed. If there were other activities that might attract more people."

"Place is underutilised. Could benefit people with disabilities."

"Could put on other activities that older people could engage in e.g. discussing politics, watching sport/rugby etc. Social events where people can stay a while."

"Exercise classes- could link in with Leisure to provide in the Community."

Advertising/Promotion

- 6.4 A common theme from all engagement events was that there should be more advertisement of the current services and activities available at Day Centres. There was a consensus that the Council should provide more advertising services to the Day Centres and make use of the marketing team to target new members to use the facilities.

Some comments included:

"More advertising for people to come here for food/classes is needed. The council has a marketing department that should be used to promote this service."

“Could we advertise for new groups to come into the centre?”

“Centre is not well publicised- people don't know it's there.”

“Council should put more effort into putting things on. Cannot expect people to run these themselves.”

“Try and promote the facilities more widely. People have got the wrong impression that the place is just for old people.”

“Advertise the centre more. The council doesn't market these services, more people would use them if they were advertised.”

Accessibility/Transport

- 6.5 Of great importance to users of the Day Centre is accessibility and having a centre that can be accessed by public transport would be important to current users who rely on public transport.

Some comments included:

“The bus stop is a 300 yard walk from the new Ferndale Hub.”

“There will come a time when we can't drive. Need to have services locally to be able to access them.”

“Have to be able to access services by bus.”

“Would be prepared to go elsewhere if there was an alternative but needs to be nearby. Don't want to feel trapped.”

“Public transport is terrible to get to anywhere else.”

“Parking is good here at Brynnar Jones.”

“Bus stop outside, accessible/flat, disabled user friendly.”

“This building is in perfect location for bus users.”

Provision of a hot meal

- 6.6 The ability to access a hot meal was a common theme that emerged as being an important factor to most day centre users. There was acceptance of costs being high for the council and some users agreed that they would be prepared to pay a small increase to ensure the provision still continued.

Some comments included:

“Meals are so important, it makes sure users have a hot meal, get out of the house and socialise.”

“Meal provision is very important – open to pay extra if needed.”

“It’s somewhere for the older people to go to access a meal.”

“We would be happy with an increase in price, we would pay a couple of bob more.”

“Living on my own, come here every day, very beneficial. Nothing else around, no hot meals around unless you go to a pub.”

“Lots of widowers who can access a meal and get company.”

- 6.7 In addition some of the comments were more specific to the day centre we were visiting, including;

Specific concerns- Teifi House

- 6.8 Attendees in Teifi House felt strongly that they would be affected negatively should the day centre close. People felt like Maerdy as an area has declined in recent years and that there were limited services remaining in the local area, particularly that the elderly can access.

Some comments included:

“This Valley loses everything, nothing in Maerdy. Communities First has gone as well.”

“Maerdy has nothing you closed the library.”

“We have lost a lot in this area including the library and swimming pool.”

“Everything is taken from Maerdy, we feel like we’re the forgotten village.”

“Feeling that Maerdy and this valley comes off worse than other areas of RCT. Loss of banks, shops etc.”

“Many things have been lost to Maerdy. Day centre would be another loss.”

“This is one of the areas with least provision. There is enough deprivation in the area.”

“Things have been gradually taken from the area and it’s enough.”

“Take Teifi House out of Maerdy and that’s another nail in the coffin of Maerdy.”

Specific concerns - Brynnar Jones

6.9 Attendees in Brynnar Jones felt strongly that there was great potential for the building to be used for alternative purposes and to run extra classes. Some of the suggestions for additional/alternative uses included:

- Bingo
- Flower arranging
- Needle work/crafts
- Baby crèche
- Welsh classes
- Coffee mornings
- Speed dating for the over 70’s
- Armchair aerobics = sports and leisure links
- Rent the rooms out
- Would be interested in computer classes as they do not know how to use them, they commented that everything seems to be done online these days

Specific concerns - Nazareth House

6.10 Attendees in Nazareth House voiced specific concerns over the promotion of the current centre and felt that this was having an impact on the number of people who attended. They believed that improved awareness of the centre and what is on offer would encourage more people to attend.

Some comments included:

“Promote more to the over 50s”

“Centre is not well publicised- people don’t know it’s there”

“Council should put more effort into putting things on. Cannot expect people to run these themselves”

“Try and promote the facilities more widely. People have got the wrong impression that the place is just for old people”

Specific concerns – Gilfach Goch

- 6.11 The location and geography of the surrounding area was a strong theme in the event attended at Gilfach Goch. People felt that there would be a significant impact to the local area if the centre were to close due to there being no alternatives and issues with local transport.

Some comments included:

“One way in and one way out, the geography is unique here and provides the case to retain a day centre in Gilfach Goch.”

“Any alternative would involve a bus ride that can take 50 minutes to Porth, with 2 stops.”

“The centre covers more than Gilfach.... Evanstown, Pontyclun, Porthcawl.”

DRAFT

Aurfron Roberts
The County Borough Councillor for the Gilfach Goch Ward
Cynghorydd Bwrdeistref Sirol Ward Y Gilfach-Goch

44 Oak Street, Gilfach Goch
Nr. Porth/Ger y Porth, CF39 8UG

Tel/Ffôn: (01443) 674032
Email/Ebost: Aurfron.Roberts@rhondda-cynon-taff.gov.uk

APPENDIX II

Mr Paul Mee
Director, Public Health, Protection & Community Services
Ty Elai
Dinas Isaf Industrial Estate
Williamstown
Tonypandy
CF40 1NY

Dear Mr Mee,

Re: Closure of Gilfach Goch Day Centre

I would like my comments to be included in the Council's consultation process as follows:-

The Day Centre is well used by the community of Gilfach Goch and is the focal point for community activities. If the Day Centre was to close it would rip the heart out of my community.

The Day Centre is used by the Council during the Elections as a Polling Station. It is not only used by the local community but by residents from surrounding areas for many different programmes, clubs and activities. It has disabled facilities and disabled access.

I fear the closure of the Day Centre in Gilfach Goch will have a detrimental impact on the residents of Gilfach Goch,

Yours sincerely

County Borough Councillor A. Roberts

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EQUALITY IMPACT ASSESSMENT FORM

Please ensure that you refer to the 'Equality Impact Assessment Guidance' when completing this form. If you would like further assistance please contact the Equality & Diversity Team.

Details

Name of initiative to be assessed: The Future of Community Day Centres

Name of responsible officer: Paul Mee

Group/Directorate: Community & Children's Services

Service Area: Public Health, Protection & Community Services

Date: 9th April 2019

a) What are you assessing for impact?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

b) Please name and describe below:

The Council currently has four remaining open access Community Day Centres in the County Borough. These provide daily hot meals and a programme of activities for people over 50 years of age. These are open from Monday to Friday from 10:00 a.m to 4:00 p.m.

The average number of meals provided per day varies from one centre to another and ranges from, on average 11 meals per day (Teifi House, Maerdy) to 34 per day (Gilfach Goch). Numbers of meals provided are low and either declining slowly each year or remaining static. The net subsidy per meal ranges from £7.03 (Gilfach Goch) to £20.96 (Teifi House, Maerdy) and the cost to the Council is gradually increasing as usage remains low or static and costs increase. The costs to the Council in calculating the net subsidy per meal are inclusive of all direct costs; employees, premises, supplies & services and management. There is limited scope to make further efficiencies in respect of these costs.

There is a programme of activities held at Teifi House, Alec Jones, Brynna Jones (one afternoon each week) and Gilfach Goch although these programmes are generally quite limited. There are no activities held at Nazareth House in Williamstown. The Council has learning disability satellite services based at both Brynna Jones and Gilfach Goch Day centres.

The Local Authority does not have a statutory duty to provide a Day Centre service with subsidised meals and activities for people over the age of 50. there is limited demographic data on the service users due to the open access nature of the provision.

EQUALITY IMPACT ASSESSMENT FORM

The repair and maintenance requirements for each building have been assessed by Corporate Estates and it is estimated that over the next five years repair requirements of all four buildings would cost the Council approximately £500k. The estimated repair costs for each building are all significant; the greatest cost being in respect of Nazareth House, Williamstown estimated at approximately £165k and Teifi House, Maerdy, estimated at £193k.

The Council has undertaken a six week focussed consultation with service users and the local communities on the future of the remaining four Community Day Centres, exploring opportunities for alternative service delivery models either through the developing Community Hub model where appropriate or through existing third sector organisations located in the communities concerned.

- c) **Is the delivery of this initiative affected by legislation or other drivers such as codes of practice?
If so, please identify what and how**

The Council has no statutory duty to provide open access community day centres. The Council must continuously review and challenge its service delivery to ensure it is costs effective, remains fit for purpose and is meeting the council's commitment to deliver the best possible services for our communities.

The Well-being of Future Generations (Wales) Act 2015 places an emphasis on the principle of sustainable development. This proposal makes a direct contribution to the seven national well-being goals, in particular a prosperous Wales, a resilient Wales, a healthier Wales and a Wales of cohesive communities. Making better, more cost effective use of our community assets and reinvesting resources in new or remodelled, fit for purpose buildings will enable services to be sustainable in the longer term.

The development of community hubs are identified as strategic priorities in the following plans and projects:

Cwm Taf Well-being Plan 2018- 2023 - the Public Service Board's aim to promote safe, confident, strong and thriving communities improving the well-being of residents and visitors and building on our community assets can be achieved through the development of community hubs. The proposed hub at Mountain Ash can help to reduce loneliness and social isolation by creating a town centre venue where a wide range of activities and events can be facilitated and a programme developed in partnership with all of its users.

EQUALITY IMPACT ASSESSMENT FORM

The Cwm Taf Regional Plan 2018-2023 - This five year plan sets out how the Cwm Taf Social Services and Well-being Partnership Board will respond to the findings of the Population Needs Assessment completed in 2017.

Evidence gathered from talking to people for the Population Assessment demonstrated that the following are important to the wellbeing of people with care and support needs:

- Making connections with others
- Access to Information and advice
- Organisations working better together
- Stopping problems before they start or get worse

The needs of vulnerable people and families can sometimes escalate into statutory services because there are limited opportunities available for people to seek help earlier. Good practice research has identified that strong community based initiatives are effective in providing low level support options and these are usually available from a community hub or open access facility.

It is intended that the proposal to create Community Hubs in up to ten town centres across the County Borough will provide wellbeing opportunities for those who are most vulnerable in the community as well as providing a wider range of activities for our communities.

Our Valleys, Our Future - this plan's priorities for ensuring better public services includes an action to use existing, and create new, community hubs as well as a range of actions that will improve the health and well-being of communities.

d) **Does the initiative directly affect service users, employees or the wider community?**

Yes
No

Continue assessment

No need to continue screening or carry out an EqIA

EQUALITY IMPACT ASSESSMENT FORM

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium impact on any of the protected groups and will require a full EqIA.

Please provide details of the possible impact your proposal may have on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

You should also identify whether this constitutes a high, medium or low impact.

Please refer to Equality Impact Assessment Guidelines for further information.

Protected Characteristic	Impact
Age	High. Overall there is a disproportionately higher risk of impact on adults aged over 50 and they have shared their specific anxieties around the proposed changes to existing services. In particular older customers of the Day Centres who attended the consultation events and completed the customer surveys expressed concerns regarding the potential impact on their well-being. Some Day Centre users indicated that they would be unable to access alternative provision if the day centres were closed. See mitigations in the full Equality Impact assessment below for how this will be addressed.
Disability	Medium. There are potentially negative and positive impacts on people with disabilities. Two of the centres currently have satellite bases for learning disability services and should the day centres be closed the clients would need to be relocated elsewhere. The existing day centres also have varying degrees of accessibility to people with disabilities.
Gender Reassignment	Neutral - there is no evidence to suggest that an impact is likely.
Marriage and Civil Partnership	Neutral - there is no evidence to suggest that an impact is likely.
Pregnancy and Maternity	Neutral - there is no evidence to suggest that an impact is likely.
Race	Neutral - there is no evidence to suggest that an impact is likely.
Religion or Belief	Neutral - there is no evidence to suggest that an impact is likely.

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Sex	Neutral - there is no evidence to suggest that an impact is likely.
Sexual Orientation	Neutral - there is no evidence to suggest that an impact is likely.
Other Characteristics	
Welsh Language	Low positive - access to additional training rooms at Community Hubs will facilitate the delivery of Welsh language classes or other community learning classes in the medium of Welsh if there is a demand for these locally.
Carers	Neutral - any decision to relocate service for learning disability clients would be in full consultation with carers and the individual. Alternative provision would be identified.
Armed Forces Community	Positive - access to additional meeting rooms at Community Hubs will enable Veteran advice services to be delivered at the venues.

If after completing the EqlA screening/relevance test, you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below. (Please use additional pages if necessary).

Are you happy that you have sufficient evidence to justify your decision?

Yes No

Signed: Paul Mee Position: Director - Public Health, Protection & Community Services
Date: 09/04/2019

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

Approved by Head of Service or Director

Signed: Gio Isingrini Position: Group Director - Community & Children Services
Date: 10/04/2019

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact and clearly identify which groups are affected.

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In terms of any disproportionate/negative/adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

Age

Concerns were raised by Day Centre users about potential changes to the meals provision specifically the possible loss of 'cooked dinners'. There was also a concern that the activities supported at the day centres would be lost.

Some service users indicated that they would not be able to access alternative provision due to transport/mobility barriers and that this would lead to social isolation and loneliness.

When St George's Day centre closed in 2018, the service users were signposted to Gilfach Goch. These service users may be affected by any further changes.

Actions to address the issues:

Relevant Council Officers will continue to engage with customers about the current proposals to allay their anxieties. Ways in which a hot meal can be accessed elsewhere will be explored to address the concerns of Day Centre users.

In order to address anxieties relating to the loss of Day Centre activities, continued engagement will take place with relevant stakeholders and customers to develop an agreed programme of activities provided either at nearby third sector facilities, public libraries or at the newly developed Community Hubs that will meet the needs of the majority of service users.

In relation to service users that were displaced from Tonyrefail, a small number now use Gilfach Goch instead, but all are able to travel independently and make use of a number of facilities across the County Borough.

Service users over 60 would be eligible for bus passes and the Community Hub developments are located in town centres with good transport links.

Disability

A concern for service users is the potential impact on clients of learning disability services at both Brynnar Jones and Gilfach Goch day centres should they close. Care would be necessary to minimise any distress to service users should they need to be re-located to other facilities to receive ongoing support. Learning disability service users access a range of opportunities within their wider community. The satellite base is a small part of the service provision overall. Alternatives to the day centres would be identified.

If a decision is made to close the day centres a full consultation with learning disability clients and their families would be undertaken regarding alternative provision. The aim would be to ensure the individual remained

EQUALITY IMPACT ASSESSMENT FORM

within their existing locality with minimal impact on travelling distances. The majority of individuals are supported with contracted travel by the Council.

Legislation stipulates that provision should be made for car parking spaces for Blue Badge holders wherever conventional parking spaces are provided. According to 'Inclusive Mobility' where 'the provision of designated parking spaces close to a building is not possible, a setting down point for disabled passengers should be provided on firm and level ground close to the principal entrance to the building.' These requirements will be an important consideration in the development for the Community Hubs.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Should the four remaining day centres be closed, every effort will be made to provide alternative provision with through the new Community Hubs/Neighbourhood Networks and to signpost service users accordingly. However it may not be possible to identify alternative provision that suits the needs and expectations of all service users in every location.

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

Service usage and financial data held with Adult Services was used to ascertain service level and activity data for the Day Centres and the cost to the Council
Demographic data was collected throughout the consultation exercise.

(ii) Give details of how you have engaged with service users on the proposals and steps taken to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

A consultation exercise ran for a period of six weeks from the 21st January 2019 to the 4th March 2019. The consultation exercise involved eight drop in events; two held at each of the four day centres. An online survey was created and placed on the Council's website. Consultation events took place on the following dates:

Teifi House - 30th January & 8th February 2019

Brynnar Jones - 6th February & 22nd February 2019

Nazareth House - 13th February & 1st March

Gilfach Goch - 15th February & 27th February

Full details of the consultation are provided in the Consultation Report produced by the Consultation team.

Key feedback from the consultation were as follows:

In total, 331 responses were received to the consultation survey. The drop in sessions at each day centre were also well attended by service users and in some instances residents of the local communities.

EQUALITY IMPACT ASSESSMENT FORM

89.4% of the respondents to the survey attend one of the four days centres.
 82.7% of the respondents said that the main reason for using the day centres was to meet friends and socialise.
 17.4% of respondents said they would access alternative community facilities if the day centres were not available.
 Respondents identified a number of potential adverse impacts should the centres close: difficulty in travelling further; no alternatives nearby; social isolation; loss of hot meals and a loss of activities.
 Concern was also expressed on the potential impact any closure would have on learning disability services provided at both Brynnar Jones and Gilfach Goch day centres.
 When asked for suggestions to improve the centres or alternative proposals, respondents suggested more promotion; broadening the use of the facilities, including intergenerational uses.
 A petition was received in support of Gilfach Goch Day Centre with 488 signatures.
 A letter from Councillor

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality Duties?

Yes

No

Decision Log - detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made).

Cabinet decision to initiate a consultation process on the future of the community day centres - 21st November 2018

Review

Date of Next Review:	
If review is not required, explain why:	

Completed by:	Paul Mee
Signature:	
Job Title:	Director - Public Health, Protection & Community Services
Date:	9 th April 2019

EQUALITY IMPACT ASSESSMENT FORM

This assessment must be approved by an appropriate Head of Service or Director

Approved by:	Gio Isingrini
Signature:	
Job Title:	Group Director, Community & Children Services
Approval date:	10 th April 2019

Please return a copy to:

Equality & Diversity Team
The Pavilions
Cambrian Park
Clydach Vale
CF40 2XX

Email: equality@rctcbc.gov.uk

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

STRATEGIC EQUALITY PLAN 2019-2022

REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER CLLR M WEBBER, DEPUTY LEADER

Author: Melanie Warburton, Equality and Diversity Adviser, Telephone 01443 444531

1. PURPOSE OF THE REPORT

This report provides information on the Council's Strategic Equality Plan 2019-2022.

2. RECOMMENDATIONS

It is recommended that:

2.1 The Strategic Equality Plan (SEP) is agreed and published.

3 REASONS FOR RECOMMENDATIONS

3.1 The SEP has been developed so that the Council can set out how it aims to meet its commitment to equality and how it will meet its legal obligations contained within the Equality Act 2010.

3.2 A comprehensive engagement process took place to involve as many people as possible on the draft Equality Objectives and to give an opportunity for suggestions for additional or alternative objectives. An engagement report has been produced.

3.3 Feedback on the engagement process was very positive and as a result the Equality Objectives included in the SEP are:

- To better understand the needs of our communities and understand the barriers they face to thrive.
- To reduce inequalities that exist within our communities.
- To promote safe communities.

- To reduce the gender pay gap.
 - To create an inclusive workforce.
- 3.4 The Gender Pay objective is a requirement of the Public Sector Equality Duties.
- 3.5 An action plan has been developed which will be embedded within the Council's Performance Management arrangements.

4. BACKGROUND

The Public Sector Equality Duties in Wales came in to force on 6th April 2011 and included a requirement for public authorities to develop and publish a Strategic Equality Plan every four years.

5 EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 The Equality Act 2010 introduced a general equality duty and a specific public sector equality duty that is applicable to Councils. Section 149 of the Equality Act 2010 (Public Sector Single Equality Duty) requires public authorities to demonstrate that they have paid 'due regard' in their decision-making process to the need to:
- Eliminate unlawful discrimination, harassment and victimisation;
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
 - Foster good relations between people who share a protected characteristic and those who do not.

The relevant protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

- 5.2 The Council must have due regard to the impact of any proposals on those with a protected characteristic. The Council has a specific duty to publish information to demonstrate how it has paid due regard to the aims above as part of its decision-making. Undertaking an Equality Impact Assessment screening exercise (and if necessary a full Equality Impact Assessment) would be evidence that the Council has considered its legal obligations in making the decision on the recommendations in this report.
- 5.3 The equality objectives provide a positive impact on all groups with protected characteristics. An Equality Impact Assessment screening has been undertaken. It was noted that the engagement exercise failed to effectively engage with residents who are black and minority ethnic

(BAME). This is particularly concerning as we are aware there are no support / advocacy groups in the borough representing the needs of BAME residents. As a result, actions within the equality objectives will ensure efforts are made to develop communication and engagement routes with BAME residents.

6 CONSULTATION / INVOLVEMENT

An 8 week public consultation ran from 10 September to 2 November 2018. The consultation exercise involved a number of drop in events and targeted sessions. An online survey was created and placed on the Council's website and forwarded to relevant organisations representing protected groups. The full engagement report is available alongside the Strategic Equality Plan.

7 FINANCIAL IMPLICATION(S)

There are no financial implications aligned to this report.

8 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

The SEP has been developed to meet legislation requirements contained in the Equality Act 2010.

9 LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

The development of the Strategic Equality Plan contributes to the 5 ways of working within the Well-being of Future Generations Act.

10 CONCLUSION

10.1 The Council's Annual Equality Report has been developed in line with legislative requirements and guidance produced by the Equality & Human Rights Commission.

10.2 The Annual Equality Report has to be published by 31 March 2019 in order to comply with legal requirements.

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Equality Objectives Engagement Report

January 2019



RHONDDA CYNON TAF

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1. INTRODUCTION

This report presents the findings of the engagement exercise held to identify the Council's equality objectives for 2019-2022. Within the Equality Act 2010 a public body must identify and set out its equality objectives in a Strategic Equality Plan. The public body must undertake engagement to identify the equality objectives.

- 1.1 Section 2 outlines some brief background.
- 1.2 Section 3 details the methodology.
- 1.3 Section 4 presents the results from the questionnaire and the respondents' profile.
- 1.4 Section 5 outlines the engagement process with managers.
- 1.5 Appendix 1 provides the full list of all responses.

2. BACKGROUND

The Proposal

- 2.1 The proposal is for the Council to adopt the following 3 equality objectives:

Objective 1

To better understand the needs of communities and our workforce and understand the barriers they face to thrive.

Objective 2

To reduce inequalities that exist within our communities and the workforce.

Objective 3

To promote safe communities and workplace.

- 2.2 In addition to the above objectives the Council has a duty to set a gender pay objective. This objective was not part of the public consultation as the existing gender pay objective contained within the current Strategic Equality Plan will be continued.

Background

- 2.3 The Council is committed to providing equality of opportunity to its residents and employees. This engagement exercise supports the Council in meeting obligations to develop equality objectives which will

be published in its Strategic Equality Plan 2019-22 and meeting its duties included in the Public Sector Equality duties.

- 2.4 In developing the proposed objectives, a mapping exercise was undertaken of Council priorities contained in the Corporate Plan, Service Area Self Evaluations and Service Area Delivery Plans.
- 2.5 The principles of the Well-being of Future Generations (Wales) Act 2015 have been adopted in the development of the proposed equality objectives.
- 2.6 The Equality and Human Rights Commission (EHRC) report 'Is Wales Fairer?' 2015 and 2018 have been key drivers in the development of the proposed equality objectives.

3 METHODOLOGY

- 3.1 A public engagement exercise ran for 8 weeks, from the 10 September 2018 to the 2 November 2018.
- 3.2 The aim of the engagement exercise was to gather the views on the proposed objectives but also give an opportunity for respondents to:
 - Indicate the extent they agreed with the proposed equality objectives.
 - Have an opportunity to provide their ideas on what the Council should do to achieve each objective.
 - Invite ideas for different equality objectives.
- 3.3 The following methods were used to consult with stakeholders;
 - An online questionnaire:
 - Forwarded to Council employees via a global email
 - Forwarded to members of staff networks
 - Available to the public on the Council's website
 - Forwarded to all Headteachers of RCT schools
 - Forwarded to all RCT Councillors
 - Forwarded to Members of the Citizens Panel
 - Forwarded to RCT Carers Project.

The questionnaire is available [here](#). The questionnaire was also available in Welsh and Easy Read.

- 3 public drop in engagement sessions were held at Aberdare, Pontypridd and Treorchy Libraries.
- Targeted face to face engagement sessions were held with:

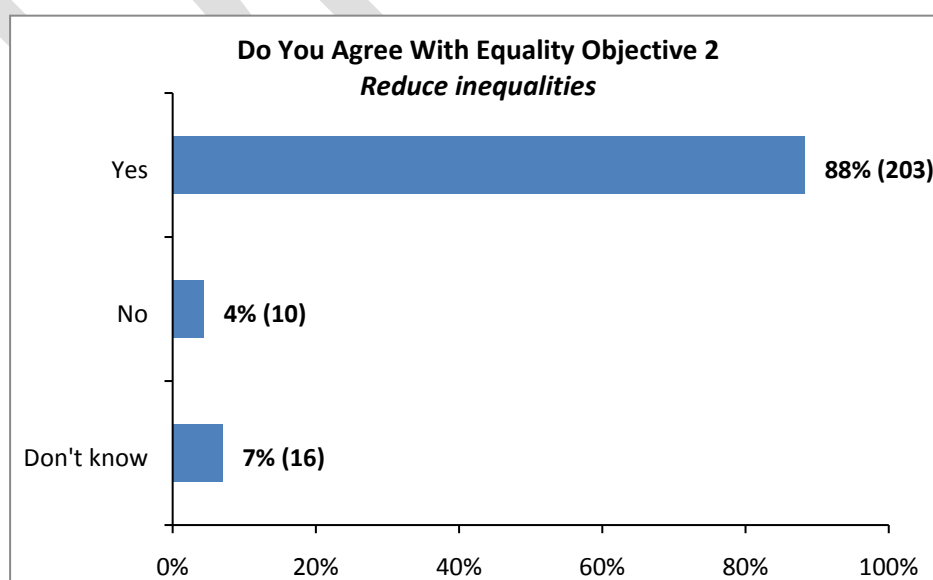
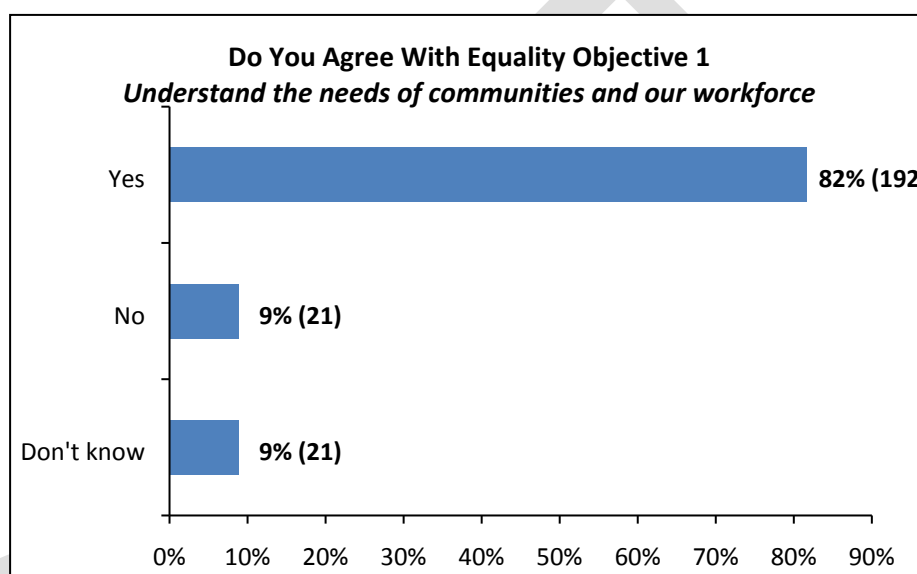
- Pontypridd Deaf Club – 2 BSL interpreters were available at this session
 - Proud Valleys
 - Treforest Day Centre
 - Older People’s Advisory Group
 - Young People’s Group at Treorchy Library
 - Project Unity
 - Disability Forum.
- An email including the questionnaire was sent to organisations representing all protected characteristics including:

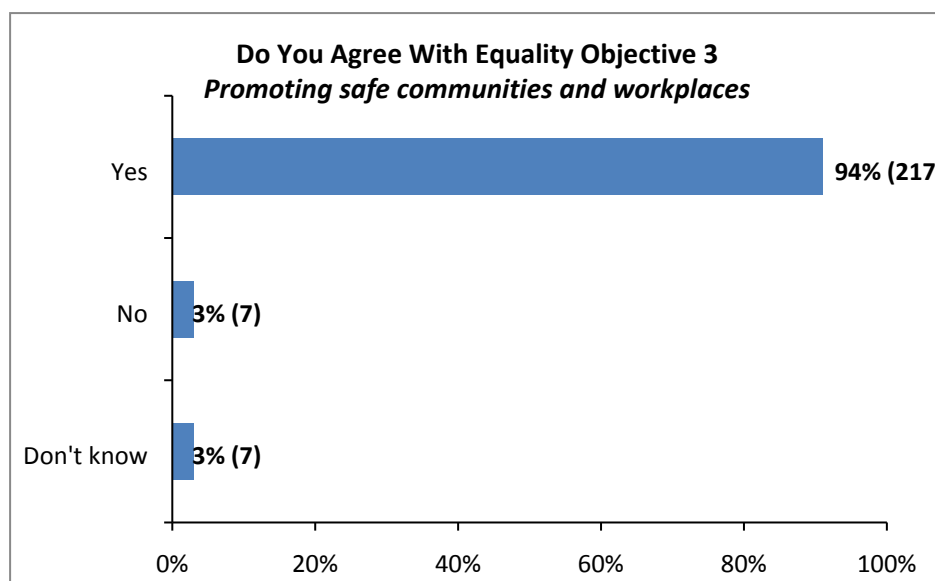
Age	Disability	Gender Reassignment
-RCT Youth Forum -Older Peoples Advisory Group	-Disability Wales -Accessible Wales -People First -RNIB	-Transform Cymru
Race	Religion	Sex
-Show Racism the Red Card -Diverse Cymru -Race Council Cymru -Race Equality First	-The Islamic Centre, Aberdare -St Catherine’s Church, Pontypridd -The Church in Wales -Shree Swaminarayan, Cardiff -Cymru Institute for Contemporary Christianity	-Women’s Aid RCT -Men in Sheds -Women’s Equality Network -Chwarae Teg
Sexual Orientation		
-Stonewall Cymru -Umbrella Cymru		

- An email and questionnaire was sent to Interlink for distribution to third sector organisations.
 - An email and questionnaire was sent to collaborative partners including the Cwm Taf Community Cohesion Group, Trade Unions, Coleg Y Cymoedd, the University of South Wales and the Citizens Advice Bureau.
 - Posters were used to advertise the events.
 - Promotion through the Council’s social media sites.
 - 240 questionnaires were returned.
- A dedicated email address (equality@rctcbc.gov.uk) and freepost address for any postal correspondence.

4 Questionnaire Results

- 4.1 240 responses were received to the survey, however not all respondents completed all questions.
- 4.2 Respondents were asked the extent they agreed or disagreed with each equality objective.
- 4.3 For all 3 objectives, the responses were overwhelmingly in support of the objectives, with Objective 3 'to promote safe communities and workplaces' being the most supported.



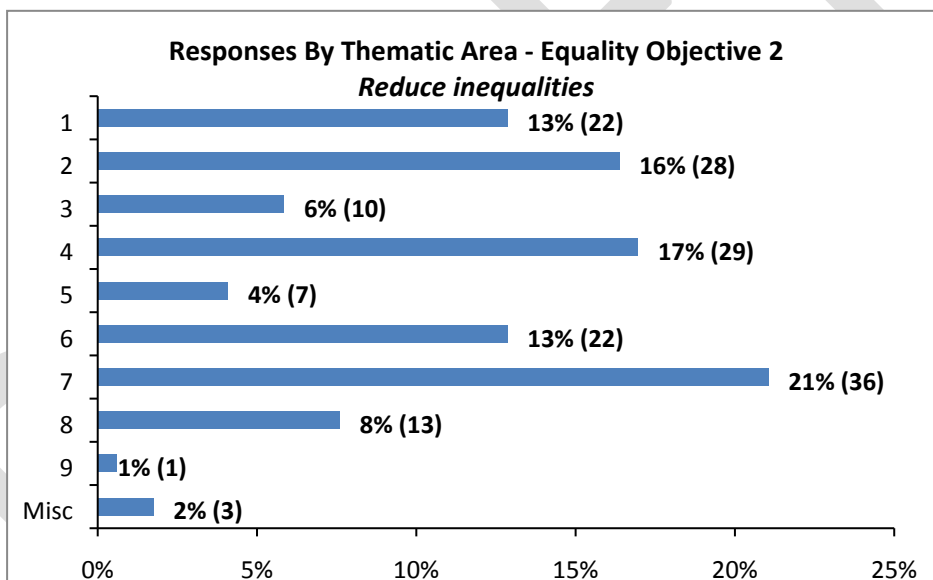
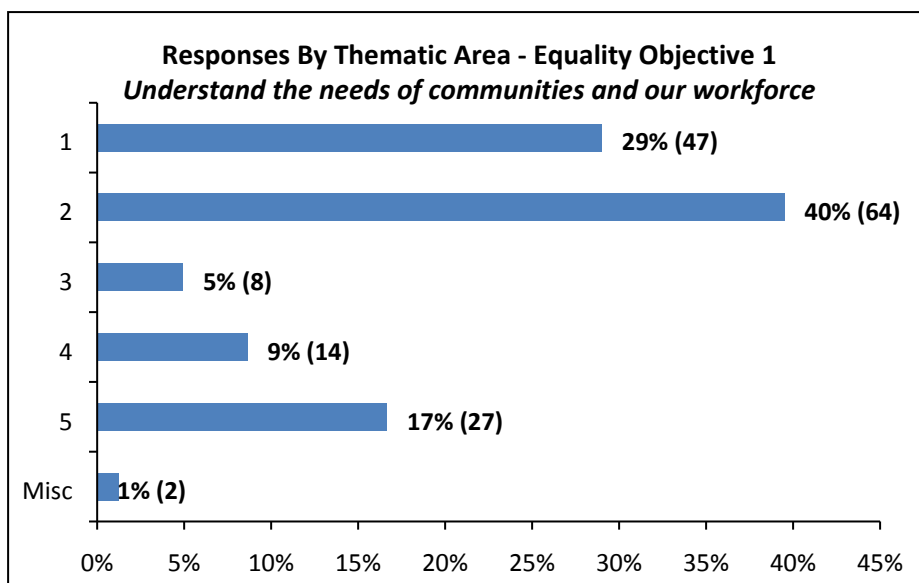


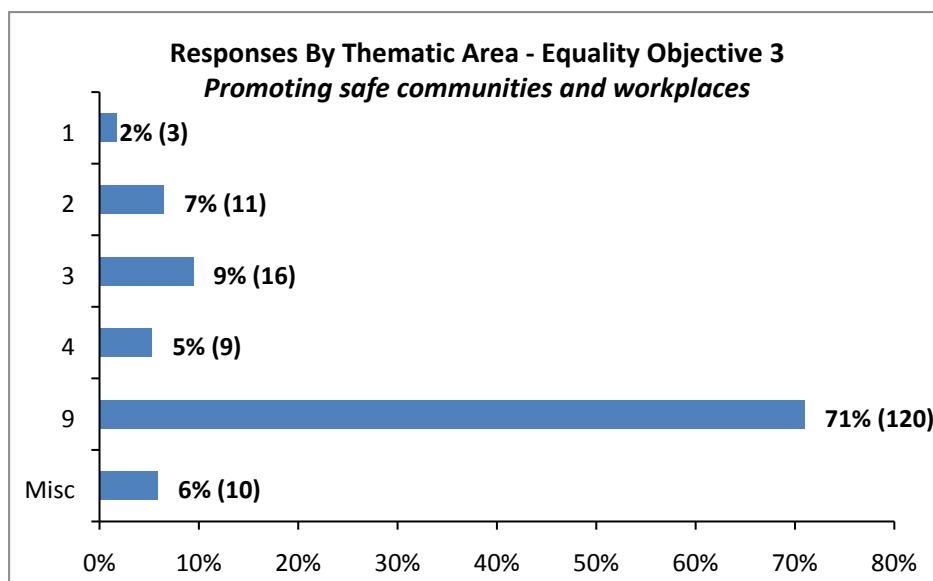
4.4 Respondents were also asked to provide ideas on what the Council should do to achieve the objectives. Respondents provided considerable detail about what the equality objective should achieve and cover. These comments have been used to further develop the actions contained within each equality objective and have aided discussions with service managers.

Respondent comments have been summarised into the following 9 thematic areas.

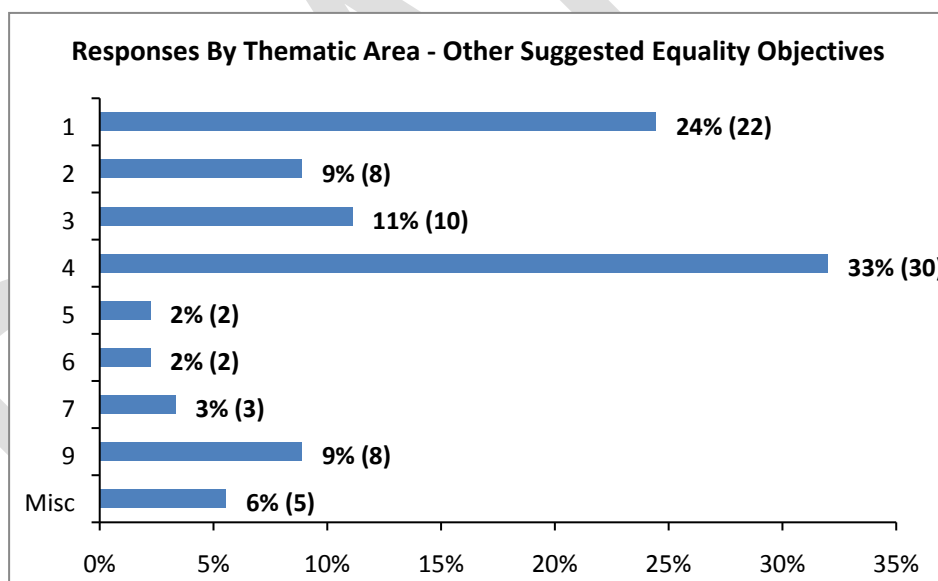
1	Access to services and facilities
2	Engagement, information and awareness
3	Training, support and processes
4	Inequalities and recognising diversity
5	Equality Monitoring
6	Housing
7	Employment
8	Poverty
9	Bullying, hate crime and sexual harassment

4.5 The graph below indicates the thematic responses to each of the objectives.





4.6 Respondents were also invited to give suggestions for additional equality objectives. Again these have been summarised into the 9 thematic areas.



4.7 The individual comments for each objective and the additional suggestions are shown in Appendix 1. On analysis, the additional suggestions can form part of the proposed objectives.

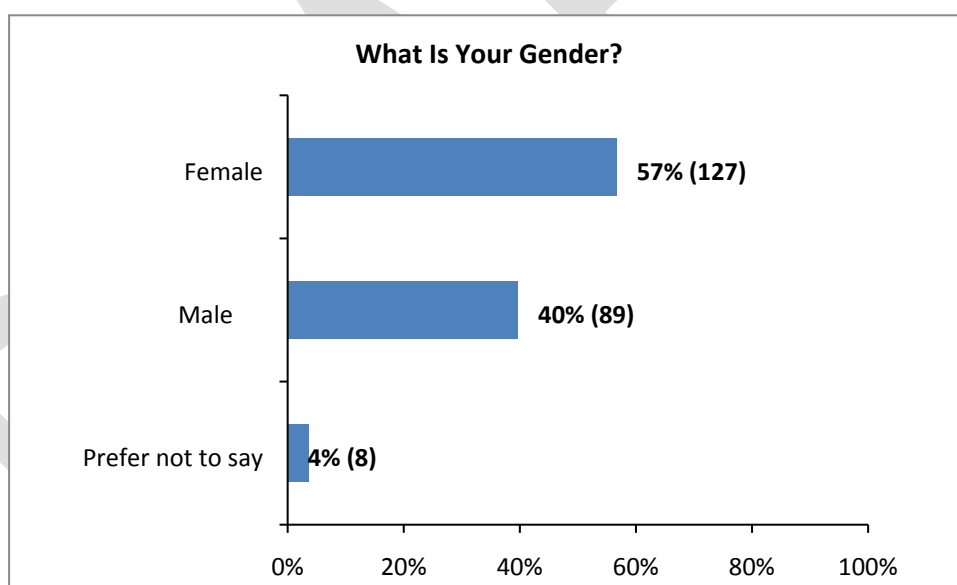
4.8 In summary the information we learned from the engagement responses was:

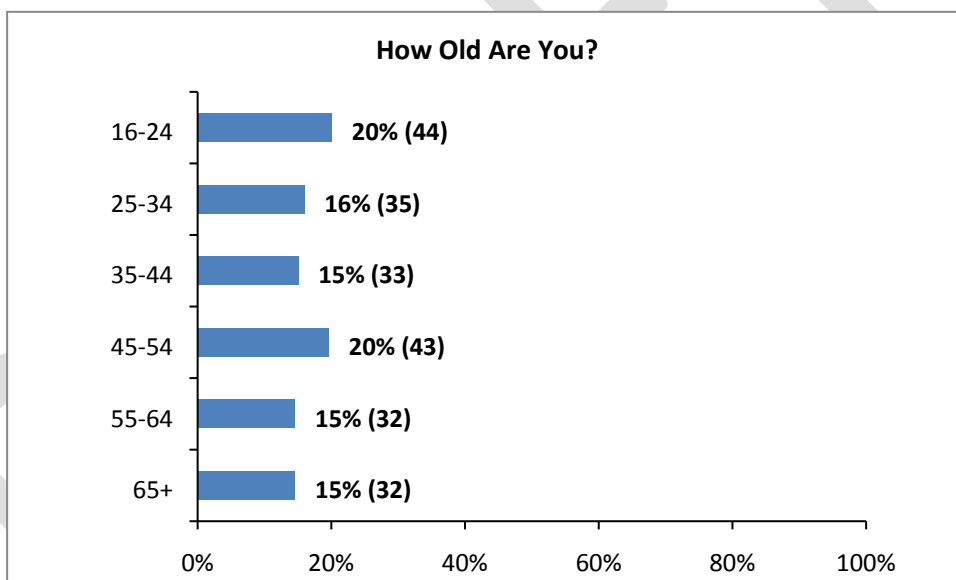
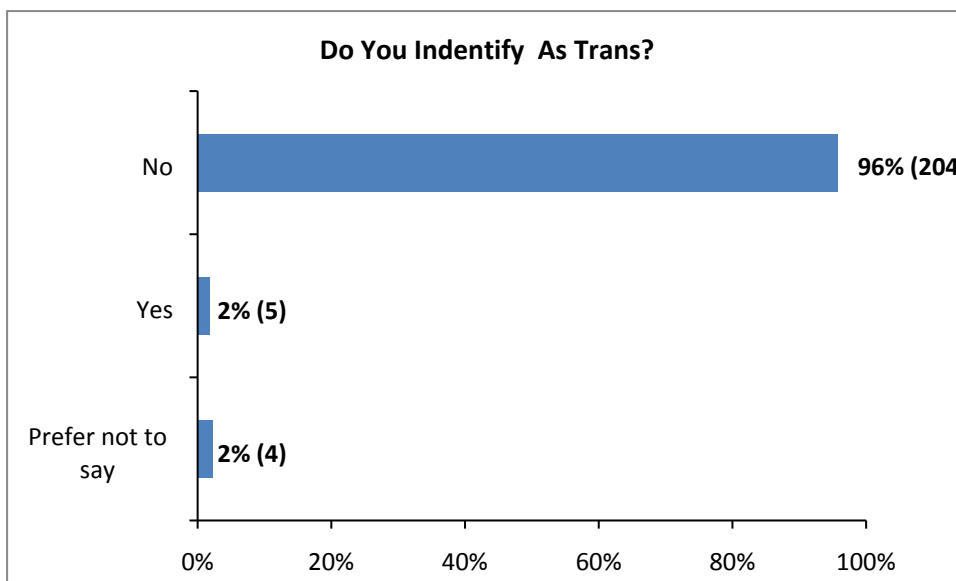
- People want the Council services and buildings to be more accessible and recognise that digital options are not suitable for everyone.
- Communities want to be involved more and want us to work closely with community representatives.

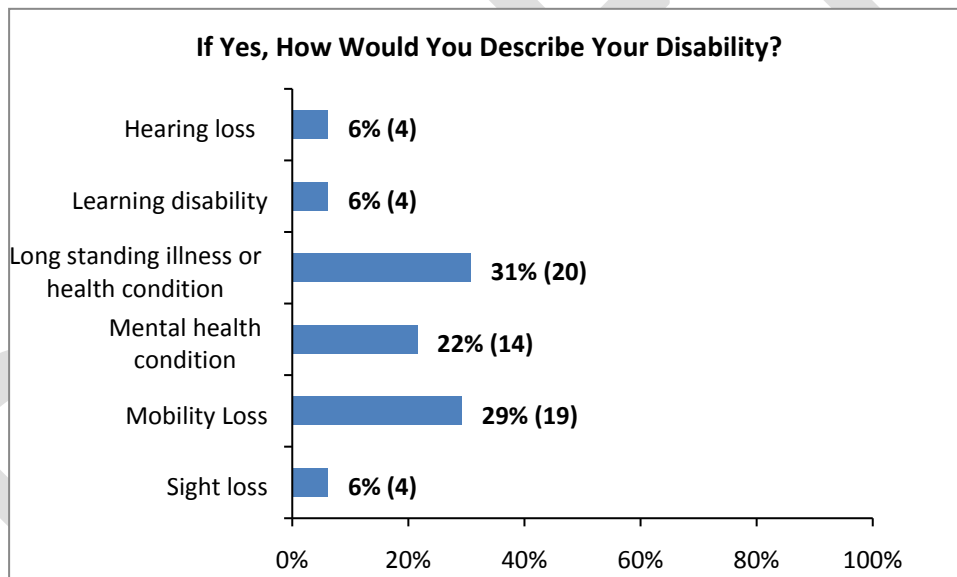
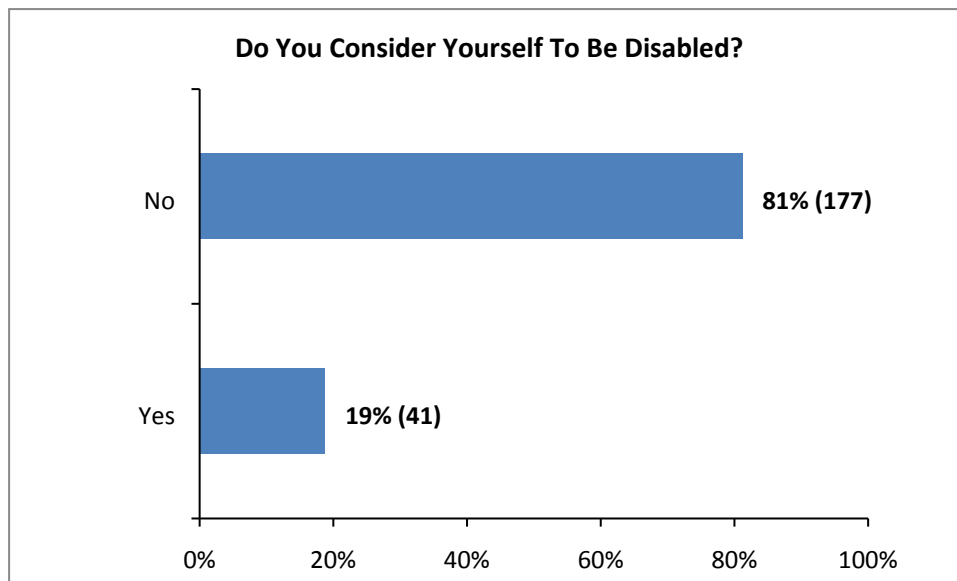
- Mostly people are happy with equality monitoring questions being asked but more thought needs to be given about how they will be used.
- People want to see and hear more about equality and diversity topics.
- Council employees should have equality and diversity training.
- Community spaces and towns should be more accessible.
- Young people want opportunities to be heard.
- People want employment opportunities.
- There need to be a reduction in the stigma around free school meals.
- People want us to work more closely with schools on anti-bullying initiatives.
- The Councils should raise more awareness about reporting bullying, harassment and hate crime.

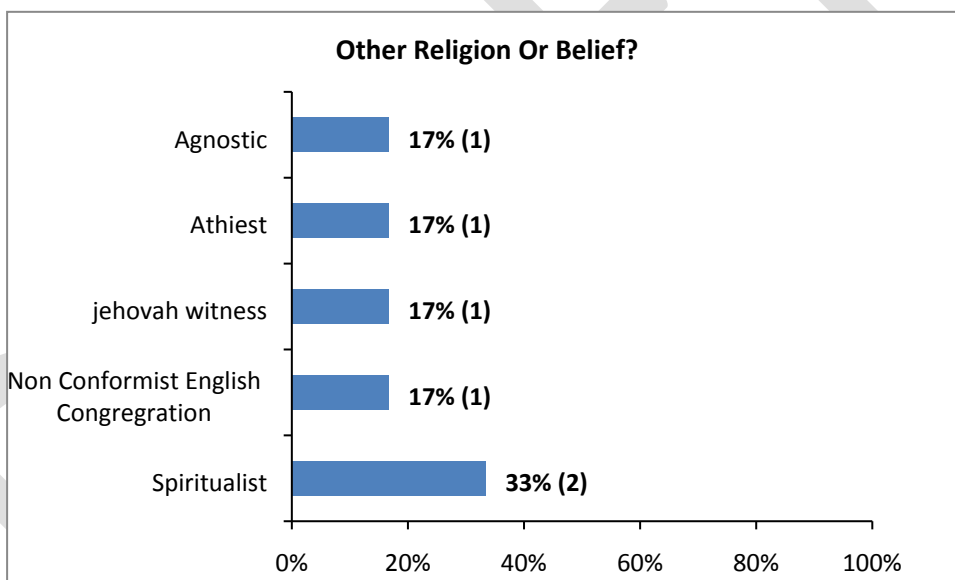
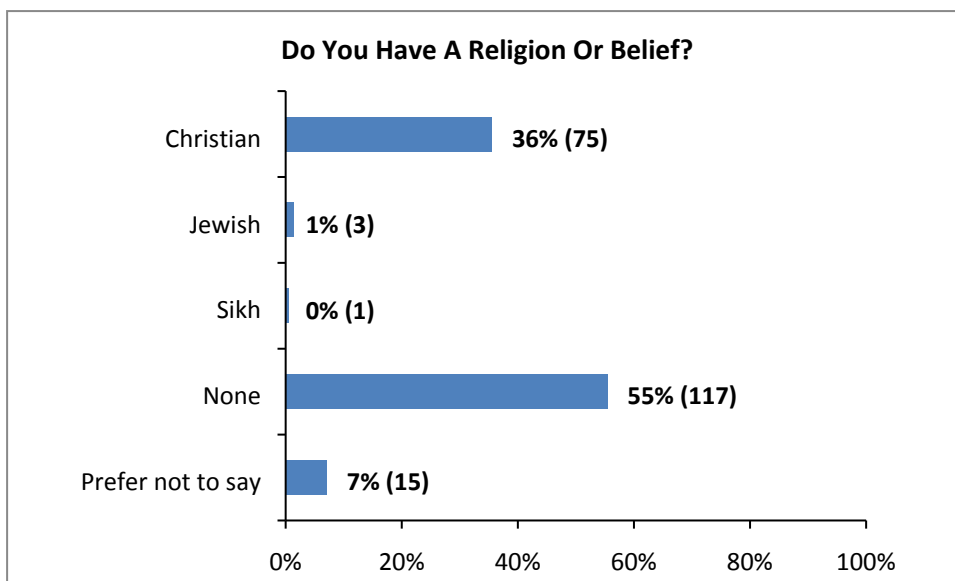
Respondent Profile

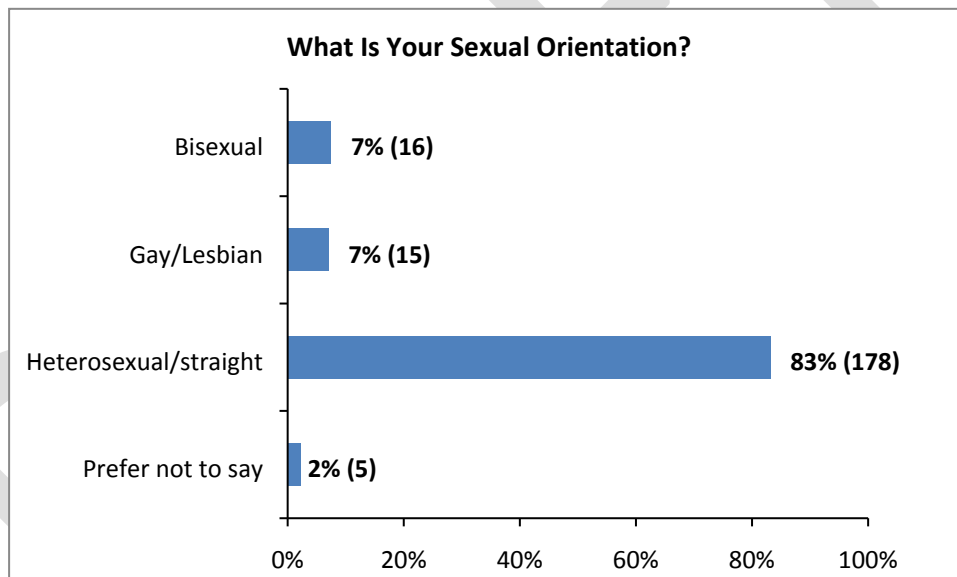
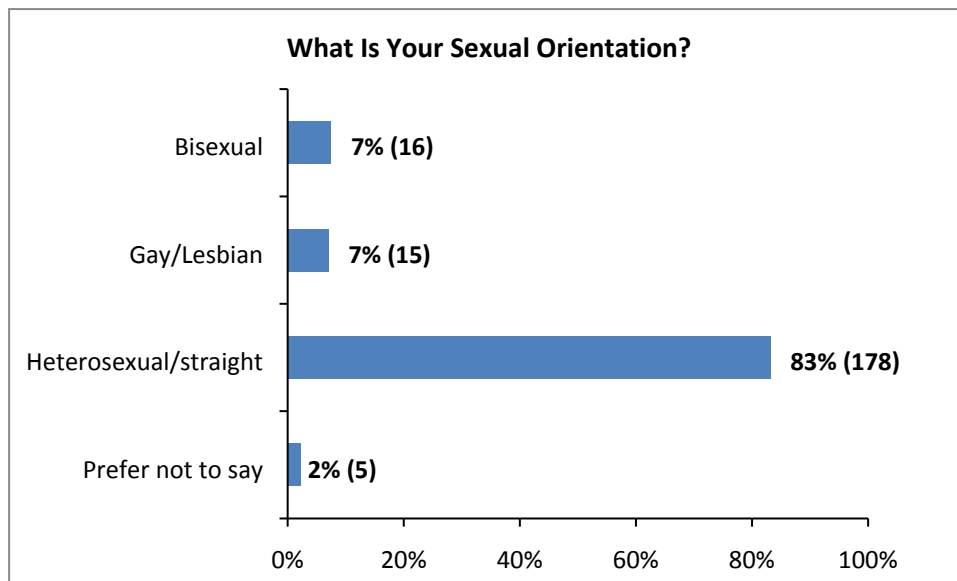
4.8 The tables below show the profile of respondents by protected characteristic.

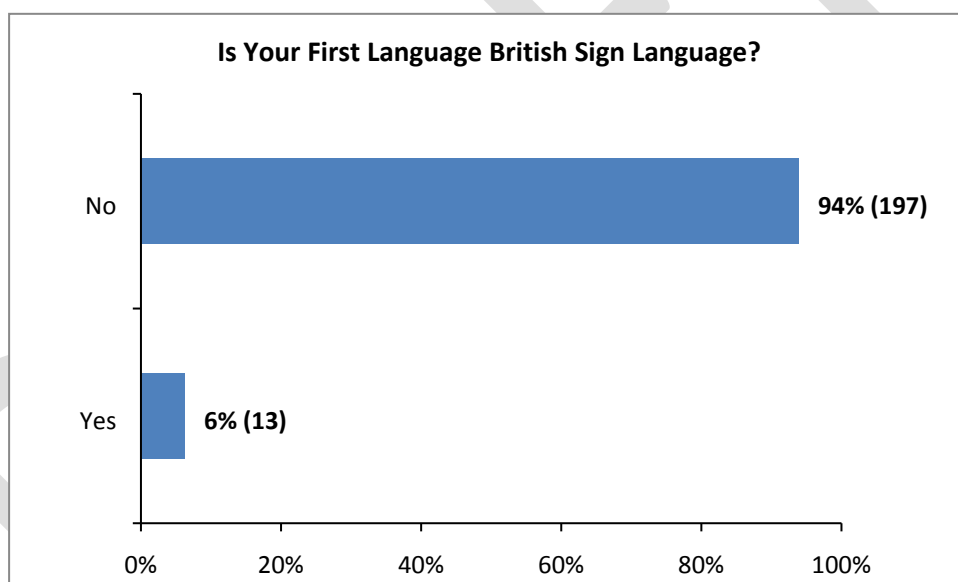
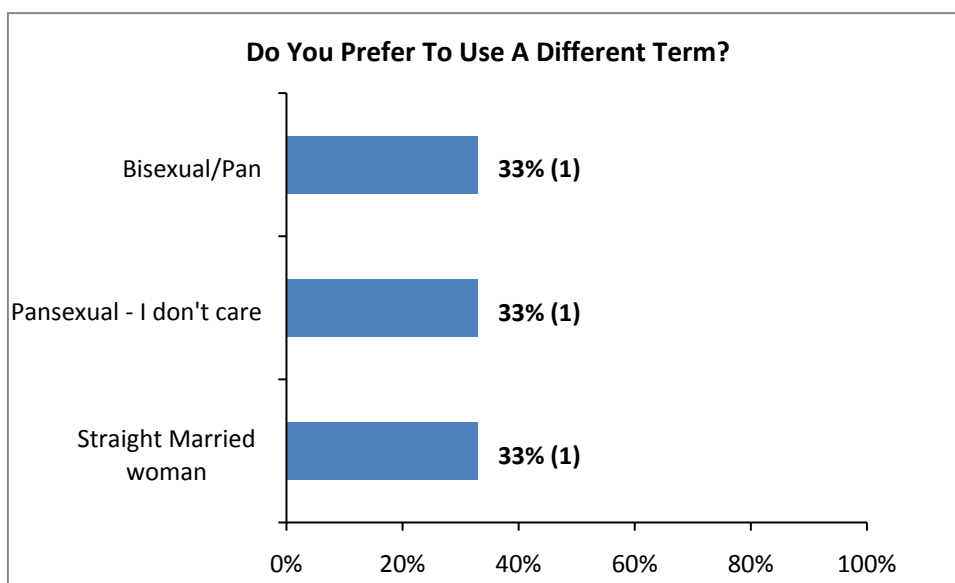


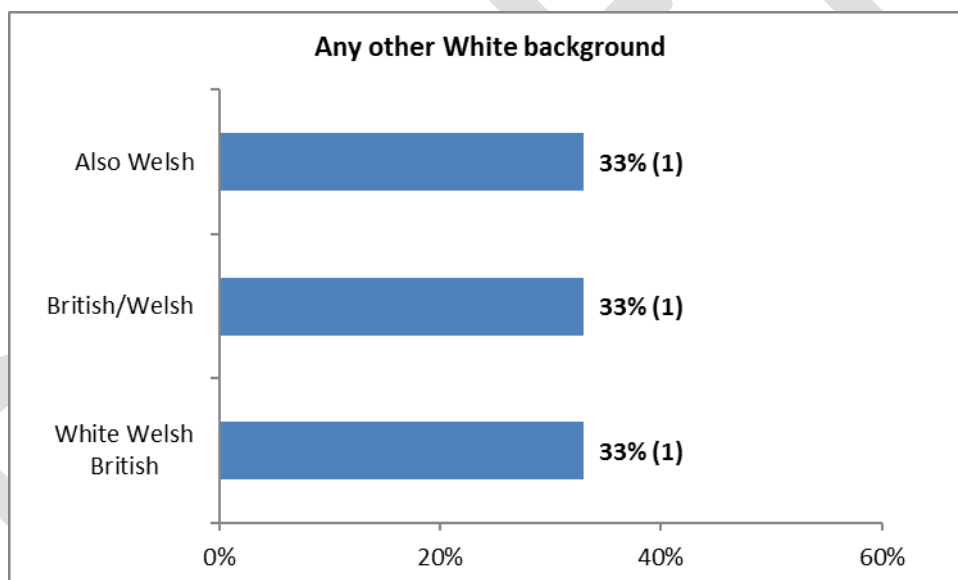
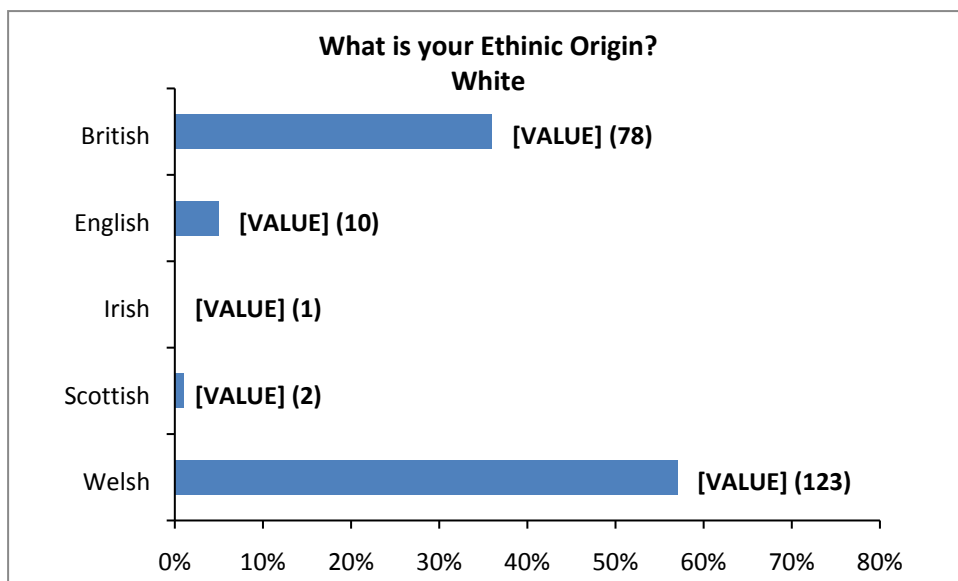


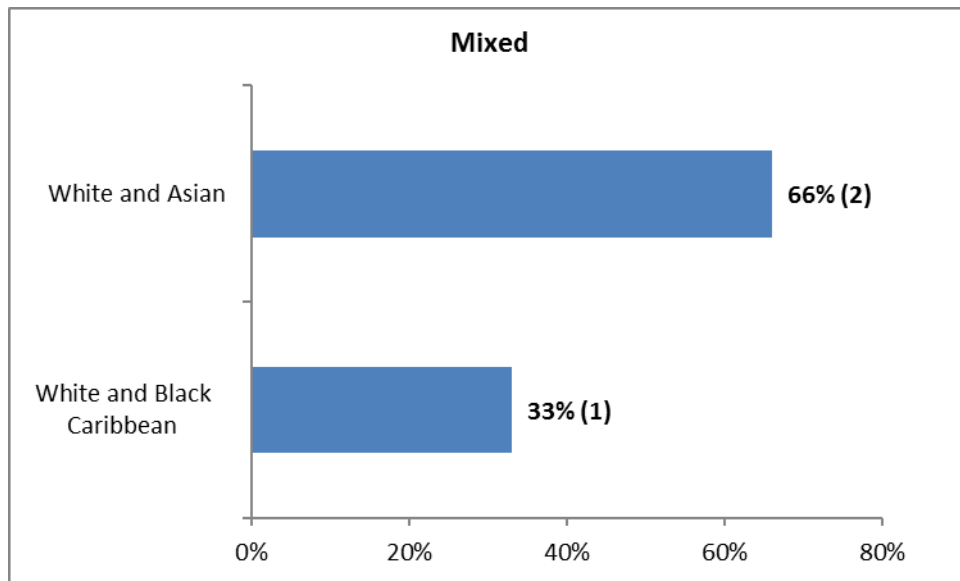




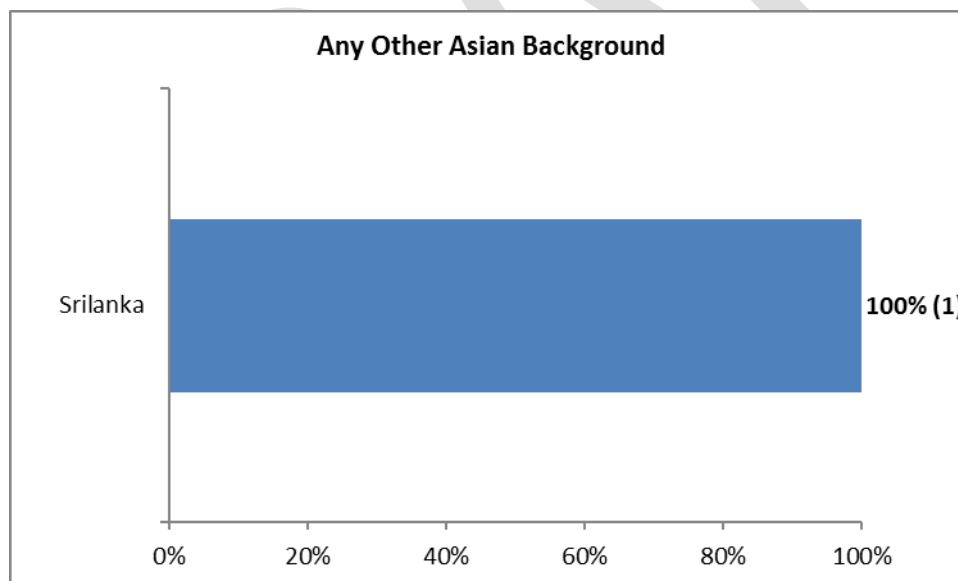
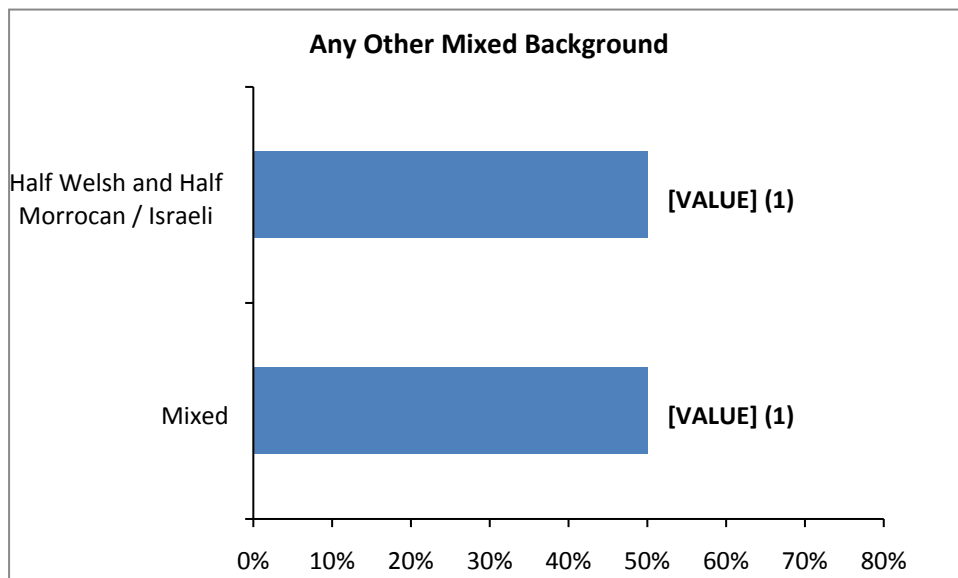


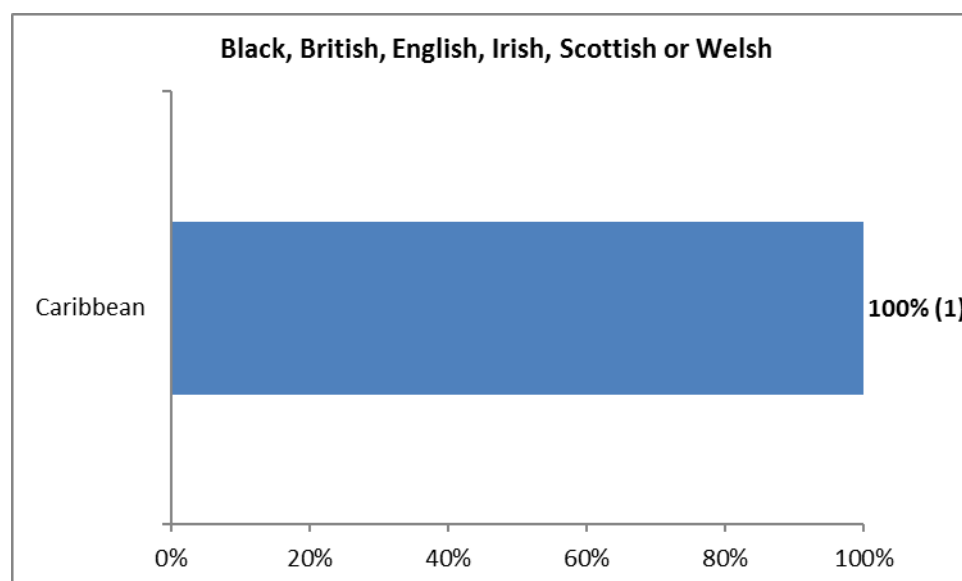






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- 4.9 Whilst overall the responses reflect the diversity of the community in Rhondda Cynon Taf it is apparent that diversity is not reflected within ethnic origin. The majority of respondents were White Welsh or White British. It is an area of concern that we have been unable to effectively engage with people from ethnic minorities and this will be reflected in the equality objectives.

5 Engagement with Service Managers

- 5.1 Prior to meeting with service managers a mapping exercise was undertaken on Service Area Delivery Plans and Self Service Evaluation to identify potential gaps in delivery which related to the EHRC 'Is Wales Fairer? 2015 challenges.
- 5.2 Meetings have been held since October 2018 with service managers across the Council to explore the proposed equality objectives and actions they could undertake.

6 Conclusion

- 6.1 The findings of the engagement report will inform the ongoing development of the equality objectives which will be outlined in the Strategic Equality Plan 2019-2022.

Appendix 1

Proposed Equality Objective 1

To better understand the needs of communities and our workforce and understand the barriers they face to thrive.

Theme 1 – Access to services and facilities

A public campaign to find out whether people have ever had issues accessing services provided by the Council because of their ethnicity, disability, gender and/or sexual orientation and what could have been done differently to have enabled them to receive the service.
Access to services difficult to communicate with council. Needs to have awareness for deaf people.
All council premises should have disabled parking arrangements and disabled toilets available.
Allow people to take up services from personal contact with authorities other than via the internet particularly the elderly
Always room for improvement. Rely on family for lifts can never get a taxi because they are tied up on school contracts.
Bus journey to long and difficult as I have 2 walking sticks
Communication with the council is bad so puts off reporting issues as hard for deaf people to contact
Create safe spaces for the LGBTQ COMMUNITY
Elderly people find problems with toilets.
Email council but they never get back. Bank are bad - No Reply. Direct text number be good.
Ensure that all premises that the public are required to visit are accessible and have disabled parking and toilet facilities available. For example One For All Sardis House, Pontypridd. Limited parking and no visitor toilets.
Few problems travelling can be a problem not easy. Expensive
For autistic people, offer quiet hours where possible
-Front line staff need to be able to sign & communicate. -Sometimes staff don't respect our needs i.e writing down
Further online facilities and access
Have an outreach post in local venues which are on a bus / train route. This could be monthly. The one for all centres were too strict and formal. Have a drop in for queries.
Have to wait on the phone for ages in the council. It costs me money.
Hospital no one qualified to do home dialysis. Public transport is difficult to get back and fro
If people are facing barriers to services they need to know who to contact, this information is not well shared with people.
Invite people to register their preference with you with regards to services provided in e.g. Other languages or how they are addressed

It is recognised that more could be done to identify people who face barriers to accessing our offices and buildings. It is not obvious that not being accessible will result in people not accessing the services in the first place. All council premises should be accessible.
Lights not always working where I live the parade Pontypridd it's dark river side
Make sure it's easy to access.
More access for young people to services in small villages
Needs awareness that letters sent out not easy to understand.
No internet. I ring. Depending who you want to speak to the service can differ
Not all buildings got ramps
Not assume everyone has access to a computer / Internet. My husband has NEVER used a computer or smartphone and has no wish to.
Not easily accessible, have to ask for interpreter
Not enough toilets in the area for older people.
Offer more support such as sign language interpreters or text talk service
Poorer people have older phones and can't select the options that call centres have. We should make sure that there is a default if there is no button pressed.
Promote equality though homes/ by post
Public toilets for those with illnesses. Needs to be more toilets in RCT buildings and it needs to be accessible.
Recognise the full impacts of poverty in a meaningful way - realise that all citizens are assets and your current systems may be a barrier not a help
Relay service then to use it NGT. - The council didn't respond to do. Next Generation Technology.
Relies on wife to interpret. Wouldn't know how to get in touch with the council.
Set up a forum of people to regularly evaluate council premises with a points system similar to that of a hygiene rating.
Simple sign at 1st point at contact
Staff records of when public or staff struggle to manage - eg Pontypridd Register Office should record the daily struggle of disabled people to use the front door and the embarrassment caused by having to ask for help.
The trees need to be cut. Leaves can cause falls.
Train have stopped renewing toilets. Affects independence not able travel.
Walk in clinics so people can talk in confidence about the issues they face.
Website - More icons/symbols. No easy read provision.
wheel chair accessible buildings (Bronwydd House, main block does not have wheelchair ramps for example)
When accessing services in rct
Work with other agencies, for example care, 'meals on wheels' to give to people who are house bound.

Theme 2 – Engagement, information and awareness

Annual surveys with rewards for those taking part.
Approach local councillors to get them involved
Ask service users to answer anonymous questions.

be more proactive in promoting why we use equality and diversity monitoring forms and how we process the information
Change attitudes
Come down to grass roots levels
Communication issues are a big thing.
community / workforce engagement
Could ask for the information on line .
Could use survey questions. But if so ensure questions about gender are done in inclusive way. Eg always offer more than two genders if presented in a list (as well as have a free text box to type your own). See guidance - https://www.hrc.org/resources/collecting-transgender-inclusive-gender-data-in-workplace-and-other-surveys
Draw service users in as advisers to the project?
Educate the public on what is happening and how it is affecting some people and what can be done to help
Encourage a safe space for staff to create groups e.g. black members group, if they wish.
Give everyone the opportunity to report their views regardless of their circumstances
Go into communities and do more work with certain groups. Churches, youth groups, social and community groups.
Good questions to ask for all communities
Hold meetings in the community for public.
I think to encourage open conversation about the issues. Many people feel a little intimidated and a little in fear of saying the wrong things which can be simply overcome by people understanding the challenges more.
I would add that such information gathered should be "none identifying" to individuals (i.e. gather in confidence). Whilst I understand the important of gathering diversity information, it must be clear that under equality that people are not singled out.
If you need to identify specific issues or barriers that may prevent people accessing your services or engaging with the Council then ask them what the barriers are not their ethnicity etc.
Information can be shared through the council in the post so people fill it in but needs to explain the reason we gather this information.
It may be worth asking for this information anonymously - so linked only to the area they live in as some people may not want to disclose this information, or ask first if they are happy to be asked about this.
Job centres can be frustrating, no cooperation at all. Found it difficult to get back into work. Doesn't help at all.
Know the make-up of your communities and make sure the voices are represented. Where are the gaps between the communities and your workforce make up, be aware of these barriers and have open conversations about how to mitigate circumstances and 'Foster good relations'
Listen to people's views and try and act on it

Long term objective to improve that neighbourhood. Promote neighbourhood precipitation. And result is that they might take up pride up in the neighbourhood and 'police' themselves.
Look into different goals, shops and communities to find out what diversities people have.
More advertising, ie. Inform, Council's website, posters around Council office buildings
More community groups in RCT
More ground work needed i.e 'face to face' contact with the public to find out what services they use, how effective they think they are and if not, why not? What do they want? How easy is it to access them?
More information on services in libraries. Putting up information on where people go.
More leaflets through post and other methods.
More publicity to make people aware that this is available
Open day to enough get people to contact the Council.
Polls, surveys and questionnaires via post, internet, targeting areas e.g Library
Poster of Maureen Webber for Deaf Club with accessible contact details + photo.
Practice what you preach.
Proactively offer call-backs or home visits via social media, council website in some service areas for people who face mental or physical health issues which prevent them from attending offices and buildings
Promote diversity
Promote equality using social media
Provide funding to celebrate diversity in the community
Public meetings in the community for people to fill in the forms and to get a better understanding of the diversity and set up of our areas.
Publish the stats in an informative and accessible way so that people can see what you do with the information and highlight how you're using the info to ensure that the services you provide are inclusive and take account of everyone equally.
Questionnaires and going to meet people face to face to gather information so you know who they are.
Raising awareness on stigma around filling equality questions in on job applications etc
Routinely ask what support individuals require in order to engage via other sources
Rubbish being dumped around homes. Complained a few times. Problems starting again. Sometimes I get a response. Ongoing issue.
Set up a voluntary equalities panel that help steer the council and remind it of it's duties according to the equality act 2010.
Set up areas like coffee bars where groups can go and you can capture who is attending.
Speak directly to those already identified as vulnerable people regarding how best they would like to access services

Speak to individuals who are affected.
Spend money on educating (especially children) about the diversity in our community
Suggestions and feedback on services should come from these specific communities.
Talk to children in schools about their ideas
Talk to people and pupils at school about the need to know information and give knowledge about certain topics e.g mental health
Talk to the community, work harder to try and understand the people around the community.
Try to survey as many people in the borough about the barriers they face when trying to improve their lives.
Use community representatives to ensure that job adverts are seen by a wider range of people.
Want a neighbourhood representative to access the broader needs of the neighbourhood. Impact of building, work and cutting down of trees. Street parking and neighbourhood nuisances in general.
We need to speak to people at face value. Not assume that they are in a minority just because they are in a wheelchair, Trans or not white. A disabled person can be employed to answer a phone at a call centre where an abled bodied person may be deaf.
Work together to solve the problems
You need to know what their disability is to provide a service for them. Eg they can't read or write so any on line services are no good to them. A lot of people are embarrassed to say they can't read and right.

Theme 3 – Training, support and processes

Council staff should learn sign language
Ensure Team Managers have the skills and knowledge to deal with issues surrounding this, maybe training on the Council's RCT Source
Give all employees Equality Act training.
Give all employees training on the effects of stereotyping, discrimination, victimisation etc.
Give support to people who can't get back into work.
Increased Equality training, particularly in areas precluding to awareness and sensitive surrounding all areas.
It is paramount for all staff to undertake active training on understanding diversity and equality and being able to apply this to their working roles.
Offer equality and diversity training not to just staff but the community. It's one of their rights to live as they wish but if they're not aware they have protected characteristics they can't demand them. 'You and your rights day.....

Theme 4 – Inequalities and recognising diversity

All govt agencies the same. My pay is based on performance. Not the same for council staff and govt staff. Performance is poor I pay taxes. Not allowed for an appointment. Have to wait until God knows. I'm losing pay. Leaving housing office in a worse situation than when I come in.
Assist people if they have difficulties getting to work e.g pool cars or a car pool scheme
Be more inclusive
Diversity SHOULD NOT be a tool used to divide people. Identity politics is absolute poison.
Ensure that older members of the workforce are given consideration
Equality means just that. NO group should be more equal than others.
Everyone is different. Sometimes we right people off
If working unable to get help or support for housing. I'm in a situation I'm going to lose a day's pay because housing officer couldn't wait for 5 mins. No support if you've got a job. No help organising an appointment. No help, no able to make an appointment. How do you manage if you a working. Cost 120 pound. I've come here for housing help and now I've cost me. If I was treated like this because I'm trans then it would all ok k off. Coz I'm in my 30s white and male nobody cares.
People have different needs. What might be important to you might not be important to your next door neighbour. Talk to each household individually. A lot people cannot get out and are not aware of what facilities are available. Applies to those who are disabled and equally to those who are working.
Reduce poverty by paying a living wage. I myself have to have 2 jobs to pay my gas bill and run a car. As I am a single person there is never any assistance available to me. I get a letter every year from the Inland Revenue telling me I am poor and that I qualify for tax credits. Amount of tax credit awarded? Zero.
Stop bullying by managers. If one person gets flexi in the department then all should have it. The case should be - you get flexible working unless the manager states a solid business case as to why NOT.
The council staff need training who gets to know how to use a relay service. - Preferred method is txt. - NGT is a last resort. Email ok but not good in an emergency.
Try to ensure this is about equality & not positive discrimination as i think there's a fine line to be drawn.

Theme 5 – Equality monitoring information

Any applications to ask the questions at the end.
Ask about History
Ask employees about their background and issues they face in terms of applying for work or promotions.
Could you add something into the census for people to fill in? Or the voting register?
Ensure people know the benefit of sharing the information about themselves
Ensure that disclosure continues to be an option and not mandatory
Forms you fill can be made mandatory and not optional but explain why you ask.

Give people the option to do it quietly or on their own privately.
I agree in part, when someone's disability or ability affects access to a service this should be addressed, I don't however see the relevance of someone's, assigned sex, sex identification, ethnicity or sexuality. Sometimes barriers are seen or created which do not exist.
I would suggest considering expanding the specific equality areas to specifically include the following: Age, Religious affiliation, Nationality of origin and Sub-Cultural association (the last one is often left of equality surveys but often experiences discrimination and persecution within society).
If someone fills in an online form or reports something, they could be asked afterwards to answer a few questions
Include an equalities monitoring form either at the start or at the closure of involvement with a Council service area. This would need to be an optional questionnaire for users to complete.
It's not about the information being asked it's the environment its being asked and knowing where that information is going.
Make sure the people answering the questions understand where the information is going and what it's needed for.
Monitor protected characteristics. Ensure people who declare a disability are followed up in employment even if they do not need reasonable adjustments for interview (I wasn't followed up).
Need to ensure the information is collected centrally and not continuously asked by different agencies or sectors in the council. This will put people off from completing.
Not ask people in schools their sexuality.
Not in schools.
Not pressuring people to do the survey
Promote equality questionnaires via competitions in order to attract more people to complete them (ie 3 months free Leisure for Life membership drawn at random from completed entries)
Questionnaires by mail
Send questionnaires
Use schools or workplaces to gather the information so people feel like that have to fill it in and see the importance of it.
With other service areas, such as the Welsh Language Team, undertake a Council-wide employee census every xx years to capture the vital information about the workforce and the changing nature of it over time. Even long term employees may answer differently today as to what they would have answered when they first started with the Council.
Work with schools and colleges and get families and pupils to fill in.
Remember that there is an objective to increase the use of Welsh in all areas. I don't understand why there is mention here about getting more information when people use council services. Is the objective to ask someone calling the contact center a number of questions about their gender, ethnicity etc? Why? What is the service to do with that data? Inclusive services should be offered to everyone - whatever the exact demographics of the audience who usually use it.

Raising the status of such things within our whole community is important if not relevant to the person using the service at the time.

Misc.

Make sure the infrastructure is there to deal with this.

Money is wasted high salaries. Are people really worth that? An old boy's network run things. Pensions different scheme no equality.

Proposed Equality Objective 2

To reduce inequalities that exist within our communities and the workforce.

Theme 1 – Access to services and facilities

Communication. Need to book interpreters. Not when you need appointment.

Could book interpreters. Council use jargon in letters. Difficult to understand. These questions and objectives are too long to read.

I use a scooter. The pavements are not good the town centre in Pontypridd is a problem. I fell by Iceland. There's a small kerb and I didn't know it was there.

Mental health _ barriers. Things can get in the way of trying to do this. Problems ringing trying to speak to someone. Lots of paperwork

More can be done in education. Teaching support allocated to disabled children should be used for that purpose and nothing else. Care plans should be understood by head teachers and this should be checked to ensure that this is so, Accessible schools is a must.

More learning objectives, even if only in use of computers. Not all have access or want to deal with machines. Some of the older generation rely on "talking to a real person", may be their only contact. More frontline staff, calls can take an age to answer.

More street ramps for the disabled.

No one should be allowed to see each other or her each other and all communication must be via text through a intermediary to ensure its standardised?

No support in Job Centre for deaf people. No additional support for CVs. Job hunt, internet - not able to get support they need. (In Porth)

Not enough toilets in Pontypridd,

Offering support for people to access services, for example adult education for single mums, but after child care offer.

Pavement can be lethal. More dropped kerbs

Pontypridd no good for wheelchair and scooter access.

Possibly mobile vehicle for one step shop advice/queries

Problems with my daughter's bus pass she is disabled. One for all centre not sorted it. I've had to made trips to sort it, always form filling. Always battling for her entitlements. Always have.

Promote good opportunities for employment to a diverse groups - extend reach

Sometimes problems access school. I email sometimes I need to ask a friend to contact. If my daughter is ill, I need to email school. If daughter is ill, they have to text not school contact me. Not able to text school.
Support for young people outside of school
Support with completion of application forms
Timing of services/courses that are appropriate for people to access.
Working to address the barriers to transport especially for young people to access services, education and employment.

Theme 2 – Engagement, information and awareness

Able to attend PACT meeting. Good support for older people.
Again speak to individuals
Better link up with schools and community
Better publicity to make people aware of what is on offer and where they can obtain more information.
Closer links between families and youth workers / organisations
Education dept. should work with the public, outside of schools e.g in libraries, cafes, museums, places people visit – shops
Encourage young people to bring ideas forward to the council.
Encourage youngsters to engage with these measures
Engage with mental health services and bring them on board as a partner to achieve diverse housing and support. Evidence would suggest there is a need for more community care around mental health.
Giving more knowledge To professionals, need more multi-agency and promoting it in the council.
Importance of educating school pupils and families
Increasing awareness and challenging fear and lack of understanding.
Knowledge, some people are unsure of what is available or what's available for them the access and what they are entitled to access.
Leaflets or call and chat to certain group and could have community groups set up in public areas to discuss barriers to services and speak to councillors of the ward to help this.
Maybe asking the parents and young people what would benefit them. Making it easier to access the support.
More support for those educational issues
Organise a fun and educational workshop for young people with lots of advice
Pay attention to the already existing strategies. I have had some experience in my employment that this isn't always the case.
Share information through inductions and information packs were possible. To give knowledge on services provided.
Start at the root cause - look at parents, environment factors. How are parents being helped/challenged to positively change their approach/environment/work ethic
Talk to employers try and get them on board.
Talk to them face to face.

There is very little in way of youth voluntary activities such as Prince Trust Volunteers that runs through RCT. There are large gangs of youth who hang around on the streets for lack of any appealing activities to the youth that would also help them develop, leading to a culture that does not promote the individuals to strive to advance themselves. More can be done to engage the youth and provide them with engaging activities and past times that will benefit them.

To embed such strategies across all Council service areas' business plans and subsequently in their operational tasks. For example, if each service area was encouraging the uptake of free school meals, there may be more incentive for families to do so, rather than only hearing it from Education services where relationships may not be the most positive to begin with.

Work with Citizens Advice to ensure that services available for residents are fit for purpose

Work with third sector

Theme 3 – Training, support and processes

Better procedures in place regarding staff reporting neglect of a pupil

Better training for teachers

Councillors - awareness of contacting an interpreter. How to contact a councillor.

Increase Pastoral support and raise awareness amongst pupils

More deaf awareness

More multi agency working to support families and young people.

Provide awareness training in council around the "Protected categories" under Equalities Act.

Work closer with third sector and charity organisations to gather this information needed.

Workshops or training experience to young people to access to gain the experience needed.

Theme 4 – Inequalities and recognising diversity

Adults with learning disabilities are often sent to day centre when they are ill and they should have stayed at home. Adults with learning disabilities want more opportunities for work or volunteering for example in older people's homes or in shops. They never have the opportunities to discuss this with anyone.

Adults with learning disabilities in supporting living have all activities planned. They can't make an ad hoc decision e.g. to go to the cinema. Everything has to be planned in around staff. Also adults with learning disabilities are not involved in the interviews for the staff that are appointed to their homes - they have no say. Adults with learning disabilities miss out on social activities e.g. group Xmas parties as there is no staff to support them to attend or they have to leave early. Adults with learning disabilities in supported living are not always consulted with on things that affect them such as changes to eating plan. This can be very upsetting.

All jobs should be in pay bands so that male and female employees will get the same rate of pay for that band. Certain jobs can be gender specific and so it would seem there are more male or female employees in that role but that's just an anomaly.

Always an inequalities towards deaf people
Ask over 60's to give option of given their bus passes to young people who need the transport to access these services.
Barriers such as in housing and employment can be multiple where a person has multiple marginal identities. Recognise that this needs specific strategies & work with orgs that understand these strategies. Eg look at the research Shelter Cymru is doing about LGBT youth and homelessness
BEING WHITE and male in this society is a disability.
Embrace diversity in all its forms
Ensure the benefits of working are equal for younger people ie minimum wage isn't aged based.
Everyone should treat the way that person wants to be treated
Fit the product to meet the demand. Very often in the past strategies have been put in place in the hope that people will take up the opportunity.
Having fixed rates of pay for business support staff and incremental pay scales for senior managers exacerbates the gender pay gap issue. As the ratio of women working in business support compared to men working in senior leadership is so imbalanced you are effectively paying women less.
Help young people struggling by giving them bus passes
Identify that the correct people receive help, don't employ a blanket approach. If necessary means test to ensure abuse of system isn't an issue.
Identifying individuals with particular needs can be difficult if they do not self-identify. Exploring more effective working relationships with other organisations who support specific groups and sharing information legally and effectively is one way to target services.
Keep an open mind.
LGBT should be expressed all around our community.
Listening and trusting in what people with a disability say. Don't appear to patronize, show empathy not superiority.
Look into the backgrounds and difficulties faced within families and the culture within that family. Too often strategies look for a 'one size fits all' concept, this misses the fact that families and members within families are individuals. All families within a community are different.
Need to stop seeing young people as second class citizens and take their views as equal to adults.
Not sufficient for disabled people, particularly learning difficulties. People with parents and nowhere else to care apart from emergency care. People living with people who they don't like. More options need to be available. Make more use of good properties and invest.
Provide more opportunities for disadvantaged people.
Remove RCT's bigoted views for persons with spent convictions and give them a chance rather than judge them!
Stop gender pay gap.
Target areas and give funding e.g mental health services.
Woman + man should work just as hard and get paid the same.

Work with organisations like Bay Citizens Community Jobs Compact to ensure that the councils processes are fostering good relations between citizens of different characteristics

Better support for schools to be able to support children with additional learning needs - the education support service has been cut so much that nothing is worth anything. Many "advice for school" but what is needed is more staff to work with these children. School budgets have reduced due to efficiency savings which means that staff are being lost

Theme 5 – Equality monitoring information

Equality officers should be visiting departments and analysing the current set up. They should report observed inequality to head of services.

Firstly assess you methods for measuring inequalities, for example in schools what evidence do we have of the experience minority groups (BAME pupils) and the effect this may have on achievements. Once we know the scale of an issue, it's only then we can diagnose is and begin to do something about it.

I would like transparent data regarding pay of council employees.

Look at an holistic approach and look deeply into the needs of individuals and families.

Look at vulnerability profiling wider than just YEPS service to include those who come into contact with Supporting People and Housing Solutions. Potential to move toward one ICT system for all instead of different departments recording on separate systems (e.g. use of Capita One, WICCS etc).

Need to find a way of identifying the people who are vulnerable.

Reviewing information of who is getting the services, no bad practice.

Theme 6 - Housing

Abroad there are lots of flats. Good idea cheaper rates etc.

Adaptations made to home grab rails. A good service. Husband passed away. It was a no for the council to collected the adaptations,

Barrier for people who just come of work housing an issue. Trying to pay rent to house is so expensive. Impossible to manage. Huge stress. Better understanding from people. You have a house just deal with it, empathy needed.

Consider providing younger person hostel accommodation where they have own space but can get support from a trained warden.

Could offer single living in local areas for older people.

Council should do more by using empty houses to make homeless shelters.

Disabled facilities grant means tested - shocking to say the least. If you're in employment the chances are you will not get support.

Empty houses need to be turned around quicker to support families who need homes. You can't find a job if you have no-where to live!

Getting the adaptations right at the right time. Get it right the first time saves repeats

Housing - older people living in supporting housing for council house not in their local area.

Housing - renting is very expensive for young people. Hard to access support.

I've had good experience with aids in my house.
Look to increase grant funding for renovating existing private sector housing and reduce threshold for qualification to bring existing stocks and empty properties up to a higher standard of living and thereby creating further employment opportunities in the building sector in RCT
More council housing being disabled friendly
More support for people who do work when it comes to housing support, renting or buying.
On the housing front, if a family takes on a child as foster care or SGO/Adoption then they should be given privilege over other people. We need to support the family in this case and not just pay them and expect them to get along
Our Supporting People and Housing Solutions Service already aim to ensure appropriate access to sustainable housing options for all groups in society. Great if you're unemployed and disabled. Closed doors if you're disabled and working.
Property adaptations for disabled people are means tested. This puts them at a disadvantage when working in that they are expected to be able to contribute silly amounts towards the works. Focus on income only and not outgoing i.e. childcare. Better off not working.
Should be actually live or lived in an area to get as much consideration to people who have moved in the area.
Targeted services for age eye when it comes to housing and supported housing.
Young people housing. Helping to get life back on track. Housing have been helpful. No support re employment.

Theme 7 - Employment

A strategy to reduce the volume of recruitment agencies in all areas intercepting jobs. It creates an unstable workforce where money for wages is diluted instead of directed to the public purse. For example supply teachers, their wage is drastically reduced by the profit margin of supply companies that profit could remain in the education budget if a centralised register was created. Thus providing meaningful employment and more wage certainty.
Apprenticeships for young people not opportunity for older people
As a teacher I know children in school will never reach their potential if they see nothing to strive for in their local community. There needs to be clear pathways to employment.
Award jobs based on a points system of inequalities and not merit. The more "inequalities" you have the more points you have and if they can't do the actual job hire helpers to do it for them.
Aware of various projects inspire to work. Continue with those and advertise more
Better advertisements of jobs locally and more accessible for young people so on sites friendly for young people.
Better opportunities for young people to gain part time employment for school pupils.
Bus fare & train fare is expensive and puts young people off

Does the staff know the path for promotion? We should be aim to invest and push our staff to be better.
Employment for older people
Employment for young people is still really low within my age group. People ask for experience and we can't get that without opportunity so council could ensure that you don't have to have experience so more young people could access jobs.
Encourage more girls to study for courses in IT and engineering and not only gender specific employment
Encourage young people to have a good experience of work employment to improve confidence to work
Flexible approach to recruitment in terms of application process
Had a problem finding employment, Problems with communication between job centre and job places.
Jobs could be targeted to young people so companies can advertise in schools or colleges on their school websites or emails.
look at attracting businesses through grant funding into RCT to create more employment opportunities
Lots of kids don't aim for anything. Benefits system too accessible for people.
Make compulsory work experience (schools) and voluntary placements (for people with protected characteristics particularly disabilities) in all areas of the Authority. A proactive offer where managers would need to Opt Out with reason rather than the current model which relies too heavily on management to Opt In to offer placements.
Make Council job applications simpler and available in more formats for people with disabilities e.g. video interviews, work tasters. Written competency based applications can immediately deter people with disabilities and/or low levels of literacy.
More apprentice/graduate placements,
More employment opportunities for disabled people
More employment opportunities for young people so they can gain the experience that many organisations ask for.
More jobs for people without previous experience.
More opportunities for employers, employments support for older people who efind themselves looking for job
More volunteering opportunities for teenagers because it's hard to get your first paid job without experience.
Need to up skill and educate young people how to impress at work placements.
Never going to create a perfect workplace but working near nature could help with mental health.
Older people getting jobs. Doesn't matter how much. I job search I have a feeling it's my age that prevents me getting jobs.
Poor jobs (poor services) should have less pay. Compare to private sector.
Provide alternatives to experiences for young people who may not have worked before.

Put the right people in the right jobs. To break down barriers for people, call on the expertise of someone in the minority - maybe have a group or panel of people that can be the voice of the people?

Reduce the amount of casual jobs offered, as a council almost all of the posts you advertise are temporary and most people need permanent posts to , apply for mortgages or pay child care.

Struggle to find jobs because deaf. Deaf people can find work.

The lack of employment of opportunity for young people and other groups is partially connected to the larger issue of a lack of employment opportunities in RCT. Any opportunities that do exist in the area are quickly absorbed by experienced and over-experienced people living in the area, cutting out more vulnerable groups like young persons. Much more must be done to promote new businesses to come into RCT (Pontypridd for example can be promoted as a "Mini-Cardiff" - Close enough to the capital to reap the benefits but more cost effective for larger firms). Also, a considerable investment into transport links is essential, both with roads but also with public transport (which is current, quite dire) so that businesses benefit in the region and also young people etc... have opportunity to commute to other regions to maximise the pool of places they seek employment from. In particular, focus needs to be placed with the forth coming TfW improvements on the rail network, but RCT could also benefit from stronger transport links too Swansea as well.

To work with employers to make more effective apprenticeships which might enable children from low income homes to widen employment choices

Theme 8 - Poverty

Encourage the uptake of free meals. How about encouraging people to prioritise and be self-sufficient. Be bold.

Free school meal for everybody not means tested

Free/cheaper school uniform

Funding available for any welfare issues, for example transport for young carers and childcare for young mums. Hardship support for financial support.

further develop a system for payment of school meals where all pupils use the same payment method eg smart cards which can be pre-loaded for pupils of FSM. this will help to overcome stigma

Get rid of the stigma of receiving free meals

More help for working families. Childcare is a big barrier costing working parents a lot.

People should be encouraged to take up free school meals

promote the school uniform grants

Reduce any stigma attached to free school meals by using discreet methods of identifying those receiving them.

Roll out of SHEP over all holidays and for a longer period rather than a few days, development of breakfast club and food in after school clubs

Support for families suffering in work poverty

There is a lack of information within RCT about what training and education opportunity exists in the authority. There is a particular problem that economically poorer families are unlikely to be able to afford many of the adult training and development courses, thus would also discriminate against these families from increasing their potential for better employment. Access, especially for vulnerable groups, to reduced cost or free training would help bring balance to otherwise disadvantaged area of society.

Theme 9 – Bullying, hate crime and sexual harassment

Make more effort to prevent bullying, indoctrination and hate issues

Misc.

At the moment the information beneath the objective feels too broad and non-specific.
 Ensure they are sustainable
 Make priority for schools
 Not at school as it's none of their business.
 Re-open youth clubs in the area.
 Schools could have pay you go mobile. Personal text to school would be much easier. Have wiped scoop. Too much info.

Proposed Equality Objective 3

To promote safe communities and workplace.

Theme 1 – Access to services and facilities

Information on school / council intranet about deaf awareness and book interpreters.
 More councillors
 Parking is terrible in Trallwn. Work has been done but it has just made the situation worse the problem has just moved.

Theme 2 – Engagement, information and awareness

Be supportive of each other in the work place - equally.
 Continue to hold equality workshops with children and young people.
 Make children aware at an early age that there are children who may be different to them in terms of looks and abilities and that this is normal
 Raise awareness of support offered
 Safety awareness needed
 Such policies should be in place....society and social media should be focused on..
 Talk to them independently
 Use more publicly
 Use the significant expertise in the third sector - your statement only supports your systems and not the lived reality of many people in RCT

Wider promotion of the work undertaken and support that exists across the county borough

Theme 3 – Training, support and processes

Continue work with schools + colleges to raise awareness
Develop an annual workshop on the topic that all school based staff must attend
Discrimination is learnt behaviour so work with families and parents to educate
Educate all residents of RCT on respect for themselves and others
Educate you people in schools in Deaf awareness.
Go into primary schools more often to give talks. It's often too late at age 11 etc.
Go into schools and workplaces to teach them anti-bullying policies.
Having strategies to help victims of hate crimes domestic abuse is important, but education to stop future abuse is more important
Health and Safety needs only to be thought and understood.
More help to provide domestic abuse services and a straight on staff.
Policy alone want change much.
School based officers to take on this vote
Schools need more knowledge and to educate pupils from a young age on equality.
Teachers already council students most of the day, however, in over to retrain to meet this need there is no funding available. Surely it would be cheaper to fast track teachers who have lots of experience and increase the amount of counsellors in the shortest time frame. it would be cheaper than paying for a 3 year degree for someone who may not choose to practise with children and families.
Use more agencies or other organisations to teach about services and why we shouldn't bully or victimised people.
You could place teachers who assign up to the scheme in schools and communities more cheaply on a training wage like they do with social workers. Thus getting more professionals on the ground quickly and cheaply.

Theme 4 – Inequalities and recognising diversity

A more youth clubs. Old social values have gone. Nowhere for kids to go.
As before recognise the intersections. Eg the stats on bullying of trans youth in schools is appalling. Look at how this can be addressed. (Note: also consider what other councils are doing on this.)
As stated there is a recognition that anyone can be a victim of hate crime and domestic violence, this should be reflected as often, even at council events I have attended there has been a bias towards women as victims and men as perpetrators from many of those attending.
Education of the responsibilities Public sector Equality duty and Equality act 2010 and how this looks like in practise. Many are aware of their responsibility to eliminate discrimination however few are aware of what constitutes discrimination and the need to foster good relations between those who share protected characteristics.

Focus on gender and orientation hate crime. What about disabled hate crime which is well documented. This group is vulnerable and should have equal rights and attention.
From a male perspective, there are days within the calendar and events to 'end violence against women' but nothing to my knowledge specifically for men. This should be looked at in the interest of promoting equality.
more should be done to promote the wellbeing of hate crimes especially in the workforce , when a colleague is accused of something , as far as people are concerned he's guilty instead of speaking to the accused to hear his side and why he's being targeted,
On the subject of #MeToo, whilst the majority of cases highlighted were related to the abuse that women receive emphasizing that the majority of the work was needed on reducing these incidents for women, it was also highlighted that a number of men have also suffered. Often when men tried to speak up, they were shouted down as if their abuse was drawing attention from abuse on woman or faced with comments like "man up". This kind of attitude is the kind that is responsible for why abuse against men is often under reported. Abuse against anyone, regardless of the gender initiating or receiving the abuse must be highlighted to be unacceptable in society but care needs to be taken to consider the differences the way society views abuse towards any gender and should be written into any framework.
Somewhere for kids. Used to be YMCA's and clubs. Could be based at sports centre.

Theme 9 – Bullying, hate crime and sexual harassment

Abuse can affect mental health and putting a mental health personal in every department will make it easier for people to speak up.
Adult with learning disabilities would like more information about Hate Crime and would like to meet the police and other groups more regularly.
Aim at promoting support for same sex couples as these can also be abusive relationships. Although women suffer abuse more than males, it should be noted that there are women that suffer abuse at the hands of other women and not just men and vice versa.
Always bullying out at night in Pontypridd. Always risk we will be targeted because we are deaf.
An RCT Hate crime form?
Anti-bullying. Youth suicides with social media.
Better police force. Police has been cut.
Bring in people who are willing to talk about their experiences
Buddy systems in schools where children are paired up with others who may be different to them but it's on a rotation system so can change every few weeks / quarter or term so everyone gets a new partner / buddy to get to know.
Bullying and discrimination amongst staff and in particular management is prevalent and focus should be on this as well as schools
Bullying has increased to frightening levels in schools over the last 10 years and so has mental health disorders. Schools and communities need faster access to mental health clinics.

Bullying in the armed forces.
Bullying is all about power and is cynical. These who were bullied are more likely to bully if the opportunity arises. It is important to make sure this does not happen. This has to be done sensitively. I was bullied and know how tempting the concept of "pay back" can be. I also know how self-defeating this can be, having seen others behave badly.
bullying is an issue in all schools including social media need to adopt a zero tolerance
Bullying, harassment and inappropriate behaviour also happen in the workplace. RCT needs to also support adults, especially within their workforce. People need to know where to go for advice, whom to contact and to feel confident that their disclosures will be confidential and acted upon.
Check that schools are taking bullying seriously.
Children are protective of parents because we (parents) are deaf.
Communities support me, I feel safe in my area
Community officers to be more visible in the community so people know they are safe.
Consider exterior bullying officers and services to step in as schools are consistently inefficient.
Currently only deal with Mel if issue so needs to be more staff who can support and let us know about support available
Daughter has been bullied. Affected health. School not dealt with it properly ... mildly. More about being fair to Go bully than my daughter. Didn't know where to go. The victim is segregated and ostracized not the bullying. Caused lots of problems and others. Allowed back in 6th form why.
Develop courses for YEPS around bullying and get people in to talk about how to stand up to them without the use of violence.
Disabled people need to see how the council can stop that happening.
Educate all young people about the expectations and obligations in a healthy relationship.
Educate how bad hate crime is I primary and secondary schools.
Educate parents and family members through the avenue of the schools and start teaching about diversity and equality from primary school.
Educate younger people about hate crime to show that it is not acceptable
Encourage reporting of abuse.
Enshrine "fairness" as an assumed aspiration that is shared by everyone across RCT. Maintain work in different streams of equality and diversity to tackle hate crime but wrap this all together in a programme of general inclusivity where everyone matters. The recent campaign by Scottish Government and Police Scotland is a good example of framing the perpetrators of hate crime as the "outsiders" - see their messages posted in prominent public spaces here https://twitter.com/theleith/status/1044996613998092288?s=21
Experienced stigma in the workplace. People put barriers in the way. Assumptions you can't do it.
Feel safe in community.

<p>first of all, the evidence suggesting women are more likely to be victim of domestic violence makes it harder for men to admit the fact they they are victims of domestic abuse. Men are just as vulnerable to become victims of emotional/domestic abuse.</p>
<p>Focus on school policies - schools are notoriously bad at dealing with bullying. No-one wants to report to schools and often are discouraged from it by other students with bad experience.</p>
<p>Getting the basics right first before the complex social issues.</p>
<p>Give examples of council staff who may have been bullied in school and what they have achieved despite what bullies have said/done.</p>
<p>Good idea especially problems people targeting young girls, phones under people's skirts. A worry for young girls.</p>
<p>Have a "buddy" in the school where children can confide in and talk about bullying</p>
<p>Have links with other schools and organise a rally/workshop to show children that there are others being bullied and recognise that it still arises in schools</p>
<p>Have posters around the school with a telephone number for children to phone for a confidential chat</p>
<p>Have talks in schools/work to tell people.</p>
<p>Help a colleague if you think they are not included within their work place.</p>
<p>Helplines for adults of bullied children.</p>
<p>Helplines/more information for victims of domestic abuse/harassment</p>
<p>Hold schools more accountable for bullying.</p>
<p>Impact has ripped the family apart</p>
<p>Improve access to the appropriate counselling for children subject to bullying at school as parents are unable to intervene.</p>
<p>In schools don't just give detention to people for bullying or retaliating, need to understand why they do it and give knowledge.</p>
<p>Inform advertisement and campaign around sexual harassment - what constitutes harassment, how to report it, who is available to talk to/support any report</p>
<p>Introduce stiffer disciplinary measure against pupils carrying out bullying in schools.</p>
<p>Invest more into police</p>
<p>Invite parents, not just children, to uniform and educate.</p>
<p>It starts in the home, so more work needs to be done to tackle discrimination with pupils.</p>
<p>It's very unnerving to walk down the road and people shout next to you. Sometimes it's for fun and sometimes it's to yell to mates across the road. Young people don't seem to understand what anti-social behaviour is so more work needs to be done at a younger age to promote good social skills. We don't have them anymore. American and French children have this as part of their schooling. It could also cover things like domestic abuse - many adults and children don't understand what domestic abuse is, they think of there is no serious violence then it's not abuse. Teenage girls are already accepting abuse in their relationships because they don't have sufficient understanding.</p>

Lack of confidential help especially for up.
Lack of policing. Anti-social behaviour. Police not bothered.
Lessons in schools about hate crime and its effects
Make known the support that's on offer and where/how to access it
Make schools more accountable especially when bullying is concerned.
Make sure that when it's reported something is done to stop it
Making sure people know how to report issues, in different formats. Eg, not everyone checks on line they don't have internet, maybe advertise in a free paper. Educating children in school. Not sure how people who can't read and right would know unless someone tells them maybe if they have learning difficulties they could nominate someone to have the information on their behalf who could let them know about policies and how to report any issues.
Hate crime and bullying reporting
More anonymity for those report on bullying
More education for children in schools about bullying and domestic abuse. Both physical and mental abuse. Especially mental abuse since you can't see it.
More hate crime officer in RCT.
More pastoral support staff in schools with responsibility and matching salary to be able to support pupils and their families.
More police needed on the streets. No police station. 1 police officer for 1 area. Burglaries not a priority crime number given no police response.
More serious repercussions for the 'bully'
More supervision at break time
More support and education for younger children about bullying and hate crime so bullying is less in secondary schools.
Need more visibility of enforcement officers and get ore ifef needed
Need to educate young people accept diversity and don't bully.
Need to improve this area and need more awareness for deaf people. Councils don't think enough about minorities.
Older people feel unsafe to go outside in the dark - more safety in the nights
One good thing the council has done is the anti-drinking laws in towns.
Parents need to take more responsibility for their child's behaviour. More too be done to support the one who is bullied. To me the bully should be dealt with more severely especially repeat offenders.
People need to know where to go to report hate crimes. Need a dedicated team of people the victim can report to. More public awareness of what the council has got in their facilities. More awareness of support. Sometimes a (temporary) place of refuge so that the victim can be taken out of the situation (recharge their batteries).
People shout to me. Swearing. Anti-social behaviour. Problems with neighbours.
People still feel unsafe in communities or where they live because they lack trust in services. If hate crime offices could do more with schools so we know who they are and other services work closely with communities.
Perhaps the police to explain to children how they can effectively report their concerns.
Police are prompt on catching criminals.

Police doesn't have resources to fight hate crime
Policies strategies are good but teachers need to be taught how to deal with bullies and what the consequences are.
Poster campaign to encourage reporting hate crime.
Pressurise the courts to impose stiffer sentences on anyone found guilty of an offence.
Problems with noise from pub in Trallwn. Reported for last few years to Council nothing changes. Same year on year. Council says things will change but it doesn't.
Promote Anti-Bullying Policies through Post & Social Media
Properly monitor schools, with children in secondary school I know bullying is rife, one of my children has had a breakdown as a direct link to this antisocial behaviour and the school is not interested in admitting there is any issue or blame so therefore how can they take action to rectify
Provide support groups and networks for staff and pupils to access for informal help.
Raising awareness on anti-bullying and hate crime for staff and pupils.
Rare to have support officers/PCSO's in the evenings/nights watch on weekends.
Reiterate and further support Youth community centres, employ skilled staff to deal with these issues and implement pro-active policies and activities
School bullying, take information, home to family and parents to educate.
Schools may have policies, but not all know how to implement, this should be rolled out and ALL staff made aware, but perhaps ALL schools need to have specific officers who are trained- probably 2 to ensure that someone is on site at all times.
Schools need more than just a policy they need to change their way of dealing with bullies. Not just detention and a telling off or sent to unit. They need to be educated not to bully in the first place.
Set up a base where people can visit/meet up to discuss issues.
Set up a today that parents can access if they don't feel schools are addressing their concerns
Show films etc about the effect of bullying on individuals
Show people on how and who to report hate crimes to.
Show there is support out there if you are bullied. Be pro activated in promoting this in workplace.
Some schools do not tackle bullying appropriately still making the bullied person schools instead of tackling the bully. They need support from the Council to have the powers they need to support the bully and the bullied person.
Somewhere people can report hate crime anonymously or safely and make sure people are aware of this process.
Specific orgs to come to school from anti bullying campaign.
Stricter rules for abusers
Strongly agree. Need to address how children behave in the parks. How communities react with each other.
support the bullies out campaign

The #MeToo movement shows that more does indeed to be done in regards to sexual and domestic abuse. This has to begin with education at school level, but if it is really to be tackled, it needs to be reinforced and repeated throughout people's lives. Advice lines, shelters, sympathetic police forces and councillors will help victims, but these are all attempts to "cure" the problem. A pinch of prevention is worth a pound of cure. There should be campaigns in place to really make this kind of activity a pariah to society, to show would be abusers that it is unacceptable. In addition, it is important as a society we understand why abusers become like they do, what turns them into these destructive behavioural patterns and work towards eliminating and preventing them turning that way so no one else becomes a victim. Lack of employment, general unhappiness in their lives (which can turn to drug and alcohol abuse), anger management issues etc... have all be identified as some root courses and further work invested into identifying individuals susceptible to this behaviour and providing resources (like anger management courses) to stop it happening in the first place should be considered a priority.

The change in these attitudes need to come from the top down as often these style of prejudices are mimicked from what the young see from adults. Engage with charities like the S.O.P.H.I.E. Lancaster foundation will help all elements from teachers to social workers to understand these kind of pressures and bullying and how to improve things (which is NOT limited to the young... at nearly 40 I still get abuse at random on the streets of RCT when travelling too and from work because I am a male with long hair.. including having hot cups of coffee thrown out of moving cars at me and being attacked on more than one occasion). The Alternative community (to give it a tag) do not report hate report because they really do not think the authorities take them seriously and they have become so used to dealing with it, they just see it as part of a way of life by the time you get past your "youthful stage." It would also benefit to have South Wales Police Force examine what police forces like Manchester are doing to tackle this issue, as they have proven far more forward thinking in this region.

The importance Recording and reporting of bullying by type in schools. This needs to be enforced as there is a current culture of reporting looks bad.

The Newport Police Action in advising schools where children live in homes where they see domestic violence at home.

There is no standard definition of bullying in schools. It is difficult to get a consensus on what constitutes bullying. Agreeing a basic threshold would be a good start to identify the prevalence in the first instance, and then develop awareness and mitigation strategies to tackle the most common and most severe forms.

This needs to be included in the workspace. Bullying is evident yet gets overlooked.

Tougher Action imposed on the bullies, rather than segregate the victim.

Very good. Young people need help for abuse and bullying. Need to help young people. Not enough out there to support young people. More place for young people to go in communities and have eye to eye air one to one. Will help keep people out of trouble.

Where are the parents

Will always have hate crime people will be targeted by difference. Not enough discipline.
Work closely with hate crime officers to do work in schools and colleges to educate people on what a hate crime is.
Work closer with police
Work closer with schools. Not enough support for victims of bullying.
Working closer with colleges on their policies and strategies. Sharing good practice with schools and colleges.
Ensure Anti-bullying campaigns or hate crime reporting etc. There are not enough visual signs indicating where to go for help at this stage. That is, more obvious posters with a clear message.
But resources must be distributed in a more specific way. Bullying in schools is still a problem, so is the fact that many people in the community are reluctant to realise that people think differently from the Labour Party and rugby, which is tiring, and which leads to many other problems.

Misc

Aren't there areas where resources are invested in this already?
Ban mobile phones in school
Budget constrained - need more money for projects on this.
Excellent very good.
Funding money for more services
Need money/resources to tackle this
Not lucky enough for that.
This should of been done 60 years ago.
Too many lorries. Lorries are so big can be dangerous
You shouldn't take health and safety so serious that it restrict people from doing normal things.

Suggestions for Additional Equality Objectives

Theme 1 – Access to services and facilities

A visible way of showing if staff can sign, a badge, awareness of support
Accessible premises that leads to accessing goods and services provided by RCTCBC.
Better travel and access and better jobs.
Better use of social media to engage with younger people
Bus Pass received PIP forms need to apply for bus pass. I've got to go to office. I work + can't get time off. I can't do this on line.
Community contact. Make it easier to access and processes simpler. Barriers faced need to remove to be able to report things.
Community infrastructure and facilities. NOT easily accessible. Nothing in my town Treherbert everything has closes pools. Have to travel

Easy read documents still not clear enough. Good that explains what some words mean.
Have to go to council in person if a problem. English on the website isn't accessible.
Mental health does not feature in this how about making sure services are accessible and easy to navigate for those with mental health issues
Mobility... to decrease the inequality experienced by persons who either cannot or choose not to use personal vehicle. With a strive towards a greener future and considering the road network difficulties of RCT and increasing costs, people who do not have access to a personal vehicle should not be discriminated against (and perhaps encouraged if the public transport framework was sufficient for our county's needs).
Need more information about community bus service.
No signposts for visitors. Got to princes to go to toilet but feel obliged to buy coffee. Sometimes use toilets in hairdresser but the steps are a problem because of my mobility issues.
Not everyone can go online. Push to go online but don't have the computer. On the phone for 40 minutes at a time,
Pontypridd is not disabled friendly. No dropped kerb. Can't go for d with my scooter
Public notifications need more visibility to know what support is available
Toilets needs in Pontypridd. Get the fountain ones back. Also more disabled toilets. The one in the bud station was padlock
Toilets needs to be better. Bus station in Pontypridd close at a certain time nothing available when I get off the bus.
Toilets. Have to go to Princes and buy a cuppa.
Use of leisure centres such as disability classes
Waste from gardens. Can't take things to tip. No options.

Theme 2 – Engagement, information and awareness

A lot more could be achieved if the LGBT community were asked to be involved
All working towards some goal of equality in all areas
Development of an 'Allies' type of programme to support vulnerable community members.
Gender equality + advice given
Getting more people to help in the communities, giving young people and other vulnerable groups opportunities of experience and work,
Just that the ultimate aim should be for equality to be simply part of everyday life and a natural outcome of the way people understand each other and their needs.
Learn to appreciate differences as we really are not all equal.
LGBT+ staff network needs a serious revision. The provision is woeful. RCTCBC should look at Cardiff Council's LGBT+ network for examples of good practice.

Theme 3 – Training, support and processes

Better bereavement counselling. Under-funded and overworked.
Community learning - age groups coming still from others

Council need to have more training in BSL.
Desperately need someone who can deal with bereavement. Have to go to loads of places and tell the story all over again. Really upsetting. Every phone call taken an hour. Can we just get to one person? No compassion. Being told I've got to get a job straight away. My husband has only been dead last 3weeks
Disability including conditions that can't be seen such as dementia. All staff should be trained and dementia friendly workplaces and community spaces designed and throughout the borough. Including not discriminating against young people with. Young people caring for and carers. Develop RCT wide dementia strategy to coincide with dementia action plan wales
Enhance the role of Allies at events like Pride and develop closer links between the council brand and the Allies brand.
have respect for older people and have 'local' places for meeting/interaction that are not called - I am lonely - meetings but more we are here at 2pm on Tuesday call in
Not a lot for young people after school e.g. boys club. Need things to do for kids. Darts etc.
staffs rude email etiquette
Understanding of bias in systems against the most vulnerable

Theme 4 – Inequalities and recognising diversity

Admit we are not all equal and some people cannot do the same things as others and this should not always mean changing the entire world to suit.
Creating a world where no one is talked down to by councillors/politicians.
Ensure pupils who are Welsh first language receive the same opportunities as those who are English first language.
Equal inalienable individual rights. This pertains to freedom of action only and not entitlement to an object. It means you cannot acquire rights by joining a certain group or lose rights by leaving a group.
Equality before the law. Any rules, regulations or laws to be objective. That is to affect everyone equally.
Equality of opportunities - how are we ensuring that young people are given equal opportunity to experience and achieve no matter their post code.
Equality of representation - are our communities represented at every level? If not why not? And what are we doing to ensure this is mitigated for? Committees, consultations.
Fairness for all across all sectors eg bins
Full time nursery places help people back into work more than any other strategy. Most people can't afford child care when starting a new job, the full time places at 3 change that'd reduce the financial commitment for the first few months,
I think equity is more important than equality. There needs to be equity of opportunity for all e.g. an equitable system of CPD for staff, equitable opportunities for school pupils and teachers

I think that staff 'uniform' should be considered as an equality issue as at present there appears to be far more flexibility for women than men. Women are able to wear lightweight dresses, sleeveless tops, sandals etc in the hot weather where there is an expectation for men to wear shirts and trousers.
I would like to speak out against the current trend of creating unisex toilets in public buildings to avoid controversy w.r.t. transgender staff/visitors. I don't know what the solution is, and I guess each case should be considered individually, but unisex toilets are not an appropriate solution. Men's toilet habits -in general- fall well below what is acceptable to women and you may well end up facing entirely new problems. These will be very expensive and problematic to fix in the case of any new buildings where this is built into the primary design without flexibility to change at a later date.
LGBT (Children should be seen and heard).
Mental illness isn't an illness/ Illness suggests that they are sick. They are not but people have been wrong.
More focus for armed forces issues.
More provision for women and girls to get their voices heard
Better access to the Welsh language. Still unequal options to speak Welsh take longer
No but i have an example of positive discrimination in favour of an individual who used his ethnicity & colour as an actual means to be the bully he was & that was in the early seventies. It happens. I advise caution.
Prejudice for people who don't work. It's harder for people to get help. Help for people who don't work.
Recognising that whilst we strive to treat everyone the same out of fairness, everyone is different and unique and should be treated accordingly, sometimes treating everyone the same isn't treating everyone equal - it's not all black and white!
Remove the illegal questions on your application forms
Stop judging persons with spent convictions and judge them on the merit of their work!
The whole organisation needs to be working towards a shared vision for promoting equity for all
There appears to be nothing on ageism - with an ageing demographic should this be an area of focus?
Think about equality for those who are not disabled etc as society concentrates on those who are on benefits etc but doesn't do anything for those who go out to work but still struggle to make ends meet but cannot have additional help as they "earn too much"
To address all equality areas and not be weighted towards one area and not play enough attention to all areas.
Treat employees equally, as opposed to promoting 'favourites'.
Welsh language is currently seen as a negative burden within RCTCBC and this badly needs to change. The language is an important part of our heritage and future and should be adopted as such within the authority.

Where there are benefits to a specific group then this benefit should be given to all groups. It is unfair for a specific group to be given automatic interview where say a white able bodied person has to go through a sifting process first.

Work hard to take less money off us.

Theme 5 – Equality monitoring information

Inclusion of the expanded equalities categories I've mentioned earlier in this survey.

Promoting equity does not necessarily require surveying people for personal information. It involves working towards an agreed goal which will actually make a change or difference.

Theme 6 - Housing

Housing assistance for disabled people - means tested? Is this not counterproductive that you get doors closed to you once you are working.

With regards to housing in the community and through experience not enough is done with the people already living in the area I bought my own council house for example next to me is a council owned home , the neighbours I've had have been appalling , with noise banging etc and when you complain the council are not interested,

Theme 7 - Employment

Career advice much earlier in students' lives, in terms of aspiration children need career advice in year 8. It sounds early but if they are suited or interested in a particular role but choose the wrong GCSE subjects they become disengaged earlier.

Career advice throughout life is important people have much less secure work and find themselves job seeking more during their lifetime. It's very difficult to get back into employment when an industry sector has suffered huge losses because that's where peoples experience lies. Often help guidance and support is the key to getting a job.

Employment within RCT. What is being done to have a REAL benefit for disabled people working within RCT. Guaranteed interviews are a waste of time and is wrong especially when it has been predetermined that the applicant is not going to get the job.

Theme 9 – Bullying, hate crime and sexual harassment

Bullying is just as prevalent in adult situations as it is in schools or colleges, we need to stamp this out and make the door open to people who feel they want to talk to someone about this without fearing for their jobs.

Domestic abuse policies and practises to be revised

Equality of education - <https://www.equalityhumanrights.com/en/bullying>

Focus on discipline

Have a no tolerance rule that applies to bullying

indirect bullying

Monitoring Managers to ensure all employees are treated equally and not discriminated against and bullied at work.

Policing. To protect people's rights. To protect peoples freedom to act. To protect people from being interfered with by other people. We need visible bobbies on the beat approach.

Misc.

Agree with suggestions
Clean air
Fining people for having black bags is ridiculous. Fining has gone extreme. Also follow, owing people around who smoke to fine them. Smokers are easy target especially holder people. Revenue overtaken everything.
No my Councillor Mike Powell acts on everything. Not sure if he can do anything but he's good.
Transport
Be practical and reasonable
Following England is certainly not the way forward

DRAFT

Logo

Strategic Equality Plan

2019-2022

Picture [RCT specific if possible reflecting the diversity of the Borough]

This plan is available in Welsh.

This plan can also be made available in alternative formats and languages.
To make a request please telephone 01443 444531 or email equality@rctcbc.gov.uk

DRAFT

Forward from Deputy Leader

Picture of Cllr Webber

Welcome to Rhondda Cynon Taf Council's Strategic Equality Plan. This plan contains important information about the work the Council is doing to promote equality and diversity. Our aim is not just to meet our legal duties, but also to make Rhondda Cynon Taf a place where everyone matters. We want Rhondda Cynon Taf to be a place where no one experiences discrimination or disadvantage because of their identity or background. The Council sees everyone in Rhondda Cynon Taf as an equal citizen whilst recognising that people will have different needs.

We believe we have a duty to tackle discrimination and disadvantage so that people feel safe from harassment and everyone has access to high quality services.

The Council employs over 10,000 staff and believes everyone should have the opportunity to work for us, with a workforce to reflect the diverse nature of Rhondda Cynon Taf communities so that we can benefit from the skills, knowledge and experience within those communities.

The Council will use its leadership role to promote equality and diversity and share ideas and good practice with partners and other service providers. In developing this plan, we have engaged with our residents, our workforce, our partners and other stakeholders and their opinions and experiences have helped us to shape the equality objectives it contains. Please tell us what you think of this plan and our objectives. The Council encourages feedback to help bring about improvement and to make a difference for the lives of people of Rhondda Cynon Taf.

Councillor Maureen Webber

Deputy Leader

Forward from Chief Executive

Picture of Chief Executive

As the largest employer in the area, it is crucial that the Council leads by example and fulfils its legislative duties to ensure Rhondda Cynon Taf is a place where discrimination and prejudice have no place. Within our service delivery we work hard to ensure that equality of opportunity is available to all, however, we recognise that for some groups of people barriers exist to accessing some services, therefore the actions contained in this Strategic Equality Plan will help to remove those barriers.

Equality and diversity is an essential element of the Council's work. We recognise the benefits of a diverse workforce that works together to provide responsive and flexible services that take account of the different needs within our communities to help combat social exclusion and build strong communities.

Within the workplace we are committed to training and development for our employees to ensure our residents receive high quality service delivery. We will continue to work to eliminate discrimination in the workplace and service delivery and are committed to ensuring the diversity of our residents and workforce is recognised and valued.

Chris Bradshaw

Chief Executive

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Section 1

1.1 About Us

Rhondda Cynon Taf Council covers a wide geographical area and has a population of over 234,000 people. We are the largest employer in the area and the third largest local authority in Wales, over 80% of employees live within the Council boundaries.

We are committed to the principles of equality and diversity and we work to ensure that this is demonstrated in our service delivery and in our employment practices.

Our vision is:

“For a County Borough that has high aspirations, is confident and promotes opportunity for all”.

Our purpose is:

“To provide strong community leadership and effective services for the people of Rhondda Cynon Taf to enable them to fulfil their potential and prosper”.

Our [Corporate Plan](#) ‘The Way Ahead’ 2016-2020 sets out how we will achieve our vision and purpose and sets out our priorities. These are shown below:

Economy – building a strong economy

People – promoting independence and positive lives for everyone

Place – creating neighbourhoods where people are proud to live and work.

The plan puts residents at the centre of what we do.

The Council is governed by 75 elected Members and operates a Cabinet system. It has a Senior Leadership Team headed by the Chief Executive and attended by Senior Directors, and employs over 10,000 employees in a variety of service areas and roles based within the following groups:

- Chief Executives
- Education and Inclusion Services
- Community and Children’s Services
- Prosperity, Development and Frontline Services.

1.2 Purpose of the Strategic Equality Plan

The Strategic Equality Plan has been developed so that we can set out how we aim to meet our commitment to equality and how we will meet legal obligations contained with the Equality Act 2010.

Within the Equality Act 2010, public bodies have an additional responsibility to meet the Public Sector Equality Duty. These are outlined below:

Public Sector Equality Duty

The General Duty

When making decisions and delivering services we must have due regard to:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained later in this report).
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who don't, we also need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic.
- Meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

We also have to particularly think about how it will tackle prejudice and promote understanding.

The Specific Duties

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the general duty; these are known as the Specific Public Sector Equality Duties and are different in England, Scotland and Wales.

The Specific Duties underpin the General Duty and have been developed around four main principles:

- Use of evidence
- Consultation and Involvement
- Transparency

- Leadership.

The Welsh Government published regulations that introduced the Specific Duties for Wales in March 2011, these set out the actions the Council must take in order to comply and include the following areas:

- Setting Equality Objectives and publishing a Strategic Equality Plan
- Ensuring it engages with people who have an interest in how the Council's decisions affect them
- Collecting and publishing information relevant to compliance with the General Duty
- Carrying out Equality Impact Assessments and publishing the results if there is a substantial impact on the Council's identified
- Publish employment monitoring information annually
- Promote knowledge and understanding of the General Duty amongst its employees and use its performance assessment procedures to identify and address the training needs of its employees in relation to the General Duties
- Set a gender pay equality objective where a gender pay difference is identified
- Think about including conditions relevant to the General Duty in its procurement processes.

Who is protected under the Equality Act 2010?

It is against the law to discriminate against someone because of their protected characteristic.

This is the term used in the Equality Act 2010 to identify the types of things that affect how people are treated and can mean people may experience discrimination. The law is designed to protect them, they are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

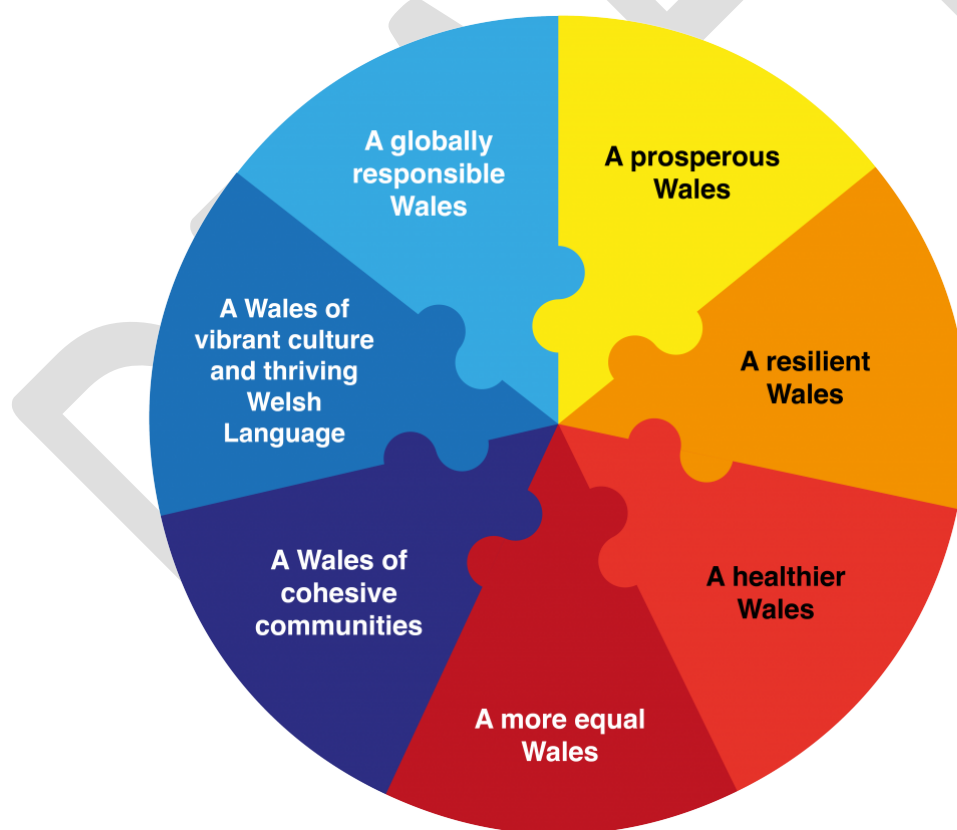
1.3 The Well-being of Future Generations (Wales) Act 2015

The Council is committed to embedding the Well-being of Future Generations (Wales) Act 2015 into all its service delivery and activities. The Act puts in place a

sustainable development principle which means that we must ‘act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs’.

(Ref <https://futuregenerations.wales/wp-content/uploads/2017/02/150623-guide-to-the-fg-act-en.pdf>)

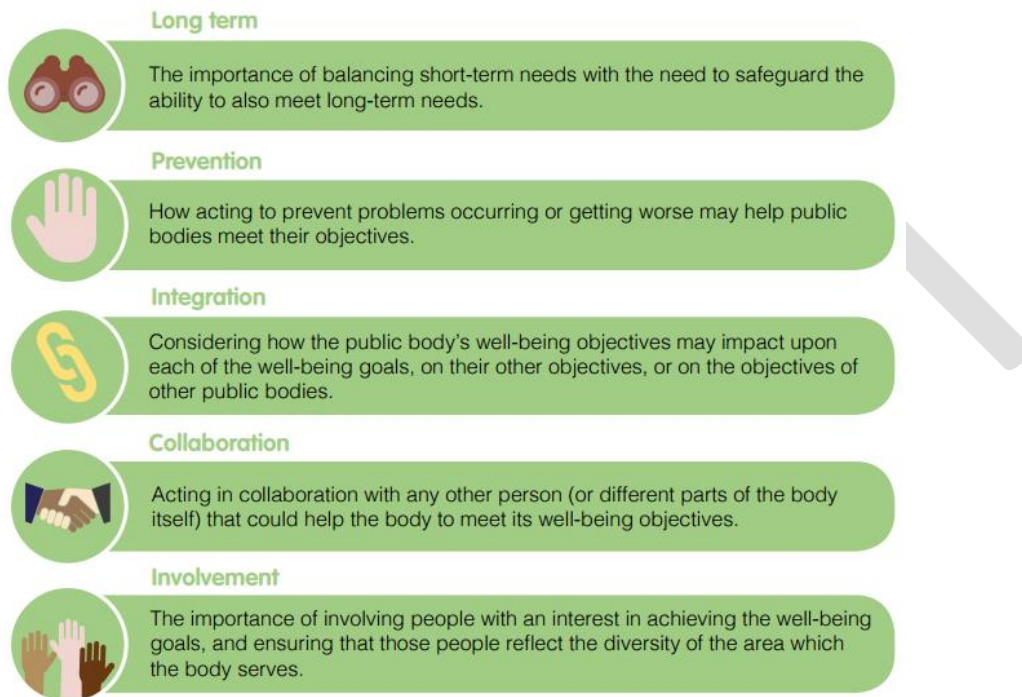
The Act puts in place a duty on the Council as a public body to maximise its contribution to seven national Well-being goals, which are shown below. As a Council, we need to incorporate the goals into all of our work and make sure that when we make decisions we consider the impact they could have on people living their lives in Wales in the future.



Whilst it is clear that some Well-being goals specifically relate to equality it is important to recognise that equality objectives contained within this plan and their

associated action plans have a significant role to play across all Well-being goals, for example, actions to improve employment for disabled people will contribute not only to 'a more equal Wales', but to 'a healthier Wales', 'a prosperous Wales' and 'a Wales of cohesive communities'.

The Well-being of Future Generations Act also asks individual public services to apply five ways of working:



The 5 ways of working have been used to shape the Council's equality objectives.

Section 2

Our Equality Objectives 2019-2022

To develop the equality objectives we have engaged with our residents, engaged with our workforce and used relevant information including Equality and Human Rights Commission (EHRC) reports, Welsh Government reports, internal strategies and results of internal staff engagement exercises. The use of relevant information is explained more in section 3.

Each objective is underpinned by more detailed actions and targets which are shown in Appendix 1 – Action Plan.

Objective 1:

To better understand the needs of our communities and understand the barriers they face to thrive.

The Cwm Taf Well-being Assessment undertaken in 2017 by the Cwm Taf Public Services Board to inform the Cwm Taf Well-being Plan 2018-2023 recognised that loneliness, isolation and a reduced sense of belonging are significant issues for people in our communities. Consequently, within the Cwm Taf Well-being Plan there is a cross-cutting objective to **tackle loneliness and isolation** in Cwm Taf. This is the key priority for the Cwm Taf Public Service Board in all of its activities.

Without knowing more about the people that make up the communities in Rhondda Cynon Taf, we are unable to identify specific issues or barriers that may prevent them accessing our services or engaging with the Council when they need to. We already have some processes in place that identify people who may be vulnerable and need support but we recognise that more could be done to identify people who face barriers to accessing our offices and buildings, or barriers to our on-line and telephone services and other information we offer. This first objective supports the PSB's cross-cutting objective by working to understand more about the needs of our diverse communities.

We are aware of the lack of advocacy groups in the County Borough to support people from ethnic minorities and some religious groups and therefore we need to do more to engage regularly with these citizens. **We will do more to engage with community groups that support under-represented groups.**

When people access our services we would like to find out more information about them such as their ethnicity, whether they have a disability, their gender, their sexual orientation and other equality monitoring questions. This will help us to ensure the services we offer reflect the diversity of our communities. **We will work with our service areas to develop equality monitoring questions that are relevant and timely.**

We already have a number of projects supporting employment opportunities for people from under-represented groups across the County Borough but we need to understand more about the barriers they face. The [employment](#) rate for disabled people in Wales is less than half than that for non-disabled people. There are also disparities for young people and people from ethnic minorities. **We will undertake an employment needs assessment to understand the barriers.**

A recent [report](#) highlighted that disabled people are demoralised and frustrated by the housing system. We need to know more about the housing needs of disabled people within the County Borough. **We will ensure our local housing market needs assessments look at this important area.**

Objective 2:

To reduce inequalities that exist within our communities.

We know from EHRC evidence that inequalities exist within society including the areas of educational attainment, employment and living standards.

We are already working in partnership to improve the transition process for learners with additional learning needs. We have recently consulted on improvements to our learning support provision and our future focus will be on achieving a better alignment of provision to meet needs.

We already have a number of positive strategies in place that look to reduce employment barriers for young people, disabled people and to reduce the gender pay gap in the workforce. However, we recognise we could do more to help more people from certain groups into work. Our apprenticeship programme has already successfully recruited a number of people with disabilities. **However, we intend to apply the recently launched Welsh Government Inclusive Apprenticeships: Disability Action Plan for Apprenticeships 2018-2021 to develop an action plan to increase the number of disabled apprentices. We also want to recruit other under-represented people into our apprenticeship programmes.**

We recognise we need to do more to attract and recruit people from under-represented groups into our workforce as a whole. **We will be reviewing our recruitment and selection policy, process and practice to increase the diversity within our workforce.**

We already work with schools to prevent inequality of opportunity for young people, for example, through working to encourage the uptake of free school meals. But we know we can do more to provide more effective support to young people and families. The newly established Resilient Families Programme is working to provide early intervention and prevention services that improve the resilience of families in Rhondda Cynon Taf. **We aim to work more effectively to identify appropriate multi-agency approaches to supporting young people and families in need.**

We recognise that our town centres currently face a number of challenges. We are already committed to enabling accessible, vibrant and enticing town centres which are at the heart of our communities. **We will modernise our town centres by building on their role as centres for social inclusion, local economic opportunity and the provision of services.**

Our Scrutiny Committees play an important role in reviewing and shaping services and policy and act as a critical friend to decisions makers. They can also have a key role in ensuring compliance with the Public Sector Equality Duties by scrutinising Equality Impact Assessment documentation. **We intend to strengthen this process which will result in more accountability for decision makers.**

Objective 3:

To promote safe communities.

One of our previous equality objectives looked at hate crime. Whilst a lot of positive work has been done to improve the reporting of hate crime, work still needs to be undertaken to ensure the public know how and where to report hate crime and that victims of hate crime understand and are supported to access the support is available to them. **We will review the existing Hate Crime Strategy and work with Hate Crime police officers to develop an awareness raising programme.**

Modern slavery exists in Wales. [Modern slavery](#) affects people of all ages, gender and races. However those that are socially excluded, a minority group or vulnerable tend to be targeted the most. **We will we review and strengthen our existing process towards modern slavery.**

The Council already has an effective, non-gender specific strategy aimed at tackling domestic abuse and sexual violence and there is specific legislation that supports this work. We recognise however, that we need to better understand the specific issues for victims from under-represented groups. **We will work with Women's Aid to develop the freedom programme to develop this understanding about ethnic minority women and male victims.**

In 2017 the Education Inspection body [Estyn](#) produced a review of healthy relationships education. Respect for both oneself and others is a key characteristic of healthy relationships. In contrast, in unhealthy relationships, one partner tries to exert control and power over the other physically, sexually, and/or emotionally. **We will support the wellbeing of our pupils and develop a programme for schools about raising awareness of emotional abuse in relationships.**

We already work with schools on their anti-bullying policies and we collect data about bullying incidents from schools on a termly basis. We know from [research](#) that some groups of young people are more likely to get bullied more than others. **We will work further with schools to develop and enhance their existing policies and support victims of bullying.**

The PERMA (Positive emotions, Engagement, Relationships, Meaning, Achievement) well-being model which aspires pupils to flourish is being piloted in some of our schools. The model uses the PERMA model as a measure to reflect on the key areas of need in regard to the wellbeing of their pupils. **We will support schools to map the data collected in relation to attendance, bullying and exclusions and will focus on targeted intervention on specific areas of need.**

Objective 4:

To reduce the gender pay gap.

We are required to consider the pay differences that exist across the organisation and to identify an objective that will address any difference identified.

Whilst pay systems are important in determining pay equity, there are a number of other issues that are relevant in determining what women and men are paid and what roles. These include occupational segregation; availability of full/part-time work in different occupational groups, e.g. lower paid job roles being mainly part-time whilst higher paid more senior roles being mainly full time; availability of family friendly policies and support and organisational culture.

We know that nearly 75% of our workforce are female, and over half of those work on a part-time basis. This has a negative impact on our gender pay gap. We know from work on our previous gender pay equality objective that we need to identify the opportunities for female employees on lower paid grades to gain promotion or development opportunities. **We will ensure that all of our staff, regardless of grade or hours of work will receive a performance review meeting to discuss opportunities for development.**

Work by Cardiff University suggests that there may be pay and promotional penalties for women who have had maternity leave and taken time out to raise their family. **We will support the Equality and Human Rights Commission pledge [‘Working Forward’](#) which supports pregnant women and new parents. We will also undertake an analysis of women returning to the workplace following maternity leave, and look at barriers that may prevent them from returning.**

Whilst the number of male and female Chief Officer positions in the Council is equitable, we recognise that female Chief Officers are more likely to be employed on the lower levels of the Chief Officer grades. **We will continue to prioritise this area of work and are committed to positive action to encourage more female employees to undertake management development programmes.**

Objective 5:

To create an inclusive workforce.

The mantra of Stonewall Cymru is ‘people perform better when they can be themselves’. This is what we also believe. To get the best out of our employees and ensure they provide the best service to our residents we need a workplace culture that is safe and inclusive. To do this we need to know more about the diversity of our workforce. **We will undertake workplace equality monitoring.**

The [EHRC](#) tells us that bullying and sexual harassment remain widespread in some [workplaces](#). We are already proactive in raising awareness about our Dignity at Work Policy but we need to provide more training to our managers. In response to

the #MeToo movement and the growing rise in reporting of sexual harassment as seen in the media, we recognise that we need to do some work in this area so that our workforce are aware of the issue and know how to report it. **We will develop a programme of awareness and training on sexual harassment in the workplace.**

We are Disability Confident employers. However we need to do more to raise awareness about the talents disabled people have and what support is available to disabled employees and their managers, not just at recruitment but throughout the workplace journey. **We will develop and implement a Disability Confident action plan.**

We will continue to be Stonewall Diversity Champions, and we will replicate good practice learnt from this area to reflect other under-represented groups. **Specifically, we need to do more to support our employees from ethnic minorities.**

We are committed to the Time to Change Wales pledge to end stigma towards mental health conditions and work proactively in this area. Nonetheless mental health conditions are the main reason for sickness absence within the Council. We are working hard to support our employees with mental health conditions through Occupational Health interventions and line manager support, however we recognise that much more training and awareness is needed throughout our workforce. **We will review all of our mental health activities and develop annual plans which provide education, training and interventions for the workforce.**

Section 3

3.1 How we developed the Equality Objectives

Our Equality Objectives will continue to help us meet the Public Sector Equality Duty and ensure we are making progress in advancing equality and inclusion for all protected groups. They will also ensure that we are operating within the framework of the Well-being of Future Generations (Wales) Act 2015.

To identify our Equality Objectives we undertook an 8 week engagement exercise. This included an on-line survey for the public, our Citizens' Panel and our workforce; a number of public engagement events; meetings with specific community groups that reflect the protected characteristics contained in the Equality Act 2010 and meetings with managers who are key to delivering Council services. These engagement activities helped us understand the needs of our communities and our workforce and helped us shape the Equality Objectives and action plan.

The Engagement Report which can be viewed [here](#) gives an indication of the issues which were raised most frequently during the engagement exercise.

Overwhelmingly the feedback was that people supported our proposed equality objectives. There were lots of comments and lots of good ideas and we have used these to develop the actions within the objectives.

The main information we learned from the engagement exercise was:

- People want the Council services and buildings to be more accessible and recognise that digital options are not suitable for everyone
- We need to engage with and involve our communities more, working closely with community representatives
- Mostly people are happy with equality monitoring questions being asked but more thought needs to be given about how they will be used
- People want to see and hear more about equality and diversity topics
- Council employees should have equality and diversity training
- Community spaces and towns should be more accessible
- Involve young people and enable them to have a voice
- Improve employment opportunities
- Reduce the stigma around free meals
- Work more closely with schools on anti-bullying initiatives
- Raise more awareness about reporting bullying, harassment and hate crime.

Areas highlighted by residents but not included in this plan include:

Residents suggested that the lack of toilet provision is a problem. Under the Public Health (Wales) Act 2017 the Council must publish its Local Toilet Strategy by 31 March 2019, and this will include a plan showing how we will meet identified needs. As this important area of work is being developed it is not included as part of this plan, however, it will be an action in the relevant service delivery plan.

We are already working towards [‘Together for Mental Health’](#). This 10 year strategy sets out the Welsh Government's ambitions for improving mental health and vision for improved mental health service delivery. Developed through engagement and formal consultation with key partner agencies, stakeholders, service users and carers, it covers people of all ages and emphasises the need to promote better mental health and wellbeing among the whole population. It focuses on how to improve the lives of service users and their families using a recovery and enablement approach.

A further objective ‘Objective 5: To create an inclusive workforce’ was created following the engagement exercise. It was clear that a separate objective would distinguish between community and workplace actions.

3.2 What relevant information we used

As well as listening to our residents, communities and our staff we have also used a range of equality information to support us in identifying equality objectives.

We have looked at regional priorities for Cwm Taf, Council Priorities, Service Delivery plans and their Self Assessments and have reviewed the progress that the Council's services have already made in relation to the Public Sector Equality Duties.

We have also reviewed national and external sources such as reports by the Equality and Human Rights Commission, Welsh Government policy and priorities, research reports and other relevant statistics.

Whilst a number of external reports and EHRC inquiries have contributed to the development of the Equality Objectives, outlined below are the key reports that assisted in shaping the objectives:

Is Wales Fairer? 2015 – Equality and Human Rights Commission (EHRC)

This report addresses seven key challenges that need to be addressed in Wales. The EHRC states there are major, entrenched inequalities and human rights abuses that will require substantial efforts of public, private and third-sector organisations and of individuals to reduce them.

The 7 challenges are:

- Challenge 1 Close attainment gaps in education
- Challenge 2 Encourage fair recruitment, development and reward in employment
- Challenge 3 Improve living conditions in cohesive communities
- Challenge 4 Increase access to justice and encourage democratic participation
- Challenge 5 Improve access to mental health services and support people experiencing poor mental health
- Challenge 6 Prevent abuse, neglect and ill-treatment in care and detention
- Challenge 7 Eliminate violence, abuse and harassment in the community.

For a number of the challenges we already have effective action plans in place which aim to reduce the inequalities listed above, for example, closing attainment gaps in education.

However, for some of the challenges, we acknowledge that we can do more, for example, by reviewing the recruitment processes to ensure we are capturing the untapped talent of disabled people..

This report has acted as a key driver for the development of the Council's Equality Objectives.

Is Wales Fairer? 2018 – EHRC

During the development of our Equality Objectives 'Is Wales Fairer?' 2018 was published by the EHRC. Whilst 'Is Wales Fairer?' 2015 was a key driver in the proposed objectives that we engaged on, it is important to acknowledge this up to date report and the challenges that Wales face. The format of this differs from the 2015 document with the challenges taking a thematic approach as follows:

- Education
- Employment
- Living Standards
- Health
- Justice and Personal Security
- Participation.

A mapping exercise was undertaken to ensure our Equality Objectives are reflective of the above-mentioned themes, ensuring that our Equality Objectives are relevant and reflect current priorities for the citizens of Wales and our borough. The Action Plan shown in Appendix 1 identifies how the Equality Objectives and actions link to these themes.

Cwm Taf Well-being Plan 2018-2023

The Cwm [Taf Well-being Plan](#) was developed to set out those priorities that the Cwm Taf Public Service Board (PSB) has agreed it can tackle better by working together in partnerships. The priorities were developed following an assessment of the Well-being of the residents in Cwm Taf areas. The PSB monitors the progress of the wellbeing objectives and has the vision of “One Public Service”.

The Well-being Plan is the overarching plan for Cwm Taf. There are other partnership boards that sit under the PSB, including the Regional Partnership Boards, the Mental Health Partnership Board, the Area Planning Board, the Community Safeguarding Board and the Safeguarding Board. These boards have their own plan for their area of responsibility and will contribute to the Well-being Plan. These plans will also contribute to the Public Sector Equality Duties and some of the challenges contained in Is Wales Fairer? 2015 and 2018 (EHRC).

Social Services and Well-being Act (Wales) 2014

The Social Services and Well-Being (Wales) Act 2014 came into effect on 6 April 2016.

The Act seeks to improve the well-being of people who need care and support and carers who need support. An area plan has been developed for Cwm Taf and this is led by the Cwm Taf Social Services and Wellbeing Partnership Board. The board is responsible for making sure that organisations in Cwm Taf deliver effective services that make a positive difference to people’s lives, now and in the future. The plan can be viewed [here](#).

The Corporate Plan ‘The Way Ahead’ 2016-2020

The Corporate Plan sets out the overall direction for the Council's work over four years. The vision being for *'a County Borough that has high aspirations of all, is confident and promotes opportunities for all'*,

The Equality Objectives take account of the work already being done to deliver the Corporate Plan.

Section 4

How we will deliver and monitor the Strategic Equality Plan

4.1 Service Delivery Plans

The actions within the Strategic Equality Plan (Appendix 1) will be delivered through **Service Delivery Plans**. The Service Delivery plans set out the key priorities for each service area to be delivered over 12-18 months. Each Head of Service must complete a Delivery Plan.

In addition to assisting the service with monitoring progress against its priorities, the Delivery Plans also:

- support delivery of the Council's Corporate Plan priorities
- demonstrate how the service is aligning with the requirements of the Well-being of Future Generations Act
- provide a framework to ensure the priorities arising from the Council's Corporate Assessment are addressed
- facilitate co-ordination of cross cutting strategies etc.
- inform Personal Development Reviews
- enable Internal Audit to conduct its review of Risk Management arrangements as part of agreed work programme.

It is advantageous to include the Equality Objectives within Service Delivery plans and it ensures equality priorities are embedded and mainstreamed throughout service delivery.

All Service Delivery Plans are monitored by the Group Director and Cabinet Member as part of the Council's performance management arrangements

4.2 Self-Assessment

In addition to Service Delivery Plans we have a well-established and effective self-assessment process in place. The self-assessment process focuses on impact and outcomes of the services being delivered, it leads to improvements in the experiences and the outcomes for our customers.

At the heart of self-assessment are three questions:

- How well are we doing?

- How do we know?
- How can we improve things further?

The process of self-assessment is continuous and an embedded part of the Council's working life.

4.3 Performance Report to Cabinet

Performance Reports are prepared every quarter. These reports enable Council officers and Councillors to monitor and scrutinise the progress of all Council priorities and services.

We regularly assess and review our progress in the delivery of actions set out in the Council's key plans and also the performance measures within the Council's Corporate Plan and Service Delivery Plans.

4.4 Publication of the Annual Equality Monitoring Report

The main purpose of an Annual Equality Monitoring Report is to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties which includes its progress in delivering the Equality Objectives.

The Public Sector Equality Duty requires that all public authorities covered under the specific duties in Wales should produce an Annual Equality Report by 31 March each year.

Section 5

Contacts

Rhondda Cynon Taf welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work we intend to do.

If you have any comments or want to know more about the work the Council is doing please contact:

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Equality & Diversity Adviser
Rhondda Cynon Taf Council
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Dinas Isaf East Industrial Estate
Williamstown
Tonypany
CF40 1NY

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Email: equality@rctcbc.gov.uk

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Action Plan

The following objectives and actions will be further developed as part of service areas delivery plans and specific actions plans.

Equality Objective 1		
To better understand the needs of our communities and understand the barriers they face to thrive		
		Link to EHRC Theme
Action 1	Identify community groups that represent the full diversity of the citizens of Rhondda Cynon Taf and develop accessible communication channels with them.	Participation
Action 2	Identify the number of refugees living in Rhondda Cynon Taf that are not already included in settlement programmes.	Participation
Action 3	Undertake an employment needs assessment which will inform specific action points relating to young people, disability and ethnicity.	Employment
Action 4	A community profile to be undertaken for all library areas to better understand the needs of customers.	Participation
Action 5	Undertake research as part of the local housing market needs assessment into the demand for housing needs for disabled people.	Living standards

Action 6	Undertake a review of the Homestep Scheme to ensure equality monitoring questions are appropriate to identify specific needs with an emphasis on the identification of housing needs for young disabled people.	Living standards
Action 7	Improve and develop the collection and recording of customer equality monitoring information across Council service areas.	Participation
Action 8	To evaluate the experience of disabled people who are on the Homefinder register to understand any barriers to accessing adapted accommodation and to identify improvements to the process as a result.	Living Standards
Action 9	Improve and develop monitoring of customer complaints.	All themes
Action 10	Improve local access to information advice and assistance provision for children, young people and families to promote their participation and engagement	Participation

Equality Objective 2		
To reduce inequalities that exist within our communities		
		Link to EHRC Theme
Action 1	A comprehensive review of the recruitment and selection process to increase the diversity of applicants.	Employment
Action 2	Develop and implement an action plan based on the employment needs assessment specifically in relation to young people, disability and ethnicity.	Employment
Action 3	Recommend within the adapted housing review that the Council commits to increasing the number of adapted and accessible homes being built in the area across all tenures.	Living Standards

Action 4	The implementation of the Develop, Invest and Grow project to improve well-being and equality and diversity outcomes in over 100 small medium enterprises in Rhondda Cynon Taf.	Employment and Health
Action 5	To provide accessible information to the public through a variety of formats with a specific focus on improving accessibility of information for the Deaf community.	Participation
Action 5	Undertake development of the use of assistive technology within the Digital Strategy.	Participation and Employment
Action 6	To strengthen existing Homefinder processes to take into account equality and diversity best practice.	Living Standards
Action 7	To further develop an inclusive approach to apprenticeships.	Employment
Action 8	Strengthen the scrutiny process for the Equality Impact Assessment process.	All themes
Action 9	Encourage the uptake of Free School Meal entitlement through reviewing service delivery models and an effective marketing strategy.	Living Standards
Action 10	Take a strategic approach to our town centres which will benefit from investment to ensure an attractive and accessible environment for local businesses, shoppers, residents and visitors.	Participation

Equality Objective 3		
To promote safe communities		
		Link to EHRC Theme

Action 1	Review, develop and re-implement the Hate Crime Strategy.	Justice and Personal Security
Action 2	Review the existing approach to tackling modern slavery.	Justice and Personal Security
Action 3	As part of Education's Well-being Strategy we will develop a programme for schools about raising awareness of emotional abuse in relationships.	Education, Justice and Personal Security
Action 4	Pilot the PERMA model in secondary schools.	Education
Action 5	Strengthen collection and analysis of data for bullying incidents in schools.	Education
Action 6	Further develop the freedom programme with Women's Aid to better understand specific needs for victims of domestic violence from under-represented groups.	Justice and Personal Security

Equality Objective 4		
To reduce the gender pay gap		
		Link to EHRC Theme
Action 1	Deliver the roll out of the performance review process for staff at all grades.	Employment
Action 2	Improve the monitoring of the performance review process.	Employment

Action 3	Better understand whether barriers exist regarding the progression of women into senior positions.	Employment
Action 4	Support the EHRC pledge 'Working Forward' and implement its recommendations.	Employment
Action 5	Understand more about what prevents women returning to the workplace following maternity leave.	Employment

Equality Objective 5		
To create and inclusive workforce		
		Link to EHRC Theme
Action 1	Develop a programme of sexual harassment training and awareness.	Employment, Justice and Personal Security
Action 2	Undertake a review of all our mental health activities and develop annual plans which provide education, training and interventions.	Employment, Health
Action 3	Source and develop a suite of training for managers on equality and diversity topics.	Employment
Action 4	Become more disability confident as an organisation.	Employment
Action 5	Undertake workplace equality monitoring.	Employment
Action 6	Replicate existing good practice to reflect all protected characteristics.	Employment

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

21ST CENTURY SCHOOLS AND EDUCATION PROGRAMME: COMMUNITY HUBS CAPITAL GRANT SCHEME

REPORT OF THE DIRECTOR OF PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES AND THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDERS, COUNCILLOR J ROSSER AND COUNCILLOR LEWIS.

AUTHORS: Wendy Edwards, Service Director Community Services (Tel. No: 01443 425512)

Sophie Nicholls, Graduate Officer (Tel.No: 01443 744028)

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide Members with details on the Council's applications for funding under the Welsh Government's 21st Century Schools and Education Programme -Community Hubs Capital Grant Scheme.

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Note the information contained in this report.
- 2.2 Agree to the receipt of £1.06 million of capital funding from Welsh Government.
- 2.3 Agree to include the funded projects outlined in sections 5 and 6 in the capital programme.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To inform Members of the receipt of grant monies and to advise on the expenditure plans and proposals for these monies.
- 3.2 The Council's approach to building resilient communities and early intervention and prevention includes the development of Community

Hubs that provide a range of citizen based services in one or a number of closely located buildings in priority neighbourhoods.

- 3.3 The priorities identified in the Welsh Government's 21st Century Schools and Education Programme Community Hubs Capital Grant Scheme align closely to the Council's community hub priorities.
- 3.4 The Council has indicated through its Corporate Plan (the Way Ahead 2016-2020) its commitment to draw down as many funds as possible to support its investment priorities. Two of the five business case applications submitted under the Community Hubs Capital Grant have been successful, attracting £1,000,000 for the Ffynnon Taf Primary Community Hub and £60,000 for the Porth Plaza Community Hub. This will reduce the requirement for the Council to provide all of the funding for these developments.

4. BACKGROUND

- 4.1 Welsh Government released information regarding the Community Hubs Capital Grant Scheme in December 2018, indicating a closing date for all expressions of interest as 4th January 2019.
- 4.2 A group of officers from a range of Council services (including Education, Regeneration, Corporate Estates and Community Services) were invited to a meeting to discuss potential options. A shortlist of options were drawn up and 5 expressions of interest were approved for submission. The relevant Cabinet Members were informed of the suggestions prior to submission of the expressions of interest.
- 4.3 The five projects submitted on 4th January were:
 - Ffynnon Taf Community Hub
 - Canolfan Teulu Seren Fach
 - King George V Athletics Track, Clydach Vale
 - Treorchy 3G, Ystradfechan Park
 - Porth Plaza Community Hub
- 4.4 Welsh Government indicated that all 5 had been approved as eligible to submit a full business case. Ffynnon Taf Community Hub and Porth Plaza had been assessed as Priority 1 while the three remaining projects had been assessed as Priority 2. In the latter case it was indicated that while they were regarded as eligible to proceed to the next stage, particular attention would be required to address the way these facilities would enhance access to their services by the wider community.
- 4.5 Welsh Government issued a letter on 9th April indicating the outcomes of the five business cases that had been submitted by Rhondda Cynon Taf County Borough Council. This can be seen at Appendix 1. This indicated

that the business case for Ffynnon Taf Community Hub and Porth Plaza Community Hub had been successful.

5. PROPOSED DEVELOPMENTS

PORTH PLAZA

- 5.1 Porth Plaza is an existing community asset which is currently underutilised by the public in its existing format. The funding will be dedicated to improve the accessibility, internal lay-out and the aesthetic appeal of the building so that the community will have a welcoming, safe and appropriate building from which to access an enhanced range of services.
- 5.2 An extensive mapping exercise was undertaken by officers to identify community buildings, services (spokes) and forums in the South Rhondda area and gaps in provision were identified including:
- Open access play schemes;
 - Youth provision in Porth Town Centre;
 - Activity based services, respite and befriending services for the and frail;
 - Accessible and inclusive opportunities for individuals with Learning Disabilities
- 5.3 Funding accessed through the community hubs capital grants programme, along with core Council funding allocated to the development of community hubs will be used in Porth to further develop the following facilities:
- A single point of access for community members to gain Information, Advice and Guidance;
 - An enhanced library facility which will include a comfortable seating area, children's area and improved digital resources;
 - Privately run childcare facility;
 - Additional community space for meetings and events;
 - Additional space for targeted service delivery including activities for 50+;
 - Fit for purpose space for youth provision;
 - Expanded Employability Support;
 - Accessible toilets and changing facilities for adults to comply with the Equalities Act.
- 5.4 The work will be undertaken in two phases. Phase 1 will focus on the reconfiguration of the ground floor and the removal of the Communities for Work and Communities for Work + teams to the third floor. This will

take place in June in order to accommodate the closure of Alec Jones Day Centre and the transfer of Day Centre activities to Porth Plaza. Day Centre activities will initially be facilitated on the ground floor where there is easy access from the adjacent car park and a significant space that can accommodate a wide range of activities for the over 50s.

- 5.5 Phase 2 will take place in October and will involve the reconfiguration of the interior of the first floor and the mezzanine area which will see the library being moved to the front of the building where it will be more visible to the public, and changes will be made to the One4All consultation rooms and space created for youth provision.
- 5.6 A training programme and work package has been developed for all staff working at Porth Plaza so that they understand the one public service approach that is expected to be implemented at the hub and to prepare them for the changes that will occur. Work has also been underway to begin to develop the Neighbourhood Network but this work will require the appointment of a Coordinator in order for it to develop in line with expectations and with the hubs in other areas.
- 5.7 A range of potential partners have expressed an interest in delivering at the hub including Spectacle Theatre, Womenshed, Citizen's Advice and it is expected that there will be wider use by community groups as the hub is developed.

6. FFYNNON TAF PRIMARY COMMUNITY HUB

- 6.1 The purpose of the grant is to develop community learning facilities and co-locate services to ensure maximum use by members of the community.
- 6.2 RCTCBC are investing £995,000 to provide a new extension which will increase capacity at Ffynnon Taf Primary School (FfTPS) to cater for demand for pupil places. To further develop the project, the £1,000,000 grant funding secured would provide a new hall, an Early Years setting and additional community spaces within the school. These facilities would be constructed alongside the classroom extension, providing larger, more suitable and accessible facilities for the school and local community to use. Should planning permission be granted, the works would be scheduled to commence during the school summer holidays to minimise disruption to pupils.
- 6.3 A mapping exercise was undertaken by Council officers to determine gaps in services across RCT. The exercise showed that the current community services in Taffs Well are popular, and that support was needed to develop local buildings and facilities to provide for additional service users. Creating additional community spaces in FfTPS would further develop childcare in the area and ensure that existing community

services such as the Community Development Association (CDA) are able to increase in size to meet local demand.

- 6.4 Little Friends play group currently operate in the Pavilion at Taffs Well Park which has no main drainage infrastructure resulting in temporary toilet facilities having to be used. These facilities are enough to maintain a play group setting but are not to the standard that we aim to provide for children in RCT. Little Friends are also a non-maintained registered education provider and a spot purchaser for Flying Start places. Providing Little Friends play group with purpose built facilities for childcare would allow them to increase the number of CIW registered places and the number of sessions offered. This would create additional capacity to provide for an increase in demand for childcare places.
- 6.5 The voluntary CDA in Taffs Well operates from a small shop front and offers services such as:
- A small community library;
 - basic ICT facilities which are used by the Job Club;
 - advice drop in sessions on topics such as Universal Credit;
 - a hub for distributing recycling bags.
 - Reading Group

Co-locating some of the CDA services onto the school site will create more opportunities and larger, more suitable spaces for some of their activities and allow existing school resources such as ICT to be utilised by the wider community, expanding this provision to better meet the needs of residents in Taffs Well.

- 6.6 At present there is no hall in Taffs Well large enough to accommodate sporting activities and music events and the current hall at FfTPS is also unsuitable for such activities. The after school club that currently operates is limited by the space available which restricts the type of activities it can offer. A larger hall will enable the club to increase its CIW registered numbers and support the development of their holiday club which will meet the needs of parents. The hall could also be used to:
- Support other sporting events and teams such as the local Yoga and Martial Arts classes, dance and keep fit classes;
 - Provide an excellent facility for community arts and music groups such as a rehearsal or concert space for the local mixed choir.

8. EQUALITY AND DIVERSITY IMPLICATIONS

- 8.1 These developments will have a positive effect on equality and diversity as services will be developed to meet individual needs and be more accessible locally. In particular specific arrangements have been made to ensure there are appropriate changing rooms for individuals with mobility and medical needs and the hubs will facilitate the development of

information, advice and guidance so that people of all ages can access the support they need when they need it.

9. CONSULTATION

- 9.1 The Porth Plaza Consultation was undertaken at Porth between 29th October 2018 and 12th December 2018 in relation to the proposed strategy for the regeneration of the town which included a question in relation to the development of Porth Plaza as a community hub. 75% of respondents were in favour of this proposal. The full Cabinet and Consultation report can be seen at:

<https://www.rctcbc.gov.uk/EN/Council/CouncillorsCommitteesandMeetings/Meetings/Cabinet/2018/04/19/Reports/AgendaItem3DevelopingCommunityHubsinRCT.pdf>

- 9.2 Letters of support for the development of a community hub at Porth Plaza were provided by the Department of Work and Pensions (DWP) and Citizen's Advice (CA). The DWP welcomed the opportunities that this would offer to unemployed and economically disadvantaged customers, including more accessible advice and support to gain employment and access to support in developing digital skills at the time of the roll-out of Universal Credit Full Service. The CA indicated that a recent review of their community based provision had identified a lack of accessible community venues in the Rhondda Valleys and once developed they would be keen to use Porth Plaza as a venue for the delivery of free, independent and impartial advice to residents in the area.

- 9.3 Ffynnon Taf Community Hub Consultation took place with relevant service providers which included meetings to discuss the opportunity of co-location, as well as possible configurations of the new extension to maximise school and community use. The consultees for this proposal included:

- Ffynnon Taf Primary School
- Little Friends Play Group
- The Community Development Association.

- 9.4 Ffynnon Taf Community Primary School sent a letter of support which welcomed the opportunity to become a Community Hub and a focal point of contact, promoting local art and heritage projects that promote education, the environment and health and wellbeing in the community. A positive response was also received from Little Friends Play Group who sent a letter of support emphasising that they would be able to provide education for more children and expand their services for the local community in a new setting. The garden at the back of the school site could be used as a horticultural project to cater for intergenerational projects within the local community, which Little Friends have already

expressed an interest in coordinating. The Community Development association also expressed an interest in expanding the CDA to provide much needed additional community facilities at the centre of Taffs Well which will be accessible to all.

10. FINANCIAL IMPLICATIONS

- 10.1 The funding allocation of £1,060,000 is 100% grant funded and there is no requirement for any match funding or financial contribution from the Council.

11. LEGISLATION CONSIDERED

- 11.1 There are no legal implications as a result of the recommendations set out in this report.

12. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

- 12.1 The development of community hubs align with the following Corporate Plan priorities:

- priority of promoting independence and positive lives for everyone
- creating neighbourhoods where people are proud to live and work

- 12.2 The development of community hubs meets the requirements of the five ways of working. The Council views the development of community hubs as a sustainable model of service delivery that will ensure improved outcomes for individuals and will prevent the escalation of problems through ensuring access to early intervention and support. There is a collaborative approach to the development of the hub as Council services work closely together with a range of third sector, private and public sector organisations to develop each hub in accordance with the needs identified by the community through a range of activities and events. The development of the wider Neighbourhood Network ensure that local communities and individuals are at the heart of the model and contribute to the design of programmes and services delivered.

- 12.3 Community hubs contribute to the following well-being goals:

- **A prosperous Wales** – Ensuring access to a world of lifelong learning in community venues for all ages with support provided for the development of digital and employability skills.
- **A more resilient Wales** – By building resilience through a whole-family approach that prevents or mitigates adverse childhood experiences in

children and challenges or supports change behaviours in adults in order to improve outcomes for young people and children.

- **A healthier Wales** – By ensuring access to information, advice and guidance through face to face support from a range of services; access to books and the Book Prescription Scheme and online resources so that people are better able to make more informed choices for the benefit of their health.
- **A more equal Wales** – By providing easily accessible support at community venues for people of all ages in disadvantaged areas so that they can achieve as well as people in more privileged areas of the county.
- **A Wales of cohesive communities** – By providing attractive and safe community buildings where people of all ages can meet to learn together, receive advice and support and develop community projects together, the community in which they live will become more well-connected.
- **A Wales of vibrant culture and thriving Welsh language** – By enabling access to a range of activities that will support the development of Welsh language skills and promote opportunities to engage with the rich cultural heritage of the county.

13. CONCLUSION

- 13.1 The allocation of funding for the development of community hubs is a positive development and will ensure that residents of all ages in Rhondda Cynon Taf will have access to high-quality premises and facilities where a range of services can be facilitated to meet their needs.
- 13.2 Attracting external investment is important as it ensures that the Council is maximising its resources so that it can continue to invest in key areas and roll-out the hubs programme across the county.

Other Information:-

Relevant Scrutiny Committee –
Children & Young People Scrutiny Committee

Officer to contact: Wendy Edwards. Tel. No. 01443 744001 and Andrea Richards 01443 744002.

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

21st CENTURY SCHOOLS AND EDUCATION PROGRAMME CAPITAL MAINTENANCE GRANT 2019/20

REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR J ROSSER

Authors:

Gaynor Davies, Director of Education & Inclusion Services - 01443 744001 and
Andrea Richards, Head of 21st Century Schools - 01443 744002

1. PURPOSE OF THE REPORT

- 1.1 The report provides Members with details of additional capital maintenance grant funding awarded by Welsh Government for 2019/20.

2. RECOMMENDATION

- 2.1 Note the receipt of £3.185 million of capital funding from Welsh Government.
- 2.2 Approve the projects outlined in the report as priority for 2019/20 and approve scheme commencement.

3. REASONS FOR THE RECOMMENDATION

- 3.1 To inform Members of the receipt of grant monies and to advise on the expenditure plans for the awarded funding.
- 3.2 To continue to support the ongoing programme of work in school premises to deal with essential condition and health and safety issues across the school estate, to ensure school buildings are 'safe, watertight and warm'.
- 3.3 To continue to deliver the Council's long term school modernisation improvement programme supporting one of the Council's Corporate Plan Priorities (the Way Ahead 2016-2020) to draw down as many funds where possible to support its investment priorities.

4 BACKGROUND

- 4.1 On the 20th March 2019 the Council received notification from Welsh Government that it is providing £40 million to support local authorities across Wales in addressing capital maintenance pressures.
- 4.2 The funding has been awarded to alleviate financial pressure on local authorities and supports Welsh Government 21st Century Schools and Education Programme, as one of its key priorities is addressing poor condition schools.
- 4.3 In contrast to last year's grant, the funding will be provided through capital rather than revenue, with local authorities able to determine their priorities of spend.
- 4.4 The funding is ring-fenced and is to be used to address capital maintenance costs incurred in 2018-19. This in turn will enable local authorities to use their own resources to self-finance capital investment on school maintenance in 2019-20 to the equivalent amount.
- 4.5 The Council were required to complete a monitoring return providing details of qualifying expenditure for the financial year 2018/19 and the Councils plans for self-financed capital investment for 2019-20.
- 4.6 The continuation of the school modernisation programme through investment in the Council Capital Programme is making significant enhancements to the quality of our school premises. This investment has been a vital part of the Council programme which has undoubtedly contributing to reducing our backlog of maintenance in schools and vastly improving the quality of our learning environments for our young people and the wider Community.
- 4.7 In framing options for the additional planned capital maintenance works programme, the following factors were taken into account whilst prioritising the need for investment:
- The results of the Property Condition Surveys and further investigation works by Council surveyors and engineers.
 - The continuation of the Council ambitious programme to provide first class Community and sports facilities to improve the health and wellbeing of our pupils and the wider Community in line with our 21st Century Schools Programme.
 - Health and Safety considerations.
 - Reducing energy and carbon.
 - Refurbishing classrooms to provide inspirational up-to-date modern learning environments.

5. PROPOSED PROJECTS

5.1 The table below sets out the proposed projects to be funded by the additional planned capital maintenance programme now available to spend in 2019/20.

List of Priority Projects	£k
3G Community pitch for Treorchy Comprehensive School	1.100
Replacement glazing in existing windows to various schools	0.100
Essential maintenance and remodelling works to Ferndale Community School swimming pool	0.600
Essential new heating boilers in various schools	0.100
Maerdy Community Primary School –upgrading of school hall and corridor areas including new lighting	0.80
Adaptations to schools Equalities Act Compliance	0.55
Bryncelynnog Comprehensive School –Replacement flat roof and refurbishment of pupil toilets Phase 2	0.250
YG Llanhari – Remodelling and essential repairs to the CLASP teaching block	0.200
Park Lane Special School -Replacement flat roof	0.100
Pengeulan Primary School -Essential repairs to infant block including upgrading of classrooms and repairs to school yard	0.100
Y Pant Comprehensive School- Refurbishment of the 1950's stand-alone gymnasium block and changing rooms	0.200
Cwmdar Primary School –Essential repairs to link corridor between infants and junior block	0.080
Tonysguboriau Primary School - Roof repairs and modifications to main entrance for safeguarding	0.50
Caradog Primary School- Structural repairs and roofing works Phase 1	0.100
Maesycoed Primary School- Removal of dilapidated swimming pool and modifications to the room to provide additional teaching space	0.70
TOTAL	3.185k

6. EQUALITY AND DIVERSITY IMPLICATIONS

6.1 The proposed schemes have given due consideration to equality issues particularly in relation to access to our school premises. Schools are a key part of our communities and as such it is important that they are well maintained, accessible and 'fit for purpose'.

7 CONSULTATION

7.1 There are no consultation requirements arising from this report.

8 FINANCIAL IMPLICATIONS

8.1 The funding allocation of £3.185M is 100% grant funded and there is no requirement for any match funding or financial contribution from the Council.

8.2 The grant funding has been awarded for 2019/2020 and the building works can be delivered by the end of March 2020.

9 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

9.1 There are no legal implications as a result of the recommendations set out in this report.

10 LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

10.1 This investment programme forms part of the Council's larger school modernisation and 21st Century Schools Programme and supports one of the Council's Corporate Plan Priorities 'Economy – Building a Strong Economy'.

11 CONCLUSION

11.1 The projects identified in the additional planned capital maintenance programme can be committed and delivered within the financial year and will have an immediate impact on improving schools and their surrounding communities. The plan of expenditure will contribute to further improvements in a wide range of physical environments benefiting pupils, staff, young people and members of the public.

Other Information:-

Relevant Scrutiny Committee: Children and Young People

Contact Officer: Andrea Richards (01443 744002)

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8th MAY 2019

**REPORT OF THE DIRECTOR OF EDUCATION & INCLUSION SERVICES IN
DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR J
ROSSER**

**Item: EDUCATION & INCLUSION SERVICES PLANNED CAPITAL MAINTENANCE
PROGRAMME 2019/20**

Background Papers

Grant Condition Award letter March 2019

Officer to contact: Andrea Richards (01443 744002)

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8th MAY 2019

CHILDCARE OFFER CAPITAL GRANT FUNDING BID

REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES IN DISCUSSIONS WITH THE CABINET MEMBER FOR EDUCATION (COUNCILLOR MRS J ROSSER)

Author(s): Gaynor Davies Director of Education and Inclusion Services and
Andrea Richards, Head of 21st Century Schools, Tel 01443 744002

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to advise Members of the receipt of capital grants to support the implementation of the Welsh Government Childcare Offer in RCT.

2. RECOMMENDATIONS

It is recommended that the Cabinet:

- 2.1 Note the information contained in this report.
- 2.2 Note the receipt of £2.598,014 million of capital funding from Welsh Government.
- 2.3 Agree to include the grant funded capital projects in the capital programme.
- 2.4 Approve the grant funded dedicated Project Officer for the duration of the programme ending 31st March 2021.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To inform Members of the receipt of grant monies and to advise on the expenditure plans and proposals for these monies.

4. BACKGROUND

- 4.1 In August 2018, the Council was invited by Welsh Government to submit a grant bid and business case for capital projects that will support implementation of the childcare element of the Childcare Offer in RCT.
- 4.2 Taking Wales Forward commits Welsh Government to providing 30 hours a week of government funded Foundation Phase Nursery (FPN) education and childcare for working parents of three and four year olds, for up to 48 weeks of the year.
- 4.3 The capital grant programme is aimed to support projects that will demonstrably contribute to supporting the implementation of the Childcare Offer in RCT. The primary purpose of the capital programme is to fund capital projects that will facilitate and support the seamless transition between the FPN education element of the Childcare Offer and the additional funded childcare. Supporting co-location of both elements of the offer was preferred wherever possible.
- 4.4 Therefore, key consideration was given to:
- Projects which aim to provide a seamless transition between the FPN and childcare elements of the offer;
 - Projects which are part of larger schemes (where appropriate) which utilise other sources of funding such as the 21st Century Schools and Education Programme or Welsh language funding;
 - Projects which fill gaps in the childcare market as identified in Childcare Sufficiency Assessments and through consultation with childcare providers in RCT and with CWLWM representatives (Clybiau Plant Cymru, Mudiad Meithrin, NDNA Cymru, PACEY Cymru, and Wales PPA)
- 4.5 In response to the grant criteria, and the Council's ongoing 21st Century Schools Modernisation and Education Programme Band B funding process, a shortlist of projects was agreed by the Director of Education and Inclusion Services in consultation with key officers.
- 4.6 It was agreed that the emphasis of the funding bid would be to support wraparound childcare provisions that are already on school sites, or to develop new settings in schools where there is a demand for wraparound care funded by the Childcare Offer. These projects support the Council's 21st Century Schools Programme by providing a holistic approach to co-location of services on school sites. Eleven projects were put forward for consideration.
- 4.7 These 11 projects are a second phase of identified priority areas for investment to support our current plans, as in September 2018, the Council was awarded £3.57 million of Welsh medium capital grant

funding to deliver five projects in our Welsh schools to improve and expand Welsh medium pre-school childcare settings. These projects are also based on school sites, thus supporting the co-location of services and allowing parents to access Welsh medium pre-school and wraparound childcare.

- 4.8 The 11 submitted proposed projects can be seen in the table below together with an additional project number 12 which is explained in paragraph 4.9:

Project No'	Project detail	Amount requested
1	Creation of a new childcare facility at Tonyrefail Community School	£125,000
2	Relocation of an existing childcare facility at Gwauncelyn Primary School to a new location on school site	£745,000
3	Relocation of two existing childcare facilities at Cwmlai Primary School to a new location on school site	£745,000
4	Relocation of an existing childcare facility from its current base to a refurbished area of YGG Castellau;	£855,000
5	Creation of a new childcare facility at Dolau Primary School	£730,000
6	Refurbishment and expansion of current childcare facility at Treorchy Primary School	£1,000,000
7	Relocation of an existing childcare facility at YGG Llyn y Forwyn	£750,000
8	Relocation of an existing childcare facility at Penygawsi Primary School to a new location on school site	£1,150,000
9	Relocation of an existing childcare facility from its current base to a new location at Maesybryn Primary School	£750,000
10	Relocation of an existing childcare facility from its current base to a new location at Tonysguboriau Primary School	£750,000
11	Relocation of an existing childcare facility from its current base to a new location at Llwyncrwn Primary School	£700,000
12	Small capital grant scheme / Project Officer post	£253,013.40
Total amount requested		£8,553,013.40

- 4.9 As highlighted in the table in paragraph 4.8, funding was also requested for a 'Small Capital Works' grant scheme. This would be available to childcare providers delivering the Childcare Offer to apply for funding to support small capital projects. Examples may include installation of ramps, purchase of specialist equipment etc for children with additional needs, creation of hygiene rooms to support children with specific medical needs.
- 4.10 A further funding bid was also requested for a dedicated Project Officer post. This would be a secondment opportunity up to 31st March 2021. This officer would manage the completion of the successful projects, as well as administering and monitoring the implementation of the small capital works grant scheme
- 4.11 The grant funding bid and business case was submitted to Welsh Government in September 2018. In February 2019, we were advised that we had been successful in receiving funding for four of the eleven capital projects, as well as funding for the small capital grant scheme and the Project Officer. These were:

Project No'	Project detail	Amount awarded
1	Tonyrefail Community School	£125,000
2	Gwauncelyn Primary School	£745,000
3	Cwmlai Primary School	£745,000
5	Dolau Primary School	£730,000
12	Small capital grant scheme	£120,000
	Project Officer post	£133,014
Total amount awarded		£2,598,014

5. EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 Equality and Community Impact Assessments are not required in respect of these proposals, but all work undertaken will be fully accessible and compliant with the Equality Act 2010.

6. CONSULTATION

- 6.1 Consultation on the proposals contained within the funding business case is not a statutory requirement. However, discussions were held with key stakeholders prior to the submission of the funding bid. Further engagement will be undertaken with stakeholders in the planning and delivery of the projects.

7. FINANCIAL IMPLICATION(S)

- 7.1 The total amount of grant funding to be received from Welsh Government is £2,598,014.
- 7.2 The funding profile for this grant is to the end of March 2021. It is anticipated that the majority of building works will be completed by the end of September 2020.
- 7.3 All of the above projects are 100% funded by Welsh Government and there is no requirement for any match funding or financial contribution from the Council.

8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 8.1 The Council has duties under section 22(1) of the Childcare Act 2006 ('the 2006 Act') to "secure, so far as is reasonably practicable, that the provision of childcare (whether or not by it) is sufficient to meet the requirements of parents in their area who require childcare in order to enable them (a) to take up, or remain in work; or (b) to undertake education or training which could reasonably be expected to assist them to obtain work."
- 8.2 The Childcare Capital Grant, and the funding bid subsequently submitted by RCT, supports the Welsh Government pledge to deliver 30 hours per week of combined FPN education and funded childcare to working parents of 3 and 4 year olds for 48 weeks a year.

9. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT.

- 9.1 This report encompasses the priorities set out in the RCT Corporate Plan – The Way Ahead, particularly the objectives of '*building a strong economy*' by supporting parents to conveniently access childcare and education services in one place, and '*promoting independence and positive lives for everyone*' by offering children purpose built, 21st Century facilities in which to grow and learn.
- 9.2 Goal one of the Well Being of Future Generations Act 2015 – '*a prosperous Wales*' is supported by this application as co-location of childcare services on school site will make it easier for parents to take up employment opportunities.
- 9.3 This funding bid supports the priorities set out in the Childcare Sufficiency Assessment 2017-2022 action plan, particularly those

priorities that support implementation of the Childcare Offer. Co-location of services on school site also supports the aims of the Band B 21st Century Schools Programme for RCT.

10. CONCLUSION

- 10.1 Members are asked to note the additional planned investment of £2.598, 014 million in our school sites, which is in addition to the sums being invested through our annual capital programme and the 21st Century Schools Modernisation Programme.

Other Information:-

Relevant Scrutiny Committee:

Children and Young People

Contact Officer:

Denise Humphries, Senior 21st Century Schools Project Officer, 01443 744026

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8th May 2019

**REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES
IN DISCUSSIONS WITH THE CABINET MEMBER FOR EDUCATION
(COUNCILLOR MRS J ROSSER)**

Item:

Background Papers

- Childcare Offer Capital Funding bid to Welsh Government
- Copy of grant letter received from Welsh Government

Officer to contact: Denise Humphries, Senior 21st Century Schools Project
Officer, 01443 744026

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8th MAY 2019

CREATING VIBRANT TOWN CENTRES IN RHONDDA CYNON TAF – GROWING BUSINESSES WITH A TARGETED PACKAGE OF SUPPORT IN OUR TOWN CENTRES

REPORT OF THE DIRECTOR OF PROSPERITY AND DEVELOPMENT IN DISCUSSION WITH THE CABINET MEMBER FOR ENTERPRISE DEVELOPMENT AND HOUSING, COUNCILLOR R BEVAN

Author: Derek James, Service Director – Prosperity and Development

1. PURPOSE OF THE REPORT

- 1.1 This report sets out a framework for a targeted, focussed and co-ordinated package of support for businesses in our town centres that will allow businesses to grow and thrive increasing employment and prosperity leading to town centres becoming vibrant places at the heart of our communities.

2. RECOMMENDATIONS

It is recommended that:

- 2.1 The Targeted Package of Support for Businesses set out within the report delivered and monitored for the benefit of town centre businesses;
- 2.2 The detailed proposals for a local discretionary town centre Business Rate Reduction scheme, as set out in the report, be developed and brought forward for Cabinet's consideration; and
- 2.3 Elements of the Package should be further developed and reports prepared as appropriate for the development of town centre strategies and masterplans and a prominent building enhancement programme.

3. REASONS FOR RECOMMENDATION

- 3.1 To continue to deliver on the Council's commitment to support the regeneration of town centres and encourage private sector investment in the high street economy, as set out in Rhondda Cynon Taf County Borough Council's 2016-20 Corporate Plan "The Way Ahead".

- 3.2 To deliver this commitment and to tackle the many challenges and opportunities currently faced by our town centres, the solution requires an integrated, coordinated and holistic approach to town centre regeneration that provides a focussed package of support measures to local businesses.

4. BACKGROUND

- 4.1 All town centres are facing a multitude of challenges to their future vitality and viability. They are characterised by falling retail sales, reduced footfall, increased business failures and rising vacancies. The growth of internet shopping and multi-channel retailing also means that many retailers are actively seeking to reduce rather than increase their store portfolios.

- 4.2 Enabling vibrant and attractive town centres, with a strong offer, which recognises that they are at the heart of our communities is a clear commitment within Rhondda Cynon Taf County Borough Council's 2016-20 Corporate Plan "The Way Ahead". The Plan also makes a commitment that they will benefit from investment to ensure an attractive environment exists for businesses, residents and shoppers.

- 4.3 To deliver this commitment and to tackle the many challenges currently faced by our town centres, the solution requires a new and sustainable approach to supporting our town centre businesses helping them to grow and thrive. This approach needs our local businesses to be able to grow, develop and diversify to meet the current challenges and to take advantage of new opportunities. These new opportunities include the growth potential of the Cardiff City Region and City Deal initiative and planned investments such as the Metro which have the potential to be game changing for the South East Wales economy with Rhondda Cynon Taf at the heart. A targeted package of support measures will help town centre businesses achieve their potential.

5. A TARGETED PACKAGE OF SUPPORT FOR OUR TOWN CENTRE BUSINESSES

- 5.1 This package of support is about the long term future of our town centres and residents, visitors and businesses that depend on them. Creating sustainable long term prosperity across our town centres is critical to the prevention of decline in our communities and facilitating investment which will create jobs and prosperity with strong local businesses.

- 5.2 The support measures will be made available to our town centre businesses so that they can take advantage of trading and market opportunities at the right time and come forward with sustainable investment proposals. The package will be focussed in a coordinated

way across our key town centres. Certain measures will be available across all centres where others may be made available at different times or in different centres to address particular issues and opportunities.

- 5.3 This support will be delivered by a **Team RCT Approach** with the relevant services coming together to support businesses in a co-ordinated and streamlined way that will be effective for the participating businesses and efficient for Council Service Delivery. This approach will also comprise a consistent and co-ordinated marketing and communication methodology so that businesses and customers have a clear understanding and easy access to the opportunities provided by the Support Package. The results and outcomes of the delivery of the package will be monitored so that we can measure the progress and benefits that are being achieved. The support measures within the package are set out in more detail below.

6. DETAILS OF THE SUPPORT PACKAGE PROPOSALS

- 6.1 It is proposed that the Town Centre Business Support Package will comprise the following elements:

- **Town Centre Strategies and Masterplans** – Developing a series of town centre strategies and masterplans as a framework for development, growth and investment is an important tool which will help to support businesses, developers and investors. This will build on our framework for development and growth which is set out in our Strategic Opportunity Areas for Rhondda Cynon Taf. A clear plan for development and prioritised improvement projects in our town centres will enable us to engage effectively with existing businesses and potential investors and developers and other important stakeholders including the local communities. This will help to maximise the effectiveness of private sector investment, target Council and other public sector resources more effectively and draw down sources of external funding that are available. This will result in achieving the right mix of development and investment for towns making them as vibrant and sustainable as possible for the future.

This approach has already begun in Porth and Mountain Ash where local strategies are in place to help to guide development, investment and project delivery. These will be followed by strategy and masterplan development in other towns. Initial development work is currently underway in Tonypanddy, Treorchy and Pontypridd which will be reported separately for Cabinet discussion and potential future consultation and delivery.

- **Non Domestic Rates (NDR) – A New Business Rate Reduction Scheme** - Non Domestic Rates (NDR) is a national tax on non-domestic

property that is levied by local councils. The basis of the amount of rates payable in any financial year in respect of a property is the multiplication of the rateable value of that property (assessed by the Valuation Office Agency) by the NDR rate multiplier (annually set by Welsh Government). The role of the Council is to administer the levy on behalf of Welsh Government and this extends to administering any additional relief schemes introduced, including:

- Charitable Rate Relief
- Discretionary Rate Relief (DRR)
- Small Business Rates Relief (SBRR)
- High Street Rate Relief (HSRR)

The cost implications of these schemes are usually borne by Welsh Government.

It is proposed that the Council now develops a new local discretionary scheme of NDR relief that is targeted toward increasing the sustainability and growth of our town centres. The scheme will seek to target further NDR relief to town centre businesses and be in addition to any other relief which they are already in receipt of.

The Council has set aside £200k in the 2019/20 revenue budget for the purpose of supporting such a scheme. This could see up to 300 local businesses benefit from a further reduction in their NDR bills.

It is proposed that officers are requested to now develop the detail of such a scheme and this be reported back to a future Cabinet for consideration and, if appropriate, agreement (and subsequent incorporation into the Council's existing charitable and Discretionary Relief Policy).

The implementation of such a scheme will help ensure that town centres across Rhondda Cynon Taf remain an inviting and attractive place for businesses to invest and provide a solid platform from which they can develop and grow.

- **Enterprise Support Programme** - A refocused Enterprise Support Programme which recognises modern business investment needs and opportunities including those in our town centres. This will offer a range of grant support for business modernisation, equipment, IT development and start up support. The Programme is available for businesses across RCT but will be an integral part of the focussed approach of the town centre support package.

This was subject to a Cabinet Report on 19th March 2019.

- **Town Centre Maintenance Grant** - Town Centre Maintenance Grants for existing businesses to maintain their properties, avoiding buildings deteriorating and to make them more attractive to customers and improve the town centre environment. Small easily accessible grants are available on a rolling programme of town centres. Currently the scheme is operational in Aberdare, Ferndale and Porth following on from Tonypany, Mountain Ash and Treorchy.

This was subject to a Delegated Decision on 12th March 2019.

- **Pontypridd Property Investment Programme** – This grant fund will provide financial support for applicants to improve their commercial premises in Pontypridd Town Centre and is being supported by Welsh Government Targeted Regeneration Investment funding. The grants will enhance the physical condition and appearance of buildings including shopfronts and exteriors and bring back vacant internal floorspace into productive use for business and residential purposes.

This was subject to a Delegated Decision on 30th October 2018.

- **Town Centre WiFi** – This measure will provide free access to Town Centre WiFi within Aberdare, Ferndale, Mountain Ash, Porth, Pontypridd, Tonypany and Treorchy Town Centres. This will have significant benefits including;
 - Town Centre businesses can advertise and promote their goods and services;
 - Access to potential savings and discounts offered from local businesses;
 - Improved access to public services which are increasingly available online;
 - Increased attractiveness of our Town Centres for visitors.

Key features of this provision will include;

- Service availability between 7am and 7pm daily (maximum), with actual service times to be agreed in consultation with Town Centre businesses;
- Support for a full range of devices (Mobile, Tablet, Laptop);
- Service would be free of charge for the public.

This was subject to a Delegated Decision on 8 April 2019.

- **Building Resilience, Prosperity and Wellbeing Project** - The Building Resilience, Prosperity and Wellbeing Project will offer support to micro, small and medium size businesses within Rhondda Cynon Taf. It will provide HR advice and support to help businesses respond to the needs

of their workforce, promote health, wellbeing and diversity in the workplace

An effective approach to absence management, and a healthy workforce, will be crucial to business productivity, competitiveness and sustainability.

- **Town Centre Prominent Building Enhancement Programme** – This measure will support town centre businesses with more significant investment plans which will improve commercial premises and bring back vacant floorspace into productive use including for residential purposes. This approach will target prominent buildings in town centres where improving the building will benefit the business applicant but also the town centre environment making it more attractive for visitors, residents and potential investors. Grant support will be available for suitable business investment proposals subject to further development work on the arrangements.
- **Support For Businesses to Meet Their Statutory Obligations** - This will be offered in a co-ordinated way in targeted town centres. The approach will help businesses ensure that they are complying with legal requirements when they are trading or planning to improve or expand their businesses, diversify and develop. Support and advice will be co-ordinated by the appropriate Services for planning and building regulations, environmental health and licensing issues. Businesses will also be offered advice so they can avoid having enforcement action taken against them if they are at risk of failing to comply with their statutory obligations.

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. It has been found that a full report is not required at this time. The screening form can be accessed by contacting the author of the report or the Cabinet Business Officer.

8. CONSULTATION

- 8.1 There are no direct formal consultation requirements arising from these proposals. Individual projects, initiatives and strategies which arise as a result of the proposals will be subject to appropriate consultation at the time.

9. FINANCIAL IMPLICATION(S)

- 9.1 The financial implications of the range of measures set out in this report have already been incorporated into the Council's budget.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 The Localism Act 2011 amends Section 47 of the Local Government Finance Act 1988 and enables councils in Wales to reduce the business rates of any local ratepayer.

11. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

- 11.1 The Targeted Package of Support For Our Town Centre Businesses contributes to the Building a Strong Economy priority within the Council's Corporate Plan 2016-2020 "The Way Ahead". It is line with one of the key principles of 'Building a Sustainable County Borough' by supporting an initiative that stimulate economic growth.
- 11.2 It will also complement the Council's Digital Strategy 'Digital RCT – Our 2020 Digital Vision' by supporting the growth of the digital economy as vehicle for regeneration as well as contributing to the digitising of business to business services.
- 11.3 The scheme will contribute to improving the social, economic, environmental and cultural well-being of Wales and support the delivery of a prosperous Wales, a more resilient Wales and a Wales of cohesive communities.

12. CONCLUSION

- 12.1 The proposals set out in this report establish and deliver a Targeted Package of Support for Town Centre Businesses and help the local businesses to grow, thrive and be more sustainable and resilient. This in turn will make our town centres more attractive places to do business, work, live and visit and be vibrant places at the heart of the communities they serve.

Other Information:-

Relevant Scrutiny Committee

Finance and Performance Scrutiny Committee

Public Service Delivery, Communities and Prosperity Scrutiny Committee

Contact Officer Derek James, Service Director – Prosperity and Development

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

8TH MAY 2019

**REPORT OF THE DIRECTOR OF PROSPERITY AND DEVELOPMENT IN
DISCUSSION WITH THE CABINET MEMBER FOR ENTERPRISE
DEVELOPMENT AND HOUSING, COUNCILLOR R BEVAN**

Background Papers: None

Officer to contact: Peter Mortimer, Funding and Implementation Manager Tel:
01443 281122