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, Tonypandy, CF40 2XX
Tuesday, 24th March, 2020 at 10.30 am

Contact: Hannah Williams - Council Business Unit (Tel No. 01443 424062)

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 Friday, 20 March 2020 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 13th February 2020 and 20th February 2020.

   (Pages 5 - 16)

3. **CABINET WORK PROGRAMME**

To receive the report of the Service Director, Democratic Services and Communication, which provides Cabinet Members with an update on the proposed list of matters requiring consideration by Cabinet over the 2019-20 Municipal Year.

(Pages 17 - 58)

4. **ANNUAL EQUALITIES REPORT 2018/19**

To receive the report of the Director, Human Resources providing details of the Annual Equality report 2018/19 for the Council.

(Pages 59 - 118)

5. **PROCUREMENT POLICY - SOCIAL RESPONSIBILITY**

To receive the report of the Director, Human Resources, which seeks Cabinet approval of the 'Procurement Policy – Social Responsibilities'.

(Pages 119 - 130)

6. **RHONDDA CYNON TAF DRAFT TOURISM STRATEGY**

To receive the report of the Director, Prosperity and Development, which seeks Cabinet endorsement of the draft Tourism Strategy for Rhondda Cynon Taf (RCT) and recommends that the Strategy be approved for consultation with relevant stakeholders.

(Pages 131 - 170)

7. **CWM TAF REGIONAL STATEMENT OF INTENT FOR SUPPORTING CHILDREN AND YOUNG PEOPLE AND FAMILIES**

To receive the report of the Group Director, Community and Children's Services, updating Members on the progress made since the development of the Cwm Taf Statement of Intent for Children and Young People: 'A Shared Regional Strategy for Supporting Children, Young People and Families.'

(Pages 171 - 176)

8. **CHILDCARE SUFFICIENCY ASSESSMENT UPDATE 2020**

To receive the report of the Director, Education and Inclusion Services, updating the Cabinet of the Childcare Sufficiency Assessment (CSA) report for 2017 and action plans.

(Pages 177 - 184)

9. **PROPOSALS TO STRENGTHEN THE CONTINUUM OF PROVISION FOR PUPILS WITH SOCIAL, EMOTIONAL AND BEHAVIOURAL DIFFICULTIES (SEBD) AND SIGNIFICANT ADDITIONAL LEARNING NEEDS**

To receive the report of the Director, Education and Inclusion Services, which outlines proposals for change for the improvement of provision for learners with social, emotional and behavioural difficulties (SEBD) in Rhondda Cynon Taf.

(Pages 185 - 204)

10. **COUNCIL PERFORMANCE REPORT (QUARTER 3)**

To receive the report of the Director, Finance & Digital Services, providing Members with an overview of the Council's performance, both from a financial and operational perspective, based on the first nine months of the financial year (to the 31st December 2019).

11. **TO CONSIDER PASSING THE FOLLOWING RESOLUTION:**

    "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".

12. **RCT THEATRES APPLICATION TO THE ARTS COUNCIL OF WALES INVESTMENT REVIEW 2020 AND THE FOCUS FOR THE FUTURE - RECOMMENDATIONS OF THE STRATEGIC CULTURE & ARTS STEERING GROUP**

    To receive the report of Service Director, Democratic Services and Communication, which provides the Cabinet with the recommendations of the Strategic Culture & Arts Steering Group, which considered a report on the RCT Theatres intended application to the Arts Council of Wales Investment Review 2020 and its proposed focus for the future.

13. **URGENT BUSINESS**

    To consider any urgent business as the Chairman feels appropriate.

Service Director of Democratic Services & Communication

Circulation:-

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

Officers: David Powell, Director of Corporate Estates
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
Simon Gale, Director of Prosperity & Development
Andy Wilkins, Director of Legal Services
Barrie Davies, Director of Finance & Digital Services
Gaynor Davies, Director of Education and Inclusion Services
Derek James, Service Director – Prosperity & Development

RHONDDA CYNON TAF COUNCIL CABINET
Minutes of the meeting of the Cabinet held on Thursday, 13 February 2020 at 10.30 am at the Council Chamber, The Pavilions, Cambrian Park, Clydach Vale, Tonypandy, CF40 2XX.

County Borough Councillors - Cabinet Members in attendance:-

Councillor A Morgan (Chair)

Councillor M Webber   Councillor R Bevan
Councillor A Crimmings   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 P Mee, Director, Public Health, Protection & Community Services
Mr R Evans, Director of Human Resources
Mr A Wilkins, Director of Legal Services
Mr B Davies, Director of Finance & Digital Services
Ms G Davies, Director of Education and Inclusion Services

103   Declaration of Interest

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

104   Minutes

It was **RESOLVED** to approve the minutes of the meeting held on 23rd January 2020 as an accurate record.

105   Change to the order of the agenda

The Cabinet agreed that the agenda would be considered out of sequence as detailed in the minutes set out hereunder.

106   Consideration for Family Engagement Officer Roles

The Director, Education and Inclusion Services presented the report to Cabinet, which sought consideration for the funding and consequent employment of Family Engagement Officers in six secondary/through schools to help tackle school attendance.

The Director informed Members that there had been a decline in secondary

school attendance within RCT in the academic year 2018/19, which placed RCT 22nd in the All Wales attendance table. As such, in order to ensure that the most vulnerable pupils are supported, a model of best practice within the Primary Schools had been identified, that was believe to be beneficial to supporting attendance as well as forming and enhancing relationships with parents in the lowest performing settings.

The Director drew Members' attention to Section 5 of the report, where the Family Engagement Officer proposal was outlined. Members were asked to consider piloting the placement of a Family Engagement Officer in each of the following lowest performing schools:
- Porth Community School (Red)
- Aberdare Community School (Red)
- Mountain Ash Comprehensive School (Amber)
- Ferndale Community School (Amber)
- Tonyrefail Community School (Yellow)
- Ysgol Nantgwyn (Yellow)

The Cabinet Member for Education and Inclusion Services voiced her support for the proposal and spoke of Glenboi Primary School, where the role of the Family Engagement Officer had worked extremely well in engaging families and improving attendance.

The Leader and Deputy Leader spoke positive of the proposal and agreed that the good practice needs to be shared as supporting families is essential.

The Cabinet **RESOLVED:**
1. To note the information contained in the report; and
2. To the funding and consequent employment of Family Engagement Officers in six secondary/through schools to help improve attendance.

107   **Key Stage 4 and Key Stage 5 examination results for 2019 and Primary and Secondary School Categorisation for 2019/20**

The Director, Education and Inclusion Services provided the Cabinet with the final confirmation of Key Stage 4 and Key Stage 5 examination results for 2018-19 and Primary and Secondary School Categorisation for 2019/20. Prior to her presentation, the Director advised of an oversight in the report, confirming that the data is final and not provisional.

The Director proceed to outline the results concluding that overall, the school categorisation outcomes suggest improvement in the numbers of primary schools requiring green and red support and that categorisation at secondary level remained stable. However, Members were informed that it is difficult to make meaningful comparisons across 2018 and 2019 datasets due to the fact that the 2019 outcomes include the 'first award' data only.

Members noted that in order to move away from threshold measures, Welsh Government no longer provide analyses on the percentage of learners achieving: individual subjects, including the Welsh Baccalaureate at Foundation or National level, or threshold performance measures, namely the Core Subject Indicator (CSI) or Level 2 threshold.

The Cabinet Member for Education and Inclusion Services thanked the Director

for the robust report. The Cabinet Member was pleased to note that although deprivation was an influence of educational performance, the Council remained ambitious with measures in place to improve performance where possible.

The Cabinet **RESOLVED:**
1. To note the information contained within the report; and
2. To note the action taken to date and the future planned intervention of the Director of Education and Inclusion Services in partnership with Local Authority Education Services and Central South Consortium to support schools currently categorised as amber and red.

108   Leader's Scheme of Delegation

The Service Director, Democratic Services and Communication updated Members with the changes to the Leader's Scheme of Delegation and it was **RESOLVED:**
1. To note the content of the Leader's Scheme of Delegation; and
2. To note that the Leader of the Council is able to amend the Scheme of Delegation relating to executive functions at any time during the year; and that an update of the 3A will be presented to Members at the next meeting of the Cabinet.

(**Note**: At this point in proceedings, County Borough Councillor J. Rosser left the meeting)

109   Recommendations of the Climate Change Cabinet Steering Group

The Service Director, Democratic Services and Communication provided the Cabinet with the recommendations of the Climate Change Cabinet Steering Group, which met on the 28th January 2020, to consider a report on the draft Wildflower Grass Management Policy for Rhondda Cynon Taf and a report on the action that can be taken in the Air Quality Management Areas, to ensure air quality improves across the County Borough.

In respect of the Wildflower Grass Management Policy report, the Service Director advised that the Steering Group were in favour of the proposals to increase the number of sites in wildflower management and to establish a Biodiversity website.

In respect of the Air Quality Management Areas report, the Service Director advised that the Steering Group spoke of the Clean Air Day on 20th June 2020 and felt that the Council's participation in the initiative would promote a positive message to its residents but agreed that the correct message would need to be conveyed, whether that be in respect of car sharing, cycling to work or tree planting. Furthermore, the Steering Group recommended that in addition to progressing with the short-term and practicable actions, the viable, long-term actions needed to be identified to include within the Council's Highway Capital Programme for Cabinet consideration

The Cabinet Member for Communities, Culture and the Welsh Language echoed the feelings of the Steering Group in relation to the Wildflower Grass Management Policy report. The Cabinet Member stated the importance of encouraging biodiversity but reiterated the need to convey to the public that it is not a cost-cutting exercise.

The Cabinet Member went on to speak of the Air Quality Management Areas report, commenting that, generally, air quality across RCT is contained and managed well, with just sixteen small areas identified.

The Deputy Leader took the opportunity to praise the Climate Change Steering Group on the vast amount of work undertaken in such a short period of time.

Speaking of the Wildflower Grass Management Policy, Members recognised the importance of signage and communication to ensure residents understand the need for biodiversity across the Borough.

It was **RESOLVED:**
1.   To note the content of the two reports considered by the Climate Change Cabinet Steering Group on the 28th January 2020; and
2.   The recommendations of the Climate Change Cabinet Steering Group:
   I.   To approve the Wildflower Grass Management Policy for Rhondda Cynon Taf
   II.   To continue progressing with the short-term and practicable actions identified in Table B of the Air Quality Management Areas report;
   III.   That having regard to the current local circumstances, the Director of Public Health, Protection and Community Services work with the Group Director of Prosperity, Development and Frontline Services to identify the viable, long-term actions from Table B of the Air Quality Management Areas report, to include in the Council's Highway Capital Programme for Cabinet consideration; and
   IV.   That the Council seek to engage with its residents on the Clean Air Day, which is taking place on 20th June 2020, which is funded by the Welsh government and forms part of the wider Clean Air Day campaign across the UK.

110   Making a Difference: The Council's Draft Corporate Plan 2020-2024

The Chief Executive set out a new draft Corporate Plan from 2020 – 2024, explaining that the draft Plan provides a vision for the County Borough and sets out the Council's priorities and objectives it will focus upon over the following four years.

The Chief Executive spoke of the consultation, which had been undertaken over a 12 week period and drew Members to the appendix to the report, where the feedback was outlined. Members noted that the feedback was particularly positive with a clear mandate supporting the Council's Vision and the three priorities.

The Leader spoke of how essential the Corporate Plan is to RCT, commenting that it paints a county wide picture, with all budget reports aligning to it. The Leader was pleased to advise that all of the priorities of the Council's previous Corporate Plan had been delivered and asked that all staff are thanked for their invaluable involvement.

The Cabinet **RESOLVED:**
1. To consider and challenge the draft Corporate Plan;
2. To note the feedback from the consultation process; and
3. To present the draft Corporate Plan to Council at its meeting on 4th March 2020.

111   ITU Collaboration

The Service Director, Frontline Services presented the report, which sought Cabinet approval for the Integrated Transport Units of both Caerphilly and Rhondda Cynon Taf County Borough Councils to work collaboratively to create a centre of excellence for the delivery of passenger transport services across both local authorities.

Members were referred to Section 5 of the report, where outlined for consideration was the proposal to pool together resources under a memorandum of understanding, which would be overseen by a joint board/steering group.

The Service Director emphasised that only when a full 12 months of data is available will a full and clear picture be available on how the collaboration is performing against the original business and delivery plan.

The Cabinet Member for Environment, Leisure and Heritage Services praised the proposal and commented that residents would continue to receive the best services, despite a decrease in funding from the Government. The Cabinet Member commented that she looked forward to the review in 12 months.

The Deputy Leader was pleased with the proposal and commented that the report evidenced the willingness of the Council to engage with its neighbouring Local Authorities to enhance the services provided to residents.

The Cabinet **RESOLVED:**
1. That Council officers work with Caerphilly County Borough Council to explore the creation of a centre of excellence for the delivery of passenger transport services across Caerphilly and Rhondda Cynon Taf; and
2. That a further report be brought back to Cabinet on the outcome of that review for their formal consideration at a future date.

112   Supporting Town and Retail Businesses in Rhondda Cynon Taf Local Business Rate Reduction Scheme

The Director, Finance and Digital Services provided the Cabinet with the results of the consultation process on a local Business Rate Reduction Scheme for Rhondda Cynon Taf and an update on the continuation of the Welsh Government High Street and Retail Rate Relief (HSRR) Scheme for 2020/21.

The Director explained that the proposal offered a local discretionary relief to be provided in addition to the Welsh Government HSRR of up to a maximum of £300 per qualifying business. The Director drew Members' attention to Appendix 3 of the report, where the results of the eight week consultation were outlined.

The Cabinet Member for Corporate Services spoke positive of the report and welcomed both the Welsh Government Retail Relief, along with the Council's proposal of additional local discretionary relief. The Cabinet Member was disappointed that out of the 485 businesses that would benefit from the support, only 26 people responded to the online consultation.

The Cabinet **RESOLVED:**

1. To note the outcome of the consultation exercise as set out in paragraph 7 of the report;
2. To note the continuation of the Welsh Government High Street and Retail Rate Relief Scheme for the year for 2020/21; and
3. To proceed with the proposed local Business Rate Reduction Scheme for 2020/21.

This meeting closed at 11.15 am   **Cllr A Morgan**
                                                       Chairman.

RHONDDA CYNON TAF COUNCIL CABINET

Minutes of the meeting of the Cabinet held on Thursday, 20 February 2020 at 10.30 am at the Council Chamber, The Pavilions, Cambrian Park, Clydach Vale, Tonypandy, CF40 2XX.

County Borough Councillors - Cabinet Members in attendance:-

Councillor A Morgan (Chair)

Councillor M Webber	Councillor R Bevan
Councillor A Crimmings	Councillor M Norris
Councillor J Rosser	Councillor R Lewis

Officers in attendance

Mr C Bradshaw, Chief Executive
Mr D Powell, Director of Corporate Estates
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 of Legal Services
Mr B Davies, Director of Finance & Digital Services
Ms G Davies, Director of Education and Inclusion Services

113   Apology for Absence

An apology for absence was received from County Borough Councillor C. Leyshon.

114   Declaration of Interest

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

115   The Council's Future Commitment to Delivering Shared Education Advisory Services

The Director, Education and Inclusion Services provided the Cabinet with the decision of the Central South Consortium Joint Committee to consider shared education advisory services in partnership with the other four councils in the region for at least the next three years.

The Director spoke of the independent review of the Consortium, which had been commissioned by the ISOS Partnership and drew Members' attention to the appendices of the report, where the review and implementation plan, which had since been approved by the Joint Committee, was outlined. Members were pleased to note that the report evidenced that the educational performance of the Central South Region had significantly exceeded that of the other three Regions.

The Cabinet were informed that the report had also been presented to the Council's Children and Young People Scrutiny Committee on the 12th February 2020 where Members welcomed the review by ISOS but emphasised that the opportunity for local authority scrutiny functions to challenge the performance of the Consortium needed to be improved.

The Director informed Members that should the Council wish to withdraw from the Agreement, the earliest they could do so is 31st March 2022.

The Cabinet Member for Education and Inclusion Services spoke positive of the outcome of the review, commenting on the importance of identifying areas for improvement. The Cabinet Member stated that the report would provide stability in a period of significant change to the educational sector in Wales.

The Cabinet **RESOLVED:**
1. To note the contents of this report; and
2. To support the decision of the Central South Consortium Joint Committee to continue to deliver shared educational advisory services in partnership with the other four councils in the region for at least the next three years.

116   Council Fees and Charges Policy 2020-2021

The Director, Finance and Digital Services provided the Cabinet with the report which set out the proposed revisions to Council fees and charges levels for the financial year 2020/21 and details of fees and charges decisions already approved that could be included within the 2020/21 proposed Budget Strategy.

The Director spoke of the Cabinet's review of the fees and charges levels as part of the Council's Medium Term Financial Planning arrangements and it was proposed that a 1.5% standard increase be agreed to be effective from 1st April 2020.

The Director drew Members' attention to Section 5 of the report, where a summary of proposed fees and charges, which were not subject to the proposed standard increase, were detailed:
- Leisure for life - Nil increase;
- Car Park Charges - Nil increase;
- Summer and Winter Playing Fees (Sports Clubs) - Nil increase;
- School Meals (Primary and Secondary) - Increase of 5p per meal (and then no increase for two years I.e. 2021/22 and 2022/23);
- Meals on Wheels and Day Centre Meals - Increase of 10p per meal;
- Pontypridd Lido (Adult users entry fee) - Increase of 50p per adult swim;
- Rhondda Heritage Park - Increase of £1 for the adult entry fee and family ticket for the Welsh Mining Experience (underground tour) and to standardise the non-entry fee for both adults and children for Santa's Toy Mine to £10

The Cabinet Member for Environment, Leisure and Heritage spoke of the increase in charge for adults using Pontypridd Lido, advising that when consulted upon, residents were positive.

The Cabinet **RESOLVED:**
1. To approve the proposed revised levels for all areas of the

Council's fees and charges as set out at section 5 and detailed at Appendix 1 of the report;

2. To build the net budgetary impact (£2k for 2020/21) into the budget strategy proposals for consideration by Cabinet and Council as appropriate; and

3. To note the fees and charges decisions already approved and included in the 2020/21 proposed Budget Strategy.

117   The Council's 2020/21 Revenue Budget

The Director, Finance and Digital Services provided the Cabinet with the results of the second phase of the Budget consultation in order for Members to consider and amend as necessary the draft budget strategy, which they would wish to recommend to Council at the meeting on 4th March 2020.

The Director advised that although the financial climate remained a challenge, the Council to date had delivered year on year balanced budgets alongside a robust investment programme, which supports key priorities.

Having regard to the repercussions of Storm Dennis and the devastation caused within RCT as a result of the floods, Members were asked to authorise the Director of Finance and Digital Services to amend the budget strategy report to reflect the impact of the allocation of £1M from General Reserves in response to Storm Dennis.

The Deputy Leader took the opportunity to thank the robust financial team, who she considered to be an asset to RCT and the staff who had continued to deliver. The Deputy Leader noted that the proposed Council Tax increase for 2020/21 of 2.85%, was stable considering the continuing financial pressures and was low in comparison to those proposed in neighbouring local authorities.

The Deputy Leader took the opportunity to speak of the atrocities caused by Storm Dennis in the local communities and praised residents for the support they have given one another. The deputy Leader was happy to support the additional recommendation, commenting that the payment would help residents and businesses at such a difficult time.

The Cabinet Member for Corporate Services was also happy to support the additional recommendation and stated that although Wales Audit Office recommend that the General Reserves remain above the minimum level of £10M, they are to be spent at a time of emergency, which it evidently was.

The Cabinet **RESOLVED:**
1. To recommend the Budget Strategy to Council on the 4th March 2020;
2. To authorise the Director of Finance and Digital Services to amend the level of contribution from the Medium Term Financial Planning and Service Transformation Reserve as a consequence of any change to the Council's resource levels announced in the Final Local Government Settlement; and
3. To authorise the Director of Finance and Digital Services to amend the budget strategy report to reflect the impact of the allocation of £1M from General Reserves in response to Storm Dennis.

118   The Council's Capital Programme 2020/21 - 2022/23

The Director, Finance and Digital Services provided the Cabinet with the proposed three year Capital Programme for 2020/21 to 2022/23.

The Director advised that the proposed three year programme represents a total investment of £131.772M and comprises:

- A core programme of £42.300M over the next three years;
- Prudential borrowing of £20.249M to support the 21st Century Schools Programme, Llys Cadwyn Development and Highways improvement schemes;
- Specific grants of £16.819M;
- Earmarked reserves and revenue contributions previously allocated to schemes and investment priorities of £29.223M;
- Capital receipts, in addition to the 3 year core allocation, of £10.283M; and
- Additional and reallocated earmarked reserves of £1.658M and additional prudential borrowing of £7.500M to fund the investment priorities, alongside the one of Welsh Government capital funding of £2.692M.

In respect of the £1.658M of earmarked reserves, which in addition to the prudential borrowing make a total of £11.850M, the Director spoke of the numerous investment opportunities for the infrastructure, which would support the new Corporate Plan priorities.

Members spoke positive of the report, commenting on the previous significant investment undertaken by RCT and the ambition to further invest.

The Cabinet **RESOLVED:**
1. To propose the attached three year capital programme at Appendix A to Council on 4th March 2020 which includes:
   - A review and proposed release of earmarked reserve balances as detailed in paragraph 5.3 of the attached report;
   - Proposed investment priorities as detailed in paragraph 6.2 of the attached report;
   - The Council's core capital programme;
   - The Council's total capital programme including additional non core funding.

2. To authorise the Director of Finance and Digital Services to amend the level of Council Resources required to fund the Core Three Year Capital Programme as shown at Appendix 2 as a consequence of any change to the Council's capital resource levels announced in the Final Local Government Settlement.

119   To consider passing the following Resolution:

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".

120   Acquisition of the Former Bingo Hall, Pontypridd

The Director, Corporate Estates provided Members with an overview of his report which contained exempt information.

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

1. To acquire the Freehold interest of the premises at High Street, Pontypridd, known as the former Bingo Hall and Angharad's Night Club, at an agreed price plus VAT, fees and Land Transaction Tax;

2. To note that Welsh Government (WG) has offered funding support of £1.540M of Targeted Regeneration Investment (TRI) funding towards the total costs.   The detailed terms and conditions of this funding are currently being finalised with WG;

3. To accept the offer of £1.540M of TRI funding from WG towards the acquisition, related fees and demolition costs of the premises at High Street, Pontypridd, known as the former Bingo Hall and Angharad's Night Club; and

4. To receive a further joint report from the Director of Corporate Estates and the Director of Prosperity and Development on the demolition and redevelopment of the site.

This meeting closed at 11.05 am   **Cllr A Morgan**
                                                                                      Chairman.

This page is intentionally left blank

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24th MARCH 2020

CABINET WORK PROGRAMME: 2019- 2020 MUNICIPAL YEAR.

REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES & COMMUNICATION IN DISCUSSION WITH THE LEADER AND DEPUTY LEADER OF THE COUNCIL.

Author: Hannah Williams, Democratic Services (01443 424062)

1.   **PURPOSE OF THE REPORT**

1.1   To present, for Cabinet Members' comment and approval, an update on the Cabinet Work Programme on the proposed list of matters requiring consideration by Cabinet over the 2019-2020 Municipal Year. The Work Programme will guide and direct the activities of other arms of the Council, as well as the Cabinet itself.

2.   **RECOMMENDATIONS**

2.1   It is recommended that the Cabinet approve the Work Programme for the 2019-2020 Municipal Year (with appropriate amendment where necessary) and receive a further update on a 3 monthly basis.

3.   **REASONS FOR RECOMMENDATIONS**

3.1   In accordance with paragraph 12.1 (Part 4) of the Council's Constitution, the Cabinet Work Programme should be prepared to cover a period of three months, with an updated version provided at the end of this period.

3.2   Following the amendments to the Leaders Scheme of Delegation at the Council AGM on the 25th May, 2016 it was agreed that going forward a detailed Cabinet Work Programme be published for a 6 month period, allowing sufficient notice and opportunity for consultation and / or pre scrutiny.

3.3   The updated Work Programme is attached to this report for Members' consideration and covers the 2019-2020 Municipal Year.

3.4   For ease of reference the work programme will also be available on the main Cabinet webpage for Members and members of the public information.

4. CABINET REPORTS

4.1 The proposed work programme is a rolling work programme for the 2019 - 2020 Municipal Year, which is reported to Cabinet on a 3 month cycle to allow for regular updates and amendments.

4.2 An updated work programme is attached as Appendix 1 to this report.

4.3 During the period outlined, the Work Programme may be subject to further change to take into account any additional/deletion reports, including any new consultative documents or legislative initiatives from the Welsh Government, which require urgent attention.

4.4 In accordance with paragraph 2.5 (Part 4) of the Council's Constitution, any Member of the Council may also request the Leader to put an item on the agenda of a Cabinet meeting. There is also the ability for a resolution to be made by the Overview and Scrutiny Committee or the full Council that an item be considered by the Cabinet, which could alter the forward Work Programme.

4.5 The 2019 - 2020 Cabinet Work Programme is published on the main Cabinet page of the Website to again assist Members of the public, by improving transparency. The Work Programme link can be accessed on the following 'Cabinet Work Programme'.

5. CONSULTATION / INVOLVEMENT

5.1 The work programme has been compiled by members of the Senior Leadership Team in discussion with the relevant portfolio holder(s) and has been consulted upon with the relevant scrutiny committees in respect of pre-scrutiny.

6. EQUALITY AND DIVERSITY IMPLICATIONS

6.1 An Equality Impact Assessment is not needed because the contents of the report are for information purposes only.

7. FINANCIAL IMPLICATIONS

7.1 There are no financial implications aligned to this report.

8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

8.1 The report has been prepared in accordance with paragraph 12.1 (Part 4) of the Council's Constitution.

9. **LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES.**

9.1   The Cabinet work programme encompasses all of the Council priorities as it indicates reports coming forward across the Directorates which may impact upon the Council's corporate priorities and others. It also embraces the Future Generations Acts as all future decisions taken by the Cabinet seek to improve the social, economic, environmental and cultural well-being of the County Borough.

10. **CONCLUSION**

10.1   An updated Cabinet work programme for the 2019-2020 Municipal Year is attached.

Other Information:-

Relevant Scrutiny Committee – Overview & Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

CABINET WORK PROGRAMME: 2019- 2020 MUNICIPAL YEAR.

REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES & COMMUNICATION IN DISCUSSION WITH THE LEADER AND DEPUTY LEADER OF THE COUNCIL.

Item: CABINET WORK PROGRAMME: 2019- 2020 MUNICIPAL YEAR.

Background Papers

- Paragraph 12.1 (Part 4) of the Council's Constitution.

Officer to contact: Hannah Williams, Council Business Unit

RHONDDA CYNON TAF

Cabinet Work Programme.

Forward plan of proposed Cabinet Business for the 2019/20 Municipal Year

Specific Period: -June 2019 – May 2020.

(Summary of proposed Key Decisions coming forward for Cabinet Members consideration.)

N.B – *The work programme is subject to change to take account of any additional / deletion of reports, including any new consultative documents or legislative initiatives from the Welsh Government, which require urgent attention.*

Contact: Emma Wilkins (Tel No. 01443 424110)

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

Chief Executive

Key Decision	Brief Outline	Report Status	Decision Maker	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation
Cabinet Work Programme	In line with the Council's Constitution there is a need to advise and publish the Cabinet Work Programme.	Continuous	Cabinet	Every 3 months June 19 September 19 December 19 March 20	Leader of the Council, Councillor A Morgan. Service Director, Democratic Services & Communication – C Hanagan	Open	• Cabinet Members • SLT • Overview & Scrutiny
Council's Performance & Resources Report	To provide Cabinet with an overview of the Council's performance, both from a financial and operational perspective	Continuous	Cabinet	Quarter 4 – July 2019 Quarter 1 – September 2019 Quarter 2 – November 2019 Quarter 3 – March 2020	Councillor M Norris. Director of Finance & Digital Services - B Davies	Open	• Report is presented to Finance & Performance Scrutiny Committee following consideration by cabinet
				JUNE			
Leaders Scheme of Delegation	To formally receive the Leaders Scheme of Delegation following the 2019 Council AGM	Complete	Cabinet	June 2019	Leader of the Council, Councillor A Morgan. Service Director, Democratic Services & Communication – C Hanagan	Open	Cabinet Members

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
The Council's Response To Net Zero - The Committee On Climate Change	To receive a report advising Members of the Council's response to the Climate Change – Net Zero Committee report.	Complete	Cabinet	June 2019	Leader of the Council, Councillor A Morgan. Chief Executive – C Bradshaw		
JULY							
Council's Corporate Performance Report	To consider the Councils Performance Report and recommend its endorsement by Council	Complete	Cabinet	July 2019	Leader of the Council, Councillor A Morgan. Chief Executive – C Bradshaw	Open	Finance & Performance Scrutiny
Corporate Asset Management Plan Interim Update	To brief members on progress with the plan		Cabinet	July 2019	Councillor M Norris. Director of Corporate Estates – D Powell	Exempt	
Medium Term Financial Plan Update	To provide Members with an update on the Medium Term Financial Plan for 2019/20 – 2022/2023	Complete	Cabinet	July 2019	Councillor M Norris. Director of Finance & Digital Services - B Davies	Open	
acquisition of Unit 1 Cambrian Industrial	To agree the acquisition		Delegated Decision	July 2019	Councillor M Norris. Director of Corporate	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Estate					Estates – D Powell		
acquisition of the lease hold interest – Oldway House, Porth	To agree the acquisition of the lease hold interest – Oldway House, Porth		Delegated Decision	July 2019	Councillor M Norris. Director of Corporate Estates – D Powell	Exempt	

<div align="center">

SEPTEMBER

</div>

Key Decision	Brief Outline	Report Status	Decision Maker	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Corporate Parenting Board Annual Report	To consider the Annual report of the Corporate Parenting Board.	Draft	Cabinet	September 2019	Cllr C Leyshon Service Director, Democratic Services & Communication – C Hanagan C Hanagan		• Corporate Parenting Board • Children & Young People Scrutiny
Ombudsman Annual Report and Letter	To consider the annual report and letter of the ombudsman		Cabinet	September 2019	Deputy Leader, Councillor M Webber. Director of Legal & Services – A Wilkins		• Overview & Scrutiny
Scrutiny Recommendations – Low Carbon Vehicle Scrutiny Working Group	To consider the recommendations of the Scrutiny Working Group		Cabinet	September 2019	Leader, Councillor A Morgan Service Director, Democratic Services & Communication – C Hanagan C Hanagan		• Overview & Scrutiny
Council Corporate Plan - Investment Priorities	To consider the investment priorities.		Cabinet	September 2019	Leader of the Council, Councillor A Morgan. Director of Finance &		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
					Digital Services – B Davies		
Leaders Scheme of Delegation	To receive an update to the Leaders Scheme of Delegation following the 2019 Council AGM	Complete	Cabinet	September 2019	Leader of the Council, Councillor A Morgan. Service Director, Democratic Services & Communication – C Hanagan	Open	Cabinet Members
OCTOBER							
Budget Consultation Report	To inform Members of the proposed approach to resident engagement and consultation in respect of the 2020/21 budget.		Cabinet	October 2019	Councillor M Webber Service Director, Democratic Services & Communication – C Hanagan C Hanagan	Open	
Digital Strategy Work - Update	To provide Members with an update in respect of the Digital Strategy Work Programme	Complete	Cabinet	October 2019	Councillor M Norris. Director of Finance & Digital Services – B Davies	Open	
HWB TRANSFORMATION PROGRAMME	To receive details of the funding programme		Cabinet	October 2019	Councillor M Norris. Director of Finance & Digital Services – B		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
FUNDING					Davies		
Making A Difference: The Council's Draft Corporate Plan 2020-2024 For Consultation	To consider the draft plan prior to consultation		Cabinet	October 2019	Leader of the Council Councillor A Morgan. Chief Executive – C Bradshaw		Overview & Scrutiny
Scrutiny Recommendations – Food Register	To receive the recommendations of the scrutiny working group		Cabinet	October 2019	Councillor R Lewis Service Director, Democratic Services & Communication – C Hanagan C Hanagan		Finance & Performance Scrutiny
Scrutiny Recommendations – Recycling rates	To receive the recommendations of the scrutiny working group		Cabinet	October 2019	Councillor A Crimmings Service Director, Democratic Services & Communication – C Hanagan C Hanagan		Public Services Delivery & Prosperity Scrutiny
Leaders Scheme of Delegation	To receive an update on the Leaders Scheme of Delegation		Cabinet	October 2019	Leader of the Council, Councillor A Morgan. Service Director, Democratic Services & Communication – C Hanagan		
NOVEMBER							
Cynon Valley Waste Disposal Company Limited and Amgen Rhondda	To provide Members with details of the AGM in respect of the Cynon Valley		Cabinet	November 2019	Councillor A Crimmings Director of Legal Services - A Wilkins	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Limited – Annual General Meeting	Waste Disposal Company Ltd and Amgen Rhondda Ltd.						
Regulation of Investigatory Powers Act 2000 (RIPA) - Use of RIPA in 2018-19 by RCTCBC	To enable Members to review the Council's use of the Regulation of Investigatory Powers Act 2000 ('RIPA')		Cabinet	November 2019	Deputy Leader, Councillor M Webber. Director of Legal & Services – A Wilkins	Open	
Council Tax Base 2020/21	To receive the report in respect of setting the Council Tax Base 2020/21		Cabinet	November 2019	Leader of the Council, Councillor A Morgan. Director of Finance & Digital Services – B Davies	Open	
DECEMBER							
JANUARY							
Corporate Asset Management Plan Interim Update	To brief members on progress with the plan		Cabinet	January 2020	Councillor M Norris. Director of Corporate Estates – D Powell	Exempt	
Write off of irrecoverable Debts	Need to provide Cabinet with a position statement on irrecoverable		Cabinet	January 2020	Leader of the Council, Councillor A Morgan & Councillor M Norris. Director of Finance &	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	debts				Digital Services – B Davies		
FEBRUARY							
Budget Report	The need to adopt a budget strategy to recommend to Council as the basis of the budget strategy for the financial year ending March 2021, following consideration of the consultation feedback		Cabinet	February 2020	Leader of the Council, Councillor A Morgan. Director of Finance & Digital Services – B Davies	Open	• Budget Consultation - Service Users, Road shows, School Budget Forum & Scrutiny.
Council Fees & Charges	The need to advise Cabinet of the proposed Council Fees and Charges for the financial year 2020/21		Cabinet	February 2020	Leader of the Council, Councillor A Morgan. Director of Finance & Digital Services – B Davies	Open	
Council's Corporate Plan.	To receive the Council's Corporate Plan 2020-2024		Cabinet	February 2020	Leader of the Council, Councillor A Morgan. Chief Executive – C Bradshaw	Open	Scrutiny
Capital Programme	To propose to Council the three year capital		Cabinet	February 2020	Leader of the Council, Councillor A Morgan. Director of Finance &	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	programme				Digital Services – B Davies		
NDR local relief scheme	To receive an update in respect of the NDR local relief scheme		Cabinet	February 2020	Councillor M Norris. Director of Finance & Digital Services – B Davies	Open	
MARCH							
Annual Equalities Report	To receive the report of the Director, Human Resources in respect of the Annual Equalities Report.		Cabinet	March 2020	Deputy Leader, Councillor M Webber Director, Human Resources – R Evans	Open	
APRIL							
Corporate Assessment	To consider the Council's Corporate Assessment.		Cabinet	April 2020	Leader & Deputy Leader, Councillor A Morgan & M Webber. Chief Executive – C Bradshaw	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Digital Strategy 2020 - 24	To receive the Council's Digital Strategy 2020 -24		Cabinet	April 2020	Councillor M Norris. Director of Finance & Digital Services – B Davies	Open	Digital Strategy 2020 -24
MAY							
Strategic Equality Plan	To provide Members with details of the Councils Strategic Equality plan		Cabinet	May 2020	Deputy Leader, Councillor M Webber Director, Human Resources – R Evans	Open	
ON GOING UPDATES							
Brexit	To receive a verbal update in respect of Brexit		Cabinet	When appropriate	Leader of the Council, Councillor A Morgan. Chief Executive – C Bradshaw	Open	
Corporate Plan – Updates on delivery	To receive reports outlining delivery and ambition of the Corporate Plan		Cabinet	When Applicable	Leader of the Council, Councillor A Morgan & Chief Executive, C Bradshaw	Open	
Cardiff Capital Region - City Deal	The need to advise of the progress being made in respect of		Cabinet	When Applicable	Leader of the Council, Councillor A Morgan & Chief Executive, C	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	the City Deal				Bradshaw		
Staff Panel Report	To receive details of the proposals put forward by the Council's Staff Panel in respect of efficiency savings and smarter ways of working		Cabinet	When Applicable	Councillor M Webber & Service Director, Democratic Services & Communication - C Hanagan	Open	
Scrutiny Recommendations	To receive recommendations coming forward following a scrutiny review.		Cabinet	Continuous	Specific to the Scrutiny Review undertaken	Open	
Strategic Partnership Opportunity	To provide Members with an update on the Partnership opportunity as and when appropriate.		Cabinet		Councillor M Norris, Director, Finance & Digital Services – B Davies	Exempt	
Write off of irrecoverable Debts	Need to provide Cabinet with a position statement on irrecoverable debts		Cabinet	Continuous / When Applicable	Leader of the Council, Councillor A Morgan & Councillor M Norris. Director, Finance & Digital Services – B Davies	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

Prosperity, Development & Frontline Services

			JUNE				
Development Plan	To consider the next steps to develop planning policy for the area/region.	Complete	Cabinet	June 2019	Councillor R Bevan Director of Prosperity & Development - S Gale	Open	
Strategic Development Plan – Cardiff Capital Region	Background to the principle of SDP including its planning status and overarching benefits for RCT and the region	Complete	Cabinet	June 2019	Councillor R Bevan Director of Prosperity & Development - S Gale Open		
Highways Improvement Scheme	To provide Members with an update in respect of the Council's Highway Improvement Scheme	Complete	Cabinet	June 2019	Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler		
Energy Company	To agree a flexible		Delegated	June 2019	Councillor R Bevan		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Obligation (ECO 3) – Local Authority Flexible Eligibility Criteria 'Eco Flex'	eligibility scheme		Decision		Director of Prosperity & Development - S Gale		
JULY							
Dualling A4119	To receive an update in respect of the dualling of the A4119		Cabinet	July 2019	Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler		
Flood and Water management Act	To outline a range of discretionary services		Delegated Decision	July 2019	Deputy Leader of the Council Councillor M Webber. Group Director – Prosperity, Development & Frontline Services – N Wheeler		
WG – Foundational Economy Challenge Fund: Cwm Taf Sector Development	Agreement to submit an application to WG		Delegated Decision	July 2019	Councillor R Bevan Director of Prosperity & Development - S Gale		
AUGUST							

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Coed Ely Development – Joint Venture and Lease agreement	To agree to the joint venture and lease agreement		Delegated Decision	August 2019	Councillor R Bevan Director of Prosperity & Development - S Gale	Exempt	
SEPTEMBER							
Closure Of Gelli Community Recycling Centre	To receive details of the recent consultation undertaken		Cabinet	September 2019	Cllr A Crimmings Group Director – Prosperity, Development & Frontline Services – N Wheeler		
Llanharan Bypass	To update on the current progress with the Llanharan Bypass		Cabinet	September 2019	Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler		
OCTOBER							
Highways, Transportation And Strategic Projects - Highway Asset Investment Strategy	To provide Members with the highway asset investment strategy		Cabinet	October 2019	Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
					Wheeler		
Community infrastructure levy annual monitoring report	CIL regulations require a report to update Cabinet on the performance of CIL during the last year and make any amendments deemed necessary.		Cabinet	October 2019	Councillor R Bevan Director of Prosperity & Development - S Gale		Finance & Performance
Local Development Plan Review Report and the Delivery Agreement	To consider the LDP review and Delivery Agreement		Cabinet	October 2019	Councillor R Bevan Director of Prosperity & Development - S Gale		
Planning Annual Performance Report	To approve the Planning Annual Performance Report , prior to submission to Welsh Government		Delegated Decision	October 2019	Councillor R Bevan Director of Prosperity & Development - S Gale		
Local Development Plan Annual Monitoring Report (AMR)	To approve the LDP annual monitoring report, prior to submission to Welsh Government on 31st October		Delegated Decision	October 2019	Councillor R Bevan Director of Prosperity & Development - S Gale		
Affordable Warmth Strategy	The need to advise Cabinet Members of the Councils		Cabinet	October 2019	Councillor R Bevan Director of Prosperity & Development –		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	Affordable Warmth Strategy				S.Gale		
Housing Strategy & Investment: RCT to lead on the Valleys Taskforce Empty Homes Scheme	To consider the proposal for RCT to lead on the scheme		Delegated Decision	October 2019	Councillor R Bevan Director of Prosperity & Development – S.Gale		
NOVEMBER							
Draft National Development Framework Consultation	To make representations on behalf of the Council to the WG consultation		Delegated Decision	November 2019	Councillor R Bevan Director of Prosperity & Development – S.Gale		
DECEMBER							
Council Investment into the Redevelopment of the YMCA Pontypridd	To consider an exempt report in respect of the YMCA, Pontypridd and whether the Council should invest and take ownership of the building.		Cabinet	December 2019	Councillor R Bevan Director of Prosperity & Development – S.Gale		
Disabled Facility Grant for Merthyr	To receive information in		Cabinet	December 2019	Councillor R Bevan Director of Prosperity		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	respect of a Disabled Facility Grant for Merthyr				& Development – S.Gale		
JANUARY							
FEBRUARY							
MARCH							
Tourism Strategy	The need to propose a Tourism Strategy for public consultation		Cabinet	March 2020	Councillor R Bevan Director of Prosperity & Development – S.Gale		
APRIL							
Supplementary Capital Programme - Highways,	The need to seek approval for detailed		Cabinet	April 2020	Leader of the Council, Councillor A Morgan. Group Director –	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Transportation & Strategic projects	investment within the service following Council's approval of the 3 year Capital Programme.				Prosperity, Development & Frontline Services – N Wheeler		
MAY							
ONGOING UPDATES							
Processing Of Mixed Kerbside Recycling	To provide Members with an update in respect of the opportunities of investment into processing of Mixed Kerbside Recycling		Cabinet		Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Highways Investment Scheme	To receive regular updates in respect of the Highways Investment Scheme		Cabinet		Leader of the Council Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler		
Review of Mainstream School Transport Provision	Need to provide Cabinet with the outcomes of the periodic review of the Council's mainstream School Transport Provision		Cabinet	Periodic Review / when applicable	Leader of the Council, Councillor A Morgan. Group Director – Prosperity, Development & Frontline Services – N Wheeler	Open	
Porth Town Centre Strategy	To receive updates as and when applicable		Cabinet	When appropriate	Councillor R Bevan Director of Prosperity & Development - S Gale		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Taff Vale Update and Business Plan	Taff Vale Update Report.		Cabinet	When appropriate	Councillor R Bevan Director of Prosperity & Development - S Gale	Open	
Scrutiny Recommendations	To receive any recommendations coming forward following a scrutiny review.		Cabinet	Continuous / When Applicable	Specific to Scrutiny Review undertaken	Open	• Scrutiny

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

Community & Children's Services

				JUNE			
Cwm Taf Ageing Well in Wales Plan	To seek approval of the Cwm Taf Ageing Well in Wales Plan		Delegated Decision	June 2019	Cllr A Morgan Director, Public Health Protection & Community Services – P Mee		
Transformation of the Early Years in RCT	To undertake a focused consultation with families and local childcare providers		Delegated Decision	June 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		
Community Asset Transfer – Muni Arts Centre, Pontypridd	To receive details of the Community Asset transfer – Muni Arts Centre		Cabinet	June 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee	Exempt	Strategic Arts & Culture Cabinet Steering Group
Local Toilet Strategy	To consider the Local Toilet strategy following the required consultation		Cabinet	June 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		Public Engagement Public Service Delivery Scrutiny Committee Community Liaison Committee
Extra Care Development	To consider an update in respect of Extra Care Development.		Cabinet	June 2019	Councillor G Hopkins Group Director Community & Children's Services – G Isingrini	Exempt	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
JULY							
Director Social Services Annual Report (Draft)	Statutory required- Annual report on the delivery, performance, risks & planned improvements to the Social Services function of the Council	Draft	Cabinet	July 2019	Councillor G Hopkins & Councillor C Leyshon - Group Director Community & Children's Services - G Isingrini	Open	Children & Young People Scrutiny Committee Health & Wellbeing Scrutiny Committee
Cwm Taf Carer's Annual Report	To approve for submission to WG the annual report.	Complete	Cabinet	July 2019	Councillor G Hopkins & Group Director Community & Children's Services - G Isingrini	Open	multi agency Cwm Taf Carers Partnership
Cwm Taf Safeguarding Annual Plan	To receive the Cwm Taf Safeguarding Annual Plan		Cabinet	July 2019	Councillor G Hopkins, Cllr T Leyshon Group Director Community & Children's Services – G Isingrini	Open	
Transformation of the Early Years System in RCT	To receive the report outlining the transformation of the Early Years system in RCT		Cabinet	July 2019	Councillor T Leyshon Group Director Community & Children's Services – G Isingrini		Consultation with Families and local childcare providers
Publication of 2019 Air Quality Progress Report	To publish the 2019 Air Quality Progress Report		Delegated Decision	July 2019	Cllr R Lewis Director, Public Health Protection & Community Services	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
AUGUST							
RCT Together – Community Asset Transfer of the former Perthcelyn Flying Start Building to ASD Rainbows	To agree the Community Asset Transfer		Delegated Decision	August 2019	Cllr R Lewis Director, Public Health Protection & Community Services		
RCT together – Community Asset Transfer – Former Bronllwyn Youth Centre to Cylch Meithrin Bronllwyn	To agree the asset transfer		Delegated Decision	August 2019	Cllr R Lewis Director, Public Health Protection & Community Services		
SEPTEMBER							
Modernisation of Residential Care and Day Care for Older People	To receive the consultation responses		Cabinet	September 2019	Councillor G Hopkins and Group Director Community & Children's Services – G Isingrini		Public Consultation O&S
Guidance Policy on determining suitability of applicants to work in the Hackney Carriage / Private Hire .	To receive details of the guidance policy		Cabinet	September 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		Licensing Committee

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Cwm Taf Safeguarding Board Annual Report	In accordance with the SSWB Act, the need to report the Cwm Taf Safeguarding Annual Report to the Cabinet, setting out their priorities for the coming year.		Cabinet	September 2019	Councillor G Hopkins & Councillor C Leyshon Group Director Community & Children's Services – G Isingrini	Open	• Cwm Taf Safeguarding Board
Social Services Annual Complaints Report	Provide Cabinet with an overview of the operation & effectiveness of the Council's Social Services complaints procedure		Cabinet	September 2019	Councillor G Hopkins Group Director Community & Children's Services – G Isingrini	Open	
The Council's Customer Feedback Scheme	To receive an overview of the Council's Customer Feedback Scheme		Cabinet	September 2019	Councillor M Webber Group Director Community & Children's Services – G Isingrini		
Enhanced Discretionary Service – Home Office EU Settlement Scheme	To approve a verification service by the Registrar Service		Delegated Decision	September 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		
OCTOBER							

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Director Social Services Annual Report	To receive the final report of the Director, Social Services prior to its publication		Cabinet	October 2019	Councillors G Hopkins & T Leyshon. Group Director Community & Children's Services – G Isingrini	Open	Children & Young People Scrutiny Committee Health & Wellbeing Scrutiny Committee
Arts & Culture	To receive an update in respect of investment in RCT		Cabinet	October 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		
Licensing Act Policy Review	To receive details of the Licensing Act Policy review		Cabinet	October 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		Licensing
Adult Learning Course Fees	To consider the increase in Adult Learning Course Fees		Delegated Decision		Cllr J Rosser Director, Public Health Protection & Community Services – P Mee		
RCT Together – Community Asset Transfer of Mountain Ash Library	To approve the transfer of Mountain Ash Library		Delegated Decision		Cllr J Rosser Director, Public Health Protection & Community Services – P Mee		
NOVEMBER							
Introduction of Direct Cremations in RCT	To receive details of the proposed system		Cabinet	November 2019	Cllr R Lewis Director, Public Health Protection & Community Services – P Mee		
Developments in the	To provide		Cabinet	November	Cllr J Rosser		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
funding and delivery of Adult Community Learning	Members with details in relation to the future of adult community learning.			2019	Director, Public Health Protection & Community Services – P Mee		
Funding Arrangements for Adult Community Learning	To receive details of the funding arrangements for Adult Community Learning		Cabinet	November 2019	Cllr R Lewis Director, Public Health Protection & Community Services		
DECEMBER							
Employment Strategy	To receive details of an employment strategy		Cabinet	December 2019	Cllr R Lewis Director, Public Health Protection & Community Services		Health & Well Being Scrutiny
S.6 Environment (Wales) Act - Biodiversity Duty	To report to WG on the Council's progress in respect of the Biodiversity duty by end of the year		Cabinet	December 2019	Councillor R Lewis, Director, Public Health Protection & Community Services		Climate Control Cabinet Steering Group
Maximising Community Benefits Trial	To provide Members with information about the work that has been undertaken on maximising Community Benefits		Cabinet	December 2019	Cllr R Lewis, Director, Public Health Protection & Community Services & Director, HR		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	and present the findings of a 6 month trial.						
Leisure Membership Fees & Options	To receive details of the Councils Membership Fees and Options		Delegated Decision	December 2019	Cllr A Crimmings Director, Public Health Protection & Community Services		
JANUARY							
Publication of 2019 Air Quality Progress Report	To publish the 2019 Air Quality Progress Report		Delegated Decision	January 2020	Cllr R Lewis Director, Public Health Protection & Community Services	Open	
Council's commitment to participate in the UK Resettlement Scheme	To support the new UK Resettlement Scheme		Delegated Decision	January 2020	Cllr M Norris Director, Public Health Protection & Community Services	Open	
National Adoption Annual Report	To receive the National Adoption Annual Report		Cabinet	January 2020	Councillor C Leyshon and Group Director Community & Children's Services – G Isingrini	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
The Council's Commitment to participate in the UK Resettlement Scheme	To seek approval to support and participate in the UK Resettlement Scheme		Delegated Decision	January 2020	Cllr R Lewis Director, Public Health Protection & Community Services		
FEBRUARY							
MARCH							
Cwm Taf Regional Statement of Intent for Supporting Children and Young People and Families	To provide Cabinet with the Statement of Intent		Cabinet	March 2020	Councillor C Leyshon and Group Director Community & Children's Services – G Isingrini		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
APRIL							
Modernisation of Residential Care and Day Care for Older People	To receive the consultation responses		Cabinet	April 2020	Councillor C Leyshon and Group Director Community & Children's Services – G Isingrini		Public Consultation O&S
The Council's response to the Welsh Index of Multiple Deprivation.	To receive the Council's response to the Welsh Index of Multiple Deprivation.		Cabinet	April 2020	Cllr R Lewis Director, Public Health Protection & Community Services		
Firework Controls	To receive an update in respect of Firework Controls		Cabinet	April 2020	Cllr R Lewis Director, Public Health Protection & Community Services		
Specialist Placements	To receive details of Specialist Placements		Cabinet	April 2020	Cllr C Leyshon Group Director Community & Children's Services – G Isingrini		
MAY							

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
ONGOING UPDATES							
SS&WB Board Development	To consider any updates as appropriate in respect of the SS&WB Board		Cabinet	Continuous / When Applicable	Councillor C Leyshon Group Director Community & Children's Services – G Isingrini	Open	
Regional Transformation Agenda	To receive an update on the regional transformation agenda		Cabinet	When Applicable	Councillor C Leyshon and Group Director Community & Children's Services – G Isingrini		
Development of Community Hubs	To consider the development of Community Hubs across the County Borough		Cabinet	Continuous / When Applicable	Councillor R Lewis Director, Public Health, Protection & Community Services	Open	
Extra Care Strategy	To receive update reports on the Councils progress in respect of delivery of the Extra Care Strategy		Cabinet	Continuous / When Applicable	Councillor C Leyshon Group Director Community & Children's Services – G Isingrini	Open	
Advocacy	To provide Cabinet with an update in respect of advocacy		Cabinet	When Applicable	Councillor C Leyshon and Group Director Community & Children's Services – G Isingrini		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Cwm Taf MASH Annual Report	To receive the Annual report of the Cwm Taf MASH		Cabinet	When Applicable	Councillor C Leyshon Group Director Community & Children's Services – G Isingrini	Open	
Social Services & Wellbeing Act	To provide updates as and when necessary on the Council's duties in respect of the Act		Cabinet	Continuous / When Applicable	Councillor C Leyshon Group Director Community & Children's Services – G Isingrini	Open	
Local Air Quality Management Reports	To provide details of the Local Air Quality Management Reports		Delegated Decision	Continuous / When Applicable	Councillor R Lewis Director, Public Health, Protection & Community Services	Open	
Scrutiny Recommendations	To receive any recommendations coming forward following a scrutiny review.		Cabinet	Continuous / When Applicable	Specific to Scrutiny Review undertaken	Open	• Scrutiny

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Education & Inclusion Services							
JUNE							
JULY							
RCT SACRE Annual Report	To receive the annual report of RCT SACRE		Cabinet	July 2019	Councillor J Rosser. Director, Education & Inclusion Services - G Davies	Open	
21st Century Schools Programme - Proposals To Improve Education Provision In The Greater Pontypridd Area	To consider an objections report if any objections were received		Cabinet	July 2019	Councillor J Rosser & Chief Executive ; Director, Education & Inclusion Services -G Davies	Open	Cabinet Children & Young People Formal consultation
SEPTEMBER							
Partnership with United World Colleges (UWC) Atlantic College	To receive a progress report on the partnership working		Cabinet	September 2019	Councillor J Rosser. Director, Education & Inclusion Services -G Davies		Cabinet – September 2018
Additional Childcare Offer Capital Grant	To advise Members of the receipt of		Cabinet	September 2019	Councillor J Rosser. Director, Education &		

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Funding	additional capital grants				Inclusion Services -G Davies		
School Performance (2018 – 19)	To receive details of the School Performance for 2018 - 19		Cabinet	September 2019	Councillor J Rosser & Director, Education & Inclusion Services -G Davies	Open	
OCTOBER							
NOVEMBER							
DECEMBER							
JANUARY							
FEBRUARY							
The Council's Future Commitment to Delivering Shared Education Advisory Services	To consider the decision of the Central South Consortium Joint Committee to continue to deliver shared educational advisory services in		Cabinet	February 2020	Councillor J Rosser & Director, Education & Inclusion Services -G Davies	Open	Children & Young People Scrutiny committee

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
	partnership with the other four councils in the region for at least the next three years.						
Family Engagement Roles	To consider funding and employing Family Engagement Officers		Cabinet	February 2020	Councillor J Rosser & Director, Education & Inclusion Services -G Davies	Open	Children & Young People Scrutiny committee
School Performance (2018 – 19)	To receive details of the School Performance for 2018 - 19		Cabinet	February 2020	Councillor J Rosser & Director, Education & Inclusion Services -G Davies	Open	
MARCH							
Childcare Sufficiency Update - Prescrutiny	The need to provide details of the Childcare Sufficiency Audit undertaken, in line with Welsh Government Requirements		Cabinet	March 2020	Councillor J Rosser. Director, Education & Inclusion Services -G Davies; Childcare Officer - D Humphries	Open	Children & Young People Scrutiny committee
APRIL							

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?
Supplementary Capital Programme – Education & Inclusion Services	The need to seek Cabinet approval for further detailed investment within the service following Council's approval of the 3 year Capital Programme.		Cabinet	April 2020	Councillor J Rosser. Director, Education & Inclusion Services -G Davies	Open	
MAY							
ONGOING UPDATES							
Scrutiny Recommendations	To receive any recommendations coming forward following a scrutiny review.		Cabinet	Continuous / When Applicable	Specific to Scrutiny Review undertaken	Open	• Scrutiny
21st Century Schools	To receive any updates in respect of the 21st Century Schools Programme		Cabinet	Continuous / When Applicable	Councillor J Rosser. Director, Education & Inclusion Services -G Davies	Open	

Key Decision	Brief Outline	Report Status	Decision Maker (Cabinet / Delegated Decision (DD))	Proposed Date	Cabinet Member / responsible Officer	Open / Exempt Report	Consultation to be undertaken prior to Decision being made?

RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNCIL

CABINET

24 MARCH 2020

ANNUAL EQUALITY REPORT 2018/19

REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSIONS WITH COUNCILLOR MAUREEN WEBBER, DEPUTY LEADER.

Author: Melanie Warburton, Equality and Diversity Adviser

1. **PURPOSE OF THE REPORT**

1.1 The purpose of the report is to provide information on the Council's Annual Equality Report, for the year 2018/19.

2. **RECOMMENDATIONS**

2.1 It is recommended that the Cabinet agree to publish the Annual Equality Report 2018/19 as detailed at Appendix 1.

3. **REASONS FOR RECOMMENDATIONS**

3.1 The Annual Equality Report has been developed to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties.

3.2 The report contains progress made in year 2018/19 in meeting the Council's Strategic Equality Plan and Equality Objectives.

4. **BACKGROUND**

4.1 The Public Sector Equality Duties in Wales, which came into force on 6th April 2011, included a requirement for public authorities (including Local Authorities and Schools) to report annually on how it has met the General Equality Duty set out in the Equality Act 2010.

4.2 Reporting requirements are set out in the following regulations; - Regulation Seven Collection and publication of information - Regulation Nine Employment monitoring reporting - Regulation Sixteen Reporting on compliance with the General duty

4.3 The Council must report the above information on an annual basis, and publish by 31 March each year.

5. **EQUALITY AND DIVERSITY IMPLICATIONS**

5.1 An Equality Impact Assessment is not needed because the contents of the report are for information purposes only.

6. **CONSULTATION / INVOLVEMENT**

6.1 Consultation is not needed because the contents of the report are for information purposes only.

7. **FINANCIAL IMPLICATION(S)**

7.1 There are no financial implications aligned to this report.

8. **LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

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

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

9.1 Equality considerations feature throughout Corporate and National priorities and specifically the contents of this report contributes to a more Equal Wales and a Wales of Cohesive Communities.

10. **CONCLUSION**

10.1 The Annual Equality Report must be published by 31 March 2020 in order to comply with legal requirements.

Rhondda Cynon Taf Council

Annual Equality Report

2018 – 2019

This report can be made available in alternative formats and languages.
To make a request please telephone 01443 444529 or email
equality@rctcbc.gov.uk

Contents

Page No.

APPENDICES

1. Introduction

It gives me great pleasure to introduce the Council's annual equality monitoring report, which represents the Council's approach to providing information on its work in respect of equality and diversity.

The Council is required under the Wales Specific Equality Duties to report annually on how it has met the General Equality Duty set out in the Equality Act 2010, and this document contains the information required in order for the Council to meet these duties.

Publishing the information in one report covering all requirements will make it easier for interested parties to identify how the Council is delivering on its commitment to equality, its legal obligations and the action plans contained within its Strategic Equality Plan (SEP).

Each section of the report looks at the Council's progress and the final section contains details of future work the Council needs to do.

Once again Rhondda Cynon Taf County Borough Council has continued to make our County Borough a more equal place for people to live, work and access services, however we recognise that there are and will continue to be areas for improvement. Publishing this Annual Report will not only help the Council to meet its obligations under the Wales Specific Equality Duties, but will assist you, as citizens to identify these areas and monitor progress on them.

Councillor Maureen Webber
Deputy Leader / Cabinet Member for Council Business

2. Who We Are

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

The Council is 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.

The Council's priorities set out in the [Corporate Plan](#) are:

- **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
- Community & Children's Services
- Corporate and Frontline Services
- Education & Inclusion

3. Reporting on Equality

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

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. This report covers the period 1 April 2018 to 31 March 2019.

What the regulations require:

The Annual Report for 2018/19 must set out:
- The steps the authority has taken to identify and collect relevant information;

- How the authority has used this information in meeting the three aims of the general duty;

- Any reasons for not collecting relevant information;

- A statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information;

- Specified employment information, including information on training and pay;

- Progress towards fulfilling each of the authority's equality objectives;

- A statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives.

4. The General Equality Duty

The Equality Act 2010 introduced a general duty on the Council (and other public sector organisations) when making decisions and delivering services to have due regard in how to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained below);
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Protected Characteristics

This is the term used in the Equality Act to identify the types of people who are more likely to experience detrimental treatment and/or discrimination simply because of who they are. The law is designed to protect them, they are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The requirement to have due regard to the need to eliminate discrimination also applies to marriage and civil partnership.

When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who don't, the Council also has to think about the 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.

The Council also has to particularly think about how it will tackle prejudice and promote understanding. This report includes information on what the Council has done in order to meet the General Duty.

5. How We Meet The General Equality Duty

To demonstrate how the Council has met the General and Specific Duties relevant information is considered which may include data from local and/or internal sources such as customer surveys, community forums or Equality Impact Assessments (EIAs), as well as data from national and/or external sources such as census information, research reports and statistics on hate crime.

Identification and Collection of Relevant Information

When considering how to identify what information should be included in this report the Council first looked at the information it considered when reviewing its SEP, this allowed the Council to reflect and monitor whether the information is still appropriate in assisting the Council to deliver on the General and Specific Duties.

When reviewing the Equality Objectives we looked at quarterly monitoring results and emerging issues and trends from the previous Annual Equality Reports to identify whether the objectives were still relevant.

Full details can be found in the SEP which can be accessed on the Council website at:

Strategic Equality Plan | Rhondda Cynon Taf County Borough Council

The information identified is still very relevant to the delivery of the General and Specific Duties; internal documents provide statistical information that can be used for determining action and enable comparison to identify improvements or areas for further improvement. Internal strategies and their action plans provide information on how the Council is delivering its priorities. External information, including that with a national context, provides the Council with a raft of data that can assist in developing appropriate and relevant policies and approaches.

The Council recognises that the SEP is not the only area that can identify relevant information and that whilst it is very useful, service areas would also hold information that could assist the Council in identifying how it's meeting the General and Specific Duties. To collect this information a survey was undertaken to obtain relevant information from service areas.

The Council has an EIA process in place, the results of which contribute to the information contained within this report.

Employment monitoring data as provided from the Council's HR system - Vision and the e-recruitment system have also been included as part of the relevant information. It should be noted that employment monitoring information includes teachers and all school based employees.

Use of Information

When considering what information should be used it was important that areas of good practice were identified across service areas to demonstrate that a commitment to delivering equality exists throughout the Council. It is however recognised that there will also be areas for improvement and these will be included in the 'Future Work' section of this report.

Information used in this report includes:

- The Council's Corporate Plan (2016-2020);
- Self Service Evaluation from Service Areas (2018/2019);
- Service delivery/projects (2018/2019);
- Employment practices;
- Consultation and engagement programme;
- EIAs (2018/2019);
- Employment monitoring information (2018/2019);
- Monitoring and delivery of the SEP action plan (2018/2019).

Equality Information from Service Areas

Many service areas have examples of good practice which help the Council meet the Public Sector Equality Duties. The following information provides a snapshot of the work carried out across the Council.

Children's Services have further developed their communication methods particularly around social media to better connect with residents. The service has a single point of contact which allows for a multi-agency response and consistency of approach. Wales Interpretation and Translation Service (WITS) are regularly used to provide translation as required and the preferred method of communication is obtained from service users at an early stage to ensure this is offered at all stages of further communication.

Community Cohesion Objectives are an amalgamation of common denominators across both Rhondda Cynon Taf's and Merthyr's existing action plans. The objectives are outlined below:

Objective 1 – Build a strong network of working groups to manage and deliver a Cwm Taf Community Cohesion Strategy.

We have worked closely with the Council's Equality and Diversity Team to consult on equality objectives to ensure cohesion priorities are included in the Council's Strategic Equality Plan. Meetings were held with EYST with a view to establishing a Cwm Taf BAME group. We also met with the Victim Support Officer to establish links with local groups and meetings. The Cwm Taf Community Cohesion Group (CCG) meet quarterly to discuss local cohesion issues. Currently, discussions are ongoing to improve the CCG to strengthen the aim/purpose of the group to help the group reach its full potential. Currently the representation from community members is low, so this needs to be addressed to attract representation from the most diverse community members in Cwm Taf. However, due to the sensitive nature of some of the topics discussed, the group membership needs to be carefully considered for the group to reach its full potential.

Multi-Agency meetings have taken place with Trivallis regarding partnership working for Gypsy families who reside in bricks and mortar and are tenants of the Housing Association. We are continuing to work closely with the Council regarding the Beddau site. Currently there are no major issues for those living on the site.

We have met with our Communities For Work+ teams to establish links to our most vulnerable community members and to assist all those who are looking to gain employment.

We continue to meet regularly with the Wales Refugee Council to discuss the progress of our Syrian families in the Borough.

We attend monthly hate crime meetings in partnership with South Wales Police (SWP) where all hate crime incidents/crimes are discussed.

We work closely with local partners to address local extremism issues and this includes attending Cwm Taf Contest Board Meetings. A good membership at the Cwm Taf Contest Board meetings enables a multi-agency approach and insight into emerging issues. Any potential community tensions are monitored by ourselves and South Wales Police. These are discussed at the Cwm Taf Channel Panel. No referrals have been made to Channel during this reporting period.

Objective 2 – Mainstream community cohesion by linking and embedding into Single Integrated Plans and other key local strategies across the Cwm Taf region.

The Cwm Taf Wellbeing Plan was the result of more than two years work with the involvement of the communities across Cwm Taf being central to it. Initially a Wellbeing Assessment was undertaken, looking at the assets and challenges of the communities of Cwm Taf in terms of their social, economic, environmental and cultural wellbeing. In listening to the communities, identifying the Wellbeing Objectives and prioritising what is needed to do to achieve them to make the plan a reality was at the heart of the decision making process. Work will begin to develop on delivering on the cross-cutting objectives which meet the Cohesive Communities and A More Equal Wales Goals. Work has been undertaken with the Equality and Diversity Team to consult and draft new objectives for the forthcoming Strategic Equality Plan that will reflect and embed local and regional cohesion priorities.

Objective 3 – Impart knowledge and information on subjects related to community cohesion across the Cwm Taf region.

Any potential community tensions are monitored by the Community Cohesion Team and SWP and are discussed at the Cwm Taf Channel Panel.

We have attended numerous events including Equality & Inclusion Network Meetings and the United We Stand Conference about solidarity amongst diverse communities in the context of Brexit.

We are working closely with EYST to begin a consultation exercise with BAME students and residents in Cwm Taf, with the possibility of developing a local BAME group. Information pages on the implications of Brexit for EU Citizens have been set up on the Council's website pages.

National campaign days continue to be celebrated and have been used to promote community cohesion issues to residents of RCT.

Objective 4 – Increase opportunities for the reporting of community tensions which includes the experience of hate crime and the susceptibility of individuals and groups to radicalisation.

We continue to work closely with partner organisations to monitor community tensions. The Hate Crime Review Group meets monthly with SWP and partner organisations to discuss all hate crime action plans currently running within Cwm Taf. A new Hate Crime Officer came into post in August and links are already established for close partnership working. Further updates on our hate crime actions will be provided later in this report under the equality objectives sessions.

We have met with the new Victim Support Officer to discuss partnership working and establishing links with local partners and groups.

There have been previous concerns that there was no Cwm Taf Regional Anti-Slavery Group. Following discussions with stakeholders it was decided that there would not be a standalone Cwm Taf Anti-Slavery Group, but that all modern day slavery concerns will now come under the Serious and Organised Crime Partnership Board.

Prevent training is continuing to be delivered in schools across the Borough.

Communities Services deliver a wide range of provision including Libraries, the Arts and Employment Programmes that focus on people with disabilities or who are affected by poverty. The range of work undertaken by these services that promote inclusion and improve access to customers who have barriers to participation.

The @homelibraryservice was introduced in February 2019 and has a wider criteria than the previous Housebound Service. It has seen an increase of 129 customers during the year. This supports access to books and online resources for people who find it difficult to visit a static library or the new mobile library service.

There have been improvements to disabled access at Tonypandy Library as part of the refurbishment of the building.

In our theatres we continue to make reasonable adjustments to facilitate access to the stage for people who are wheelchair users.

A Service Level Agreement (SLA) with a private business ensures older people at Canolfan Pennar can still access a two-course meal for the same cost as previously offered at the Day Centre.

Changing Places facilities have been embedded as part of the roll-out of community hubs across the county with the first being established at Canolfan Pennar. This ensures that people who need these facilities can attend activities in their local community and are not excluded due to lack of appropriate facilities.

All staff working from the community hubs have undertaken a range of equality and diversity training to ensure that there is consistent and integrated provision available for customers – this includes Dementia Awareness training, Make Every Contact Count and Easy Read training. Libraries and hubs are often the meeting place of choice for groups such as Alzheimer's groups and their members as they are seen as safe spaces so the training of staff has been vital in these areas.

The adult education service continues to offer learning opportunities to people with learning disabilities. An RCT learner with learning disabilities gained an Inspire national award.

The service work in partnership with the Equality and Diversity Team to host events to mark Holocaust Memorial Day and Black History Month where related books are displayed.

Communities for Work (CFW) and Communities for Work Plus(+) (CfW+)

Our CfW programme is ESF funded. During 2018/19 357 adults engaged in the mentoring programme, with 64% of those being female and 36% male. That vast majority of participants were white British with less than 1% being BAME. 29% of participant's identified as having a work limiting health condition or disability. Successful employment outcomes were gained by 22% of participants.

Our CfW youth programme engaged with 300 young people not in education or employment, with 41% being female and 59% being male. Again the majority of participants being white British. 17% of participant's identified as having a work limiting health condition or disability. Successful employment outcomes were gained by 20% of participants.

Communities for Work successfully appealed to Welsh Government to revise the geographical boundaries of the programme to extend it to cover Church Village, Tynant, Graig and Ynysybwl in the Pontypridd cluster area where significant need had been identified.

Our new **Community Wellbeing and Resilience Service** was created in 2018 and is made up of a number of distinct teams which offer support to families and young people. The service provides the following initiatives:

Care2Play

The Care2Play Service was established in 2017 to replace the previous Holiday Fun-time Scheme to extend the availability of the service. Care2Play is available for children and young people aged 5-25 years who require assistance, as a result of their personal or family circumstances, to access and/or engage in play opportunities

and youth activities. The ethos of the Service is to ensure that all children and young people have access to opportunities that are appropriate to their needs and wherever possible are delivered as part of mainstream universal provision. The following is available through the Care2Play Service:

- **Play provision** placements are available for children and young people aged 5-14 years. Wherever possible, children and young people will be placed with play providers offering free-play activities as part of daytime holiday play schemes, however where necessary in order to meet the developmental or medical needs of the child this placement may also be with day care providers or childminders;
- **Youth activities** are available for young people aged 11-25 years. This element of the Service is delivered in partnership with the Council's Youth Engagement and Participation Service and will offer young people the opportunity to access a range of activities and trips running during school holiday periods as well as Extended Provision during the evenings.

As part of the Play Sufficiency Assessment (PSA), the Play Development Team are working with the Parks Team from Leisure Services to ensure that parks, playgrounds and other outdoor play settings are accessible to as many residents as possible. This includes wheelchair access to enter the parks and to access the play equipment.

A Passport 2 Play initiative was developed during the first half of the year, which allows the anticipated outcomes for the child to be captured and an action plan developed to help them achieve these goals. Regular progress updates are to be included as part of the passport which are shared with the parent/carer on a weekly basis to outline the child's development during the play provision. This new Passport 2 Play was piloted over the summer holidays in 6 Care2Play settings, which was then evaluated. Following the evaluation of the pilot, amendments were made to the document to ensure it was fit for purpose and full roll out of the Passport 2 Play has been completed in readiness for the October half-term holiday 2019.

Children with Additional Needs Service (CANS)

To ensure families that have a child with a disability or additional support needs can fully benefit from family support interventions the services offers CANS.

The service aims to improve their resilience levels with a focus on supporting families where the physical, learning or neurodevelopmental needs of a child within the family is impacting on family life to better understand any additional support needs and improve the relationships within the family. Without the constraints of threshold criteria the CANS Team are able to ensure those families most in need are appropriately supported. CANS supported 298 families during 2018/19.

Commissioning

The Commissioning Team regularly review commissioned services to ensure they are fit for purpose, deliver value for money and ensure that they continue to meet the needs of the community. Findings from consultations and reviews are then used to inform future commissioning decisions.

The Families First Plan for 2018/19 responded to the above by ensuring that the commissioned services were inclusive, equal and fair via the following:

- Reconfiguration of SLA's to ensure geographical equality of provision;
- Universal availability of Parenting Support to ensure the right programmes are available to all families at the right time if they require them, not just Flying Start postcode families;
- Universal availability of Talk and Play programmes to enable all families to attend, not just Flying Start postcode families;
- Joint commissioning of three previous contracts into one Citizens Advice Bureau (CAB) contract to ensure all families can access services.

The regular review of services provides an opportunity for a more coordinated approach to planning and service delivery with the aim of maximising resources and improving outcomes whilst ensuring better value for money but improved equal access to all service users.

County Youth Forum (CYF)

The Youth Engagement and Participation Service (YEPS) continue to facilitate the CYF and local youth forums across the Borough. The 70 seats on the CYF are set out as follows to ensure a fully representative forum:

- 2 Representatives for the 21 school councils in RCT (17 Mainstream and 4 Special Schools);
- 7 Representatives from the YEPS Locality Youth Forums (Rhondda, Cynon and Taf Youth Forums);
- 2 Seats for the RCT Members of the UK Youth Parliament which get elected by the County Youth Forum;
- 5 Seats for special interest groups (Children Looked After (CLA) Forums, YEPS, Black and Minority Ethnic (BAME) Forum and Young Carers Forum etc).

The special interest groups and locality youth forums were essential to the development of the CYF and ensure that young people that face barriers to participation are supported to have their voices heard.

Anti-Bullying Sub Group

Young people contributed to the development of the schools Anti-Bullying policy, making amendments to the policy and adding visuals to make it more young people friendly.

BAME Forum
Through this forum young people have initiated projects and work which they undertake to meet their priorities. Localised groups then get together as smaller forums to completed diffident projects. The group meets as part of the CYF to discuss their local projects and priorities.

Mental Health Sub Group
Young people working with professionals developed a DVD, resource pack and lesson plans raising awareness of the barriers young people face accessing mental health support as well as highlighting support routes. The DVD and resource pack launched in Autumn 2018.

LGBTQ+

The Youth Engagement and Participation Service (YEPS) employs a Youth Engagement Officer who provides specialist support and advice to young people who are LGBTQ+. This specialist support includes working with young people who are transitioning, their families and schools to ensure that bespoke and robust plans are in place to provide practical and emotional support throughout the process of transition. The YEPS service has seen an increase in referrals for LGBT+ support and therefore the service has ensured that all staff have received LGBTQ+ training. The service supported a group of young people from RCT to celebrate diversity and promote equality by attending the Pride Cymru 2018 parade in Cardiff. The service is also committed to hosting a specific summer event for LGBTQ+ young people in Ynysangahrad War Memorial Park.

A transgender toolkit is being developed across the service. This toolkit complements the one developed for RCT schools, ensuring there is continuity of approach for children and young people, regardless of the service area providing the support.

Mental Health and Wellbeing Officers

We have committed to employing four specialist Youth Workers to provide targeted and open access interventions focused on mental/emotional health and wellbeing. These Youth Workers will have two particular areas of focus, which will be early intervention and prevention and improving emotional wellbeing.

These specialist posts will provide direct mentoring, support, information and guidance relating to health and wellbeing to young people, as well as:

- generating opportunities and services that are informed by mental health and wellbeing principles
- increasing opportunities for support and progression for young people within localities
- improving the awareness of health and wellbeing needs amongst young people and professionals across RCT
- providing advice and guidance to other professionals, enabling them to better meet the needs of the young people they support.

Road Safety

The service provides travel training which assists people of all ages, abilities and needs, who have a lack of road safety awareness and knowledge of how to travel by public transport. Travel training is particularly beneficial to individuals who have Additional Learning Needs (ALN). Such individuals are often transported by arranged taxi until they leave school. Access to further education, work placements, training and other life opportunities can then become very daunting because they have no prior experience in preparing and planning journeys independently. Many will be unfamiliar with where to find the information or advice or even the skills to make journeys themselves. Travel training can also be useful for individuals who are having difficulties getting around due to a recent disability or illness.

Youth Homelessness

The service has introduced a number of posts and projects to prevent and reduce the number of young people affected by homelessness. These developments include:

1. Youth Hub Development Officer

This post will develop and facilitate a 'young person's skills hub' in a town centre location within the Borough. The hub will provide multiple opportunities for homeless young people or those at risk of homelessness. The project is multi-agency and utilises expertise from partners including housing, social services and health. The type of support offered to young people includes:

- Independent living skills;
- Accreditation opportunities (OCN);
- Information and advice from key professionals (housing, finance, youth services, employment/training etc);
- Support to prepare to move on (care leavers);
- One to one advice and guidance;
- Budget management.

2. Upstream Cymru

Upstream Cymru is an early intervention and prevention project aimed at reducing the number of young people who become homeless. The project requires young people to complete a questionnaire that identifies their risk of becoming homeless, the findings direct the level and type of support required. The Family Mediation Workers that provide the support following the questionnaire enable families to work through issues they may have and enable the young person to remain within the family home.

The project is school based and working with our Education Department we have identified 2 secondary schools in the Borough to pilot this approach. Upstream Cymru is based on an Australian model, known as the Geelong Project, which reduced youth homelessness by 40% and improved school engagement and attainment by 20%.

3. Staff training - Prevention of youth homelessness training

The service area has recently undertaken a training audit of all staff and identified youth homelessness as a priority area for staff development this year. To meet this training need we have organised multiple sessions for all staff across the service to gain a better understanding of the policies, risks and what support is available for young people at risk of, or already homeless. A bespoke training package has been developed and Shelter Cymru will deliver these sessions over the coming months.

4. Voluntary sector contracts – youth homelessness

To ensure the delivery of our homelessness interventions was as wide reaching as possible we introduced a small project grant for our third sector partners. This grant provided opportunities for organisations supporting young people to access resources that will enable them to deliver bespoke and targeted activities aimed at reducing youth homelessness. Providers were encouraged to apply for small pots of money to deliver interventions aimed at early intervention and the prevention of young people becoming homeless. Where possible, partnership or collaborative working arrangements will be encouraged to ensure that the young people supported have opportunities to access ongoing support following these interventions.

Young Carers

YEPS also have a service level agreement with the RCT Young Carers group to ensure that these young people are supported to remove practical barriers that may prevent them from accessing youth services and enable them to attend the YEPS Service open access youth provision. In 2018/2019 the Young Carers project

delivered 25 sessions enabling young carers responsibilities to access youth work provision.

Universal Parenting Framework

The service offers a Universal Parenting Framework providing universal parenting interventions to all families across the Borough. The interventions are tailored to meet the identified needs of families with the framework structure as follows:

Level 1 – Family support;
Level 2 – Informal parenting support;
Level 3 – Formal parenting support;
Level 4 – Targeted parenting support;
Level 5 – Therapeutic parenting support.

The Parenting Team work with a range of partners including voluntary parent led support groups to deliver a range of formal and informal sessions in both community venues and families' homes.

Vulnerability Profiling

Vulnerability profiling provides a means of early identification of those children and young people at risk of disengaging from learning as a result of socio-economic barriers they face outside of the school environment. It enables us to move away from the traditional means of categorising children and young people at risk of disengagement in terms of their membership of a particular vulnerable group e.g. young carer, LAC, CAPI, young offender. Instead it enables us to look across a number of indicators to establish a broader definition of vulnerability in terms of securing educational outcomes. In doing this we are able to plan and deliver services based upon the level of impact their situation has on their engagement in learning rather than providing interventions that focus on the group to which they belong.

The principles of vulnerability profiling have been used to develop alternative models to identify service users that would benefit from early intervention services including the Children's Services model to prevent their needs escalating to a point that requires statutory Children's Services intervention. It has also informed the development of a 'Community Profile' to support our regional commitment to Children's First in the creation of Community Zones.

As part of the Early Years Co-construction project, we are currently working in partnership with Cwm Taf Morgannwg University Health Board and the Welsh Government to develop a vulnerability profiling model that will support the identification of need in the early years. Our intention is to establish a consistent approach to the use of vulnerability profiling as an identification tool to plan, develop and deliver services to individuals, families and communities in RCT.

Our **Customer Care Service** continues to offer a fully inclusive service with locations and opening hours widely publicised to all. Our One 4 All Centres are accessible and offer a hearing loop function. Our contact centre adopts Barrier Free Call Guidelines as recommended by the Employers Forum on Disability. We offer a sensory line which promotes dedicated 'text phone' for Deaf customers and those hard of hearing. Assistive technology is available for customers who require this. Our Lifeline Service currently supports 98 customers at threat of domestic violence for police prioritisation.

The Business Support Unit works directly with the transition team from Learning Curve to recruit volunteers with disabilities who are seeking full time employment. This allows participants to gain valuable work experience to further their skills in a working environment. We currently have 4 volunteers.

Democratic Services and Communications have been working with the Welsh Local Government Agency (WLGA) to look at ways to increase the diversity of local councillors in the 2022 Local Government elections.

We aim to engage with the widest range of people we can when consulting on Council proposals. We hold forums for groups that may be particularly affected by the proposals so their feedback can be evaluated.

The Consultation Team attend every meeting of the Council's Disability Forum to obtain views on Council proposals and business.

Our **Education and Inclusion** service provide an extensive range of provision to support pupils within the Borough.

Accessibility

A revised Accessibility Strategy has been circulated to schools which includes an accessibility self-audit tool. A sample audit of completed self-audit tools is planned for 2019/20 in order to identify areas that require support. The implementation of the Strategy and Action Plan will be monitored by the Accessibility Strategy Group.

The Council committed over £460,000 in supporting building adaptations to schools to aid and assist pupil's movements where specific needs have been identified.

Additional Learning Needs (ALN)

Specialist provision caters for both the existing and future needs of pupils with Additional Learning Needs (ALN), which includes:

- Dedicated central service delivering strategic support to all schools in relation to ALN and accessibility;
- Provision of training to support schools in meeting the needs of vulnerable and ALN pupils;
- Information, policies and guidance in a number of formats are available on the Access and Induction webpage;
- Improved links with the local college have led to schools and colleges working collaboratively to improve post 16 provision for special schools learners. This has included established satellite post 16 classes in Rhondda and Aberdare campuses of Coleg Y Cymoedd. This partnership has provided an opportunity for special school staff to upskill college staff in meeting the needs of learners with complex needs as well as collaboratively planning enhanced curriculum opportunities and effective transition. This has resulted in a significant increase in the number of pupils attending and sustaining a college. placement.

Bullying

In 2018/2019 there has been a 5% reduction in the number of recorded incidents of bullying across all RCT schools compared to 2017/18 with 375 incidents recorded, involving 308 perpetrators responsible for bullying and 283 targeted learners.

The data is reviewed termly to identify concerns and trends across primary, secondary and special schools. The data identifies that verbal/emotional bullying is the highest reported reason across all settings. Recorded incidents relating to homophobic bullying are low. There were very few recorded incidents of bullying due to race, religion and culture.

Show Racism the Red Card continue to work in partnership with the Council to deliver workshops to schools, raising awareness and improving knowledge and understanding of racism. School data suggests that this is having a positive impact.

Children Looked After (CLA)

During 2018/19 four schools attained the platinum CLA Quality Mark and a further four achieved the gold award, an increase from 2017/18 when 6 schools achieved gold award of which 5 progressed to achieve platinum. Encouragingly, a further 25 schools have expressed an interest in striving for the award in 2019/20. In CLA Friendly schools, attendance of CLA pupils in general has improved.

Elective Home Education (EHE)

Improved data recording during 2018/2019 has helped identify reasons for EHE. 187 young people are registered as EHE (Oct 19), the 2 highest reasons reported by parents and pupils for opting to EHE are parental choice (26%) and perceived lack of

suitable SEN provision (20%). The latter specifically requires regular support from the service during the withdrawal period.

LGBTQ+

As a Stonewall Education Champion, the service has access to training and resources which have been shared with schools. Collaborative work is underway with other Councils service areas and Stonewall to develop an audit tool to support the Well-being Strategy and action plan to ensure our schools work toward being LGBTQ+ inclusive*.*

Community Wellbeing and Resilience staff received LGBTQ+ awareness training with a particular focus on gender identity and implementing good practice. Several senior managers sit on an Equalities Working Group as part of the Stonewall Equality Index to monitor the progress of the work.

An Equality Pilot has taken place in three mainstream secondary schools and evaluations suggests a positive impact. Pupils have engaged and support groups have been established that empower and equip pupils with tools to tackle inequalities in their settings. A focus groups is to be established to review the strengths and weaknesses of the programme.

The Anti-Bullying Policy and Guidance for Schools now contains definitions of Homophobic, Bi-phobic and Transphobic bullying and gives the legal context of how we must tackle these. There are ideas on how to celebrate/promote equality and diversity, and an emphasis on pupil self-identification.

Multi Ethnic and Gypsy, Roma and Traveller Pupils

The Council has received funding to further support the above-mentioned pupils. The grant is being used to purchase Language Link resources for all schools within the Borough. Further workshops are being held with Show Racism the Red Card to develop inclusive practices.

Travelling Ahead will be engaging with Gypsy, Roma, Traveller pupils to undertake pupil voice forums, an evaluation of which will be undertaken at the end of the next financial year.

Not in Employment, Education or Training (NEET)

The percentage of school leavers not known to be in education, employment or training is:

1.9% year 11
1.2% year 12
2.9% year 13.

The NEET rate for years 11-13 (all school leavers) has increased slightly to 1.9%, equivalent to 91 pupils. Although there was a slight increase in the NEET rate last year it remains significantly lower than 2013 rate of 4.12% or 257 pupils.

Period Poverty

The Council was one of the front-runners in launching Period Dignity initiatives and helped to distribute feminine hygiene products free at points of access for young girls in our schools. As part of the update, pupil and school feedback was gathered. The feedback highlighted areas for further development such as school cleaning staff undertaking an audit of schools during the summer term.

Comments on the scheme include:

"The scheme has been a success and it is particularly good as our school is in an area of deprivation"

"An excellent scheme"

"The fact that our girls no longer have to worry is invaluable"

All of the above illustrate the benefit free products is having on our pupils.

Support and Challenge in Schools

The service has undertaken 11 full SEN reviews during 18/19. Reviews are undertaken in line with the Estyn framework ensuring quality SEN provision is in place. Current areas of strength across the authority include the importance of wellbeing in relation to pupils with SEN. All decision making in relation to statutory assessment proves and specialist placements are underpinned by guidance criteria which is strictly adhered to.

A significant decrease in out of county place costs since 2014/15 suggests the increasing number of learners are being educated in their local communities.

Wellbeing

A Well-being Strategy and action plan is currently being developed and is due to be launched in 19/20. The following good practice and findings will feed into the strategy.

- A review of the school-based counselling service 'Eye to Eye', found an overwhelmingly positive response from young people that use the service; The review identified the possible under-representation of boys and Children Looked After accessing counselling. This will be addressed with schools as part of the service level agreement;
- To support the launch of the strategy regular Well-being and Attendance forums will be introduced in the Autumn Term 2019. These forums will provide an opportunity to celebrate current good practice and identify specific and targeted activities to improve attendance and wellbeing, including school exclusions;
- To enhance Social, Emotional, and Behavioural Difficulties provision and reduce exclusions, all secondary schools were invited to submit proposals to access funding to establish school based Step ¾ behaviour provision. Two individual secondary school proposals and 1 consortium proposal were successful and have been awarded significant funding. The funding will be in place for the Autumn Term 2019;
- The Council took the lead on the development of the PERMA wellbeing toolkit on behalf of the Central South Consortium. Seven schools across 4 local authorities took part in the pilot projects. The pilot will be evaluated early in 19/20;
- All schools have received the Adverse Childhood Experiences (ACEs) introductory training session and monthly ACEs training has followed;
- The Attendance and Well-being Service continue to provide a link between the Education and Inclusion Service and Resilient Families Service, undertaking education appraisals for children and young people whose initial assessment highlighted significant barriers to learning. Over 400 appraisals have been completed and advice on supportive interventions provided to facilitate a return to education;
- Well-being officers within the service deal with pupil well-being concerns that are below the Children's Services threshold. Increasingly complex casework has required training to upskill staff to meet this need.

Our **Equality and Diversity Team** monitor the delivery of the Council's equality objectives. More information about progress on this is given later in this report. They also facilitate a number of initiatives which include:

Armed Forces Covenant

The Council continues its commitment to the Armed Forces Covenant. The Covenant is a voluntary statement of mutual support between the civilian community of Rhondda Cynon Taf and its local Armed Forces community. The pledge recognises the dual respect between the Council, its partner agencies, its communities and our Armed Forces personnel (serving and retired) and their families.

More information is available on the following link:

http://www.rctcbc.gov.uk/EN/GetInvolved/ArmedForcesCovenant/CovenantGeneralInformation.aspx

An Armed Forces Covenant Liaison Officer was appointed in November 2017 who has developed relationships with Armed Forces charities as well as Veterans community groups.

We have successfully gained funding from the Armed Forced Covenant fund to launch a Veteran Advice Service across Cwm Taf. This innovate service will be officially launched in April 2019. The service will be a support for all veterans and their families in the area.

A HMF Education Officer has been in post since August 2015. This role has been instrumental in identifying service children in education in the Borough and the Officer has been able to provide information and support to these families.

An organisational Armed Forces Officer Network was established this year to ensure that all Armed Forces activity that takes place within the Council meets Covenant responsibilities and that there is co-ordination of effort.

Disability Forum

This public forum has been in place since 2003. In 2018/19 we have successfully attracted new members to the forum, including people with disabilities and also parents of disabled children to ensure that members are representing a range of disabilities. Disability Forum members have been supporting the Accessible Wales' Considerate Parking Campaign in Aberdare in conjunction with South Wales Police. Our forum members have been involved in a number of consultations including the annual budget review, the Toilet Strategy and the Strategic Equality Plan.

The forum were instrumental in highlighting that improved accessibility was needed in Pontypridd town centre. As a result the Street Café Permit Pilot Scheme was rolled out in Pontypridd.

Last year members of the forum visited Aberdare Park to review its overall accessibility for disabled users. This visit helped to inform a programme of work to make it easier for people with sensory and mobility loss to get around the park and enjoy the facilities on offer. Footpath improvements have been completed and other improvements have been planned.

Council Licensing officers have met with forum members to hear concerns about the accessibility of the taxi trade in the Borough.

Disability Officers Group

This organisation group continues to meet. The working group is made up of officers who either deliver services for disabled people directly or are involved in making services more accessible or have an element of dealing with disability issues as part of their role. The group meets on a quarterly basis to share information, identify areas of best practice and promote internal communication.

Holocaust Memorial Day (HMD)

Each year the Council marks HMD. In January 2019 a public event was held at Treorchy Library. This contemporary event linked to modern day hate crime and raised awareness of reporting hate crime in Rhondda Cynon Taf. The Library Service supported HMD by arranging book displays on the Holocaust, and the young people's reading group based in Treorchy Library wrote poems which were read on the day. Workshops were held with Parc Primary School, where pupils learned about survivors' stories with pupils writing postcards to Holocaust survivor [Renee Bornstein.](#)

Our **Highways Maintenance and Management** Team have for a number of years been undertaking improvements to aid accessibility for bus users. Significant improvements have been made to bus stops with the number of accessible kerbs greatly increased.

The Council provides 247 designated parking spaces in its paid car parks for disabled users which equates to over 7% of the total spaces, and exceeds the number recommended in guidance. Disabled users are not charged for parking in these designated bays.

We continue to strive for improved accessibility on our highways, this year increasing our budget for dropped kerb adaptations.

Following feedback from disabled residents, during 2018 we introduced a Street Café Permit Pilot Scheme in Pontypridd with a view to improving accessibility in the town centre. The scheme requires food outlets in the town centre, who place tables and chairs on the highway, to apply for a permit.
The permit requires them to meet layout specifications. This schemes has been a success and well received by local disability groups.

During 2019 our **Human Resources** Team launched the Staying Well at Work Team which provides support to small-to-medium sized businesses to improve their equality policies and processes.

As well as improving accessibility in recruitment and selection processes for our social care jobs, we launched our 'Gateway to Employment' programme which has

provided opportunities for 8 young people with additional learning needs to undertake work placements within the Council.

A pilot 'Breaking the Cycle' employment programme for ex-offenders has commenced in partnership with Communities for Work. Following preparatory mentoring a16 week work placement will be provided to facilitate employability.

We recognise that mental ill health is our top reason for staff absence. We continue to implement our strategy and training programme to provide support to staff awareness for managers in the workplace.

The **ICT Section's** Digital Strategy continues to support the inclusion agenda, with ICT playing a key role in continuing to support and deploy the 'Digital Fridays' initiatives across our libraries, as well as offering a service for customers who are housebound. The overarching aim is to provide support and guidance to residents to increase their ICT skills, confidence and competency. Providing access to computers and the internet we have enabled access to services. We offer free public Wi-Fi in our key town centres, libraries, leisure centres, community for work sites and theatres, residents can access the internet through their own device.

The service is working with Digital Communities Wales to support community inclusion in respect of digital skills.

Our **Legal Services** provide accessible information and publications. It works closely with the Equality and Diversity Team to ensure that the requirements of the public sector equality duty are reflected in its processes and frameworks e.g. Equality Impact Assessments.

The service is due to commence a review of polling stations and will be obtaining the public's view on the accessibility of the polling stations.

Our **Leisure, Parks and Bereavement Service** have made a number of improvements over the last year to both Glyntaff and Llwydcoed Crematories including accessible toilet facilities, accessible ramps and doorways and hearing loop availability within the chapels.

New flooring has been installed at the Welsh Mining Experience which has improved accessibility, particularly for wheelchair users.

We have committed to the development of a 'Changing Places' facility at Ynysangharad War Memorial Park.

Gender neutral changing facilities and a range of inclusive gym equipment have been provided in a number of our leisure centres.

We continue to work towards achieving the Silver Insport award for integrated services for people with disabilities. We will know if we have achieved this later in 2019.

Licensing officers within the **Public Protection** service continue to meet with members of the Disability Forum to learn about accessibility issues affecting them in relation to taxi hire.

We are committed to reviewing the operation of the Common Housing Register and Allocations Policy for disabled clients to ensure the system is equitable in meeting the needs of this group.

Equitable access to low cost pest control is being evaluated to assess options to improve uptake for low-income households.

The Registrars Service offers an out of hours and emergency service in respect of certain religious burials and conducting the marriages where one party member is terminally ill.

Prosperity and Development Services strive to engage with the widest range of potential customers, service users and stakeholders regarding development projects. For example, the Porth Town Centre Regeneration strategy involved a comprehensive public consultation but also offered targeted focus groups for young people, older people and disability groups.

The Tourism Service ensures that equality and access are considered when advising tourism business. For our own events, the service strives to make them accessible and open to all local residents and visitors to the Borough with the majority of our flagship events being free to attend. Mobiloo's are being introduced to large scale events adding to the accessible toilet provision.

We recognise that some buildings in the Borough that are tourism attractions are listed and some features, such as ancient monuments, are inaccessible for wheelchair users. We are working with businesses, Visit Wales, CADW and others to explore opportunities for grant funding to improve accessibility.

The **Streetcare and Waste Service** provides additional assistance to residents who need reasonable adjustments such as assisted collections for residents who have mobility difficulties and extra black bag allowances for residents who are unable to sort their waste because of difficulties such as sight loss.

Transportation services consistently deliver services in an inclusive, fair and equitable way. Services have a high impact on a number of protected groups and are substantially positive in their effect. The service seeks to provide customers and businesses with the assistance they need at the first point of contact and greater access to online services and support.

The Council published the results of its biennial Resident Engagement Survey in 2018. Those who responded to the public transport section were mainly positive and satisfaction with the transport network overall increased to 81% (up from 80%), though satisfaction with the reliability of the buses fell slightly to 86% (down from 87%). Respondents described the network, over 90% of which operates on a commercial basis, as "good as it's ever been", "local bus service is very good", and "praise to the bus drivers who go the extra mile and stop to wait for you" but "there's no direct route to Cardiff".

Ongoing engagement with Councillors, customers and forums, such as Bus User Surgeries, have all helped to target resources and identify more viable network improvements.

Residents over 60 years of age are entitled to receive a concessionary bus pass and 57,186 customers have taken up this offer. A further 4,742 concessionary bus passes are issued to those who are under 60 but have a disability.

The 'Keeping the County Borough Moving' strategy includes improvements to roads and pavements and public transport, whilst also improving air quality. This improves accessibility for shoppers to visit town centres using public transport or active travel.

In order to address resident's concerns about indiscriminate parking which makes it difficult for buses to stop close to the kerb therefore impeding the free flow of traffic, mobile camera enforcement has been successful in keeping pedestrian crossings, school entrances and bus stops clear of unlawfully parked vehicles.

The Special Educational Needs transport provision is tailored to the individual needs of the learner by a specialist team within the service, and reflects the physical make-up of the community, with 889 of the 12,007 transported learners (7.4%) having additional learning needs. Throughout the year, further drivers and passenger assistants received training in autism and epilepsy awareness, first aid, and understanding and managing strategies to support challenging behaviour.

The Council is a partner in the **Wales Interpretation and Translation Service** (WITS) and has a Service Level Agreement for delivery of the service provided via the City of Cardiff Council. During 2018/19 there were 297 bookings made through the service using 22 languages and BSL interpreters.

The five most requested languages during 2018/19 were Romanian, Lithuanian, Mandarin, BSL, and Turkish.

The provision of simultaneous translation provided by the **Welsh Language Service** has allowed residents to access events that they would otherwise have been unable

to attend due to a language barrier. The importance of this cannot be underestimated, especially in relation to the creation of cohesive communities.

Delivery of Council Strategies

The Council consults and engages with its residents to collect information that is used to plan and prioritise, identify areas for improvement and service change, set and monitor performance standards and measure satisfaction on the quality of the services we provide.

The Council has developed an ongoing face to face approach to engagement with residents which has continued in 2019 and aims to provide a conversation with our residents. It helps the Council and its partners find out what residents think about where they live and the services they receive. This face-to-face approach is complemented by a wide range of other methods including online questionnaires and engagement through social media. The aim is to reach out to all residents and enable everyone to give their views.

During 2019, we supported or managed 64 engagement activities/consultations and supported over 90 engagement events. This included a large scale service change proposal for residential care, where we engaged with the residents and relatives of all our in-house care homes, as well as the general public, via meetings, information provision, surveys, online promotion and the use of easy to read materials.

We have continued to use online and social media engagement as one of our methods to obtain resident views and promote consultations. We have used Twitter polls to ask questions during the budget consultation and used Twitter and Facebook to promote all consultation events.

We have built upon the success of our support to the 50+ Forums, with increased engagement with the groups and specific events. We have supported the Older Peoples Advisor Groups (OPAG) at an event attended by 150 older people, including the Older Persons Commissioner in 2019, where we trialled a new approach with members of the older person community as part of our Corporate Plan engagement. This involved filming on a one to one basis, asking a short number of questions about where the individual lives, to inform the priorities of the Corporate Plan.

We have continued to develop our RCT wide Youth Forum that links with the Council's District Youth Forums and representatives from school councils.

All consultation and engagement documents are available in the Welsh language. We have introduced a new question to be used on all service change consultations to assess the impact that any change will have on the Welsh language or Welsh speakers, which is in line with the requirements of the Welsh Language Act.

At all consultations that we undertake we attempt to engage with the widest range of people that we can. We aim to capture the views of all groups that live within the Borough and aim to represent all their opinions and concerns. We have introduced a new question for service change consultations that allows the Council to assess the impact of any changes on a number of protected characteristics. We have also introduced Easy Read versions of all service change consultations, working with Learning Disability Wales. We have a regular slot on the agenda of the RCT Disability Forum, where we consult and provide information and a link to the Council for group members.

We are working towards the requirements of the Future Generations Commissioner, ensuring our Involvement and Engagement Strategy aligns with the Commissioners "Journey to involvement 2019".

The Council's Performance

The Council's main strategic plan has until recently been the Corporate Plan – *The Way Ahead.* This plan had set out the Council's priorities for the four years between 2016-2020. The detailed actions to deliver these priorities are monitored and scrutinised by Councillors every quarter as part of the Council's Performance Reports to Cabinet. At the end of the year, the plans are also subject to more in depth challenge, review and evaluation, the results of which are then included in the Council's annual Corporate Performance Report. The Council's new Corporate Plan – Making a Difference 2020-2024 which was agreed at Council on the 4th March 2020 will now its priorities moving forward.

Non Collection and Effectiveness of Information

Whilst considerable relevant information has been collected for this report, it is acknowledged that it is sometimes difficult to collect and monitor all information in a Council as large as Rhondda Cynon Taf. A number of cross-Council networks already exist such as the Disability Officers Group to ensure that information and good practice are monitored and shared, however it is recognised that more needs to be done to encourage a consistent approach in information sharing.

Whilst there are a number of good practice examples where service areas are delivering for people of different protected characteristics, there is still improvement needed overall around the consistency of information collected. How we address this is included in the future action section of this report.

6. Equality Objectives

Equality objectives have been designed to assist us to lead and better perform on the General Equality Duty. Our equality objectives are:

- Hate Crime and Addressing Negative Attitudes and Behaviours
- Developing More Robust Monitoring Arrangements
- Gender Pay.

Hate Crime and Addressing Negative Attitudes and Behaviours

What We Have Delivered

Hate Crime

We have continued to work closely with partner agencies including SWP and Registered Social landlords. Increased partnership working has enabled us to ensure that residents get a positive and consistent response. We now sit on the SWP divisional monthly hate crime meeting, this ensures we have a continuing and accurate picture of figures relating to hate crime within RCT and therefore are able to monitor statistics and identify emerging patterns. Where patterns have been identified we have coordinated community engagement events which have enabled us to raise awareness and engage with local residents.

Emphasis has been placed on education and early intervention. We have worked with schools across the Borough, including primary, secondary, special schools and colleges, to deliver PREVENT training to staff and hate crime awareness training sessions to pupils. Training sessions raise awareness of hate crime, aim to reduce discrimination and increase reporting. Collaborative working with external agencies including Victim Support, EYST and The Children's Commissioner has ensured that the training delivered to pupils focuses on relevant and current issues.

We now have a process in place which enables us to provide support to high risk victims of hate crime, providing crime reduction tools as well as signposting to appropriate services where necessary. We also have a process in place which allows us to take action against perpetrators of hate crime, again emphasis has been placed on education, with restorative justice approaches used where possible.

Hate Crime Awareness Training

We have committed to deliver training to staff and service users at Cynon Learning Curve, which is a day centre suitable for adults with learning disabilities. During engagement activities for the development of equality objectives it was identified that adults with learning disabilities needed more awareness around hate crime and hate crime reporting.

Hate Crime Awareness Week 2018

During Hate Crime Awareness Week 2018 we worked in partnership with SWP to host a variety of community engagement events. These were held in various locations across the Borough, such as hospitals and supermarkets. These events enabled us to talk to residents about their experiences, raise awareness of hate crime and collect statistics providing a more accurate picture of residents experiences. The activities are outlined below:

- 26 events were held across the SWP Northern Basic Command Unit (BCU) area – with 20 events being held in RCT alone;
- 830 residents took part in our survey, a much greater (unrecorded number) were engaged with on a more informal basis;
- Community Cohesion Officers were interviewed on GTFM prime time/drive time to discuss hate crime and how to report it;
- Photos of the majority of events appeared on RCT Council and SWP Northern BCU Twitter pages;
- An awareness event was held in conjunction with Local Councillor Josh Davies;
- Partnered with Pontypridd RFC where players, mascots, SWP Hate Crime officers, Council Cohesion officers, held the 'be heard' banner. This was a televised game, so along with social media posts, and an awareness article in the game programme, coverage of the national campaign was wide;
- SWP had use of the 'Pride car' which was driven to 4 events across RCT and Merthyr, and received great interest from members of the public. At Ysgol Hen Felin Special School officers engaged with pupils from the school, ranging in age from 3-19. All the children enjoyed looking at the car and engaging with officers. It was a good opportunity to discuss with staff and support workers what hate crime is and how to report it.

Addressing Negative Attitudes and Behaviours

Challenging Attitudes

We continue to offer a range of face to face training courses including Dignity and Respect, Negative Attitudes and Equality Awareness all of which cover topics such as the Council's responsibilities under the Equality Act, challenging stereotypes, inappropriate language and behaviour, bullying and harassment. The majority of our training sessions are interactive providing many opportunities for participants to challenge their assumptions. Over 204 employees and pupils have attended training sessions in 2018/2019. Training feedback remains to be positive with most participants stating they will reflect on the session and alter their behaviour in the workplace.

Over 500 of our Managers have been briefed on the existence and benefits of the Council's 3 staff networks, Perthyn our LGBTQ+ Network, our Allies Network and our Disability and Carers Network, so that they can make staff aware of the support

available to them. As a result of these briefings, membership to some networks has increased slightly but there is still much to do.

We have continued to hold a number of coffee mornings in the Council's main sites, supported by our Allies Network, to raise awareness about different groups of people. Some of our Allies have written blogs for our intranet site on the importance of being an Ally.

Our Disability and Carer's employee network was officially launched in December 2018 to co-ordinate with the International Day of Persons with Disabilities. Terms of reference have been agreed for the group. Members have been involved in 'secret shopper' exercises reviewing and sharing their experience when booking and using taxis for wheel-chair users.

On International Women's Day we held an event to launch the Council's Menopause Guide. The event encouraged staff to breakdown the stigma of the menopause and have open conversations about the impact of the menopause on their life and particularly in the workplace. Over 60 staff attended and were provided with information about menopause symptoms and support, workplace adjustments and signposting. This event was supported by UNISON, Unite and GMB trade unions. As 75% of our workforce are female we aim to create an environment where our employees feel confident about raising issues about the effect of their symptoms.

We have a regular presence on the Council's intranet site 'Inform' to raise awareness of a range of world days such as:

- Black History Month;
- Eating Disorder Awareness Week;
- Holocaust Memorial Day;
- International Women's Day;
- International Day Against Homophobia, Bi-phobia and Transphobia;
- International Day for the Elimination of Race Discrimination;
- International Day of Persons with Disabilities;
- LGBT History Month;
- Mental Health Awareness Week;
- National Inclusion Week;
- Purple Day (Epilepsy Awareness);
- Transgender Awareness Week;
- Transgender Day of Remembrance;
- White Ribbon Campaign;
- World Mental Health Day;
- World Religion Day.

Commitment to being a Disability Confident organisation

The Council is a Disability Confident employer. We ensure that our recruitment and selection processes are accessible for candidates with disabilities. We have a reasonable adjustment scheme that is well used and members of the Human Resources team provide advice to managers on this process. A number of staff have had 'Access to Work' assessments with a view to gaining support on identifying suitable reasonable adjustments.

We are exploring accessible software solutions which will support the public and our staff in accessing our IT sites in a format that is most suitable to them.

We continue to be members of Disability Wales and the Business Disability Forum to ensure that we maintain best practise standards and share information to staff, forum and network members on disability issues that may be of interest to them. We do recognise though that this is an area where we can improve, and therefore it has been identified as an area to be added to the new Strategic Equality Plan.

Commitment to Stonewall's Diversity Champions Programme

The Council's commitment to Stonewall's Diversity Programme continues. We support a number of initiatives which include the following:

- A sustained LGBT+ staff network 'Perthyn';
- Ongoing growth of the staff Allies Network;
- A visible senior LGBT Champion;
- Improvement to monitoring forms to collect data around sexual orientation.
- Attendance and engagement with residents at Pride Cymru, in partnership with other Welsh Councils;
- Regular sexual orientation information on Inform and the Council Website which includes blogs from staff network members;
- Raising the Rainbow Flag for LGBT History Month, International Day Against Homophobia and Transphobia and Pride week;
- Supporting our theatres in LGBT History Month events;
- Collaboration with Proud Valleys and Coleg Y Cymoedd to host an LGBT History Month event at Llwynypia Campus;
- Promoting the Rainbow Laces campaign.

The Council continues to support the community group 'Proud Valleys' on a number of initiatives.

This year we have been particularly pro-active in creating a trans inclusive environment. The Equality and Diversity Team in partnership with schools, YEPs, young people and Stonewall Cymru have developed the 'Trans Toolkit for Schools' which has been circulated to all schools. There has been an increasing number of queries from schools regarding support for trans pupils, consequently, the new toolkit provides practical advice and signposting information. There are a number of trained staff that are able to provide face-to-face advice and support to schools.

A number of staff undertook Stonewall Cymru's trans allies training. As a result the Council's Transitioning at Work Policy has been reviewed and separate guidelines are being produced for Human Resources staff.

Commitment to the Time to Change Wales Organisational Pledge

We have continued to hold regular 'time to talk' sessions to tackle the stigma of mental health, although, we are now working towards a wider well-being strategy. However, monitoring our sickness absence data continues to shows mental health as being a key issue for employees, with 32% of all absences related to mental health. Consequently the focus this year has been on overall well-being and the introduction of a Well-being Working Group to analyse data and identify workforce trends and good practice that we can use to improve our arrangements. In January 2019, a Well-being day for staff was held in Abercynon Leisure Centre, where stress busting and mindfulness sessions took place along-side other wellbeing initiatives and information. The work to raise awareness of mental health issues is still in progress and will continue into 2019 as we focus on management induction and training.

Developing more robust monitoring arrangements

Working with the Council's Performance Management Team we were able to obtain relevant information from all service areas as part of the Council's Self Service Evaluation process to highlight in this report. This is a process that is being continually improved upon and scrutinised by senior leaders and Cabinet members.

We recognise that we need to know more about the diversity of our residents and customers. Without detailed knowledge we are unable to be fully confident that the decisions we make fully represent and meet the needs of our communities. We have not made as much progress as we planned while we focussed on our Strategic Equality Plan. Some data relating to people with protected characteristics is captured as part of the equality monitoring section of the Customer Satisfaction and Consultation surveys, and some service areas such as Communities for Work capture equality monitoring information, but this is not enough. We have already talked to residents about the potential to seek more information from them as part of our monitoring arrangements and they told us that they were mostly happy to answer equality monitoring questions, but also indicated that we need to give more thought and provide clarity about how responses will be used. We are developing relevant privacy notices to ensure data compliance.

There is also a lack of clarity around what equality monitoring should be asked. Therefore we have committed to developing an Equality Monitoring Toolkit for service areas to use.

There is a significant amount of data about our workforce outlined later in this report. This workforce data enables us to monitor the diversity and make up of our employees and also monitor any gaps in protected characteristics. However, we recognise this data needs to be more robust and future requirements are likely to require disability and race pay gap monitoring. This is an action in the new Strategic Equality Plan.

Gender Pay

Gender Pay Gap

An organisation's gender pay gap is the difference between the average male and female pay rates. It is calculated by dividing the average female hourly pay rate by the average male hourly pay rate.

The Council is required to publish the gender pay gap between male and female employees. It is also required to publish this data separately on employees in Education (teaching employees).

The Equality and Human Rights Commission strongly advise publishing separate full- time and part-time gender pay gaps. It is considered that any pay gap of 5% or more is considered significant and in need of further analysis.

The 2019 Equal Pay Audit identified the following Equal Pay gaps:

2018	Combined Gap	Full-Time Gap	Part-Time Gap
All Employees	+ 11.66%	- 11.30%	+ 4.48%
Non-Teaching	+ 12.17%	- 9.98%	+ 3.76%
Teaching	+ 6.01%	+ 6.00%	- 0.73%

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

The overall gender pay gap has reduced to 11.66% from 13.17% in 2018 (prior to 2018 the figure was 14.06%). The Council has been proactive in its attempts to reduce the gender pay gap, but further analysis is needed to determine which initiatives have impacted on this reduction.

Commitment to the Women Adding Value to the Economy (WAVE) Project.

Owing to the potentially complex and sensitive information disclosed by female staff, an experienced gender pay consultant in involved was involved in the project and undertook the research into women's progression routes into senior management posts. Phase 1 of the project has been completed and the findings have been shared with the Chief Executive. We will continue our work in this area and are committed to positive action to encourage more female staff to undertake our management development programmes.

The roll out of agile working is continuing across the Council as is the roll out and monitoring of the individual performance review process.

Overall Progress

At the end of the current Strategic Equality Plan overall the actions have progressed well and have been monitored by various methods and by the Council's Performance Management Team. There are areas such as equality monitoring where we had hoped to have made more progress, however, there have been reasons why this has not been possible, largely due to resource issues. These areas will feature in the new strategic action plan.

Strategic Equality Plan 2019-2022

In addition to working towards the objectives of the current Strategic Equality Plan, the majority of the year 2018/2019 has been spent developing the Council's new Strategic Equality Plan and identifying appropriate equality objectives.

To aid the identification of suitable equality objectives the Equality and Human Rights Commission report 'How Fair is Wales 2018' was the main reference source. Equality objectives were aligned to well-being goals contained in the Well-being of Future Generations (Wales) Act 2015, specifically a 'More Equal Wales' and a 'Wales of Cohesive Communities'.

A comprehensive engagement process was undertaken with the public and targeted engagement was undertaken with community groups that reflect the 'protected characteristics' contained within the Equality Act 2010. The full engagement report can be found here.

From this engagement and consultation with a number of Council service areas the following equality objectives were identified and published in the Strategic Equality Plan 2019-2022. The equality objectives are:

Objective 1   To better understand the needs of our communities and understand the barriers they face to thrive;

Objective 2   To reduce inequalities that exist within our communities;

Objective 3   To promote safe communities;

Objective 4   To reduce the gender pay gap;

Objective 5   To create an inclusive workforce.

An action plan has been developed outlining specific actions in relation to the equality objectives. These actions will be monitored through service area delivery plans.

The Annual Equality Report 2019/20 will provide information on how the Council is delivering on the new equality objectives.

7. Equality Impact Assessments

The Council has had an Equality Impact Assessment (EIA) process in place for a number of years which is carried out under the following circumstances:

- Where new policies or practices are developed (including corporate plans, annual business plans and the annual budget);
- Where changes to existing policies or practices are proposed, and when conducting expenditure reviews and programme evaluations;
- Where there are proposals to withdraw from or discontinue an existing policy or practice;
- Where the Business Planning process has identified relevance to or implications for equality.

The process is regularly reviewed and takes into account the protected characteristics identified in the Equality Act 2010.

The Council introduced a screening process in January 2012 which is designed to make the process as effective as possible and to ensure that any information gathered at the screening stage can be used if a full EIA is required. However, the Council automatically carries out a full EIA on its Change proposals process.

The table below includes a snapshot of EIA's carried out in 2018/2019.

Equality Impact Assessments

Policy/Procedure	Date
A4119 Dualling	April 2018
Regional Strategy for Supporting Children, Young People	May 2018

and Families	
Proposal to incorporate the internal Audit Service into an existing shared service hosted by the Vale of Glamorgan Council	June 2018
A465 Dualling	July 2018
Charges for Aberdare Athletic Stadium	August 2018
Learning Support Class proposals	September 2018
Proposals to buildings for Hirwaun Primary School and the proposed change of Language Medium Status of Penderyn Community Primary School	September 2018
Primary education provision to serve the Llanilid housing development	October 2018
Acquisition the freehold interest subject to both leases of 50/53 Taff Street	October 2018
Reorganisation of School Provision in the Pontypridd and Hawthorn areas	November 2018
Relocation of Alec Jones Day Centre activities to Porth Plaza	December 2018

Full details of decisions are included in Cabinet reports which are available on the following link:

http://www.rctcbc.gov.uk/EN/Council/CouncillorsCommitteesandMeetings/Committees/Committees.aspx

8. Employment Monitoring Data

The Council must collect and publish on an annual basis the number of:

- people employed by the authority on 31 March each year by protected characteristic;

- men and women employed, broken down by:

  ➢ job;

  ➢ grade (where grading system in place);

  ➢ pay;

  ➢ contract type (including permanent and fixed term contracts);

> ➢ working pattern (including full-time, part-time and other flexible working patterns).

- people who have applied for jobs with the authority over the last year;

- employees who have applied to change position within the authority; identifying how many were successful in their application and how many were not;

- employees who have applied for training and how many succeeded in their application;

- employees who completed training;

- employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made;

- employees subject to disciplinary procedures;

- employees who have left an authority's employment.

All of the information above must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

This information is attached at Appendix One - Employment Monitoring Data.

9. Procurement

The Council operates the SQuID which is part of the National Procurement Website, www.Sell2Wales.co.uk.

It contains a set of core questions commonly asked at the selection stage, and has a database of suppliers' answers stored for re-use, and a tool for buyers to generate a selection questionnaire using a risk-based wizard for each procurement project. The idea is that working together these three things deliver a number of benefits:

- Increased efficiency for both suppliers and buyers, by allowing standard questions and answers to be stored for future use, by keeping the number of questions to a minimum, and also by encouraging buyers to only seek information from suppliers if they can be clear about exactly how the information will be used;

- Greater standardisation of the selection stage, whilst also allowing for tailoring of questions to meet the specific requirements of the procurement;

- Increased transparency of the selection process and how responses will be evaluated – so that suppliers are able to work out easily whether or not they wish to bid for a particular opportunity, how to optimise their proposal and how to present it in an effective way;
- Improved opportunities for small-to-medium enterprises (SMEs) and local businesses to compete on a more equal footing as a result of a carefully considered question set that removes some of the barriers to entry for them.

It includes a section on equal opportunities and is in line with the guidance on procurement published by the Equality and Human Rights Commission at http:www.equalityhumanrights.com/wales/

10. Accessible Information

The Council produces information in a wide variety of formats according to need. Service areas record requests for alternative formats from service users to ensure that these are provided.

Accessibility Guidelines are available to employees on the Council's Intranet, these provide information on the types of accessible information available, what it is and does and includes a list of suppliers so that employees can source requested formats.

The Council has adopted the RNIB Clear Print Guidelines to increase readability of its documents.

11. Future Work

We will work towards embedding and achieving the actions as outlined in the Strategic Equality Plan Action Plan 2019-2022. We will also implement any actions as a result of the EHRC review into the Public Sector Equality Duty.

12. Contact Details

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 and progress in delivering equality and removing discrimination.

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

Melanie Warburton
Equality & Diversity Adviser
Rhondda Cynon Taf Council
Ty Elai
Dinas Isaf East Industrial Estate
Williamstown
Tonypandy
CF40 1NY

Telephone: 01443 444531

email: equality@rctcbc.gov.uk

Employment Monitoring Data

Equality monitoring information is stored against all employees' records in the Council's payroll and human resources information system (Vision). The information is requested at the recruitment stage and entered on to their record at that point.

The Council encourages all employees to provide this information and an equality monitoring survey is carried out on all employees every two years in an attempt to increase the information held.

In preparation for the extended employee monitoring requirements being introduced as part of the Equality Act 2010, the Council carried out an equality monitoring survey of all employees in 2011. This survey included questions that covered all protected characteristics except pregnancy. This question was not asked as it was felt that information on pregnancy and maternity would already be held on employee records and the time period allowed for return could mean that the information provided would be out of date.

The Equality & Diversity Team worked with other service areas to identify other useful information which resulted in the questionnaire including sections on the use of British Sign Language, Welsh Language ability and whether or not an employee had caring responsibilities. This information was provided statistically to the service areas to inform their work and strategies.

Statistical analysis of the information is contained in the following tables and covers all Council employees including teachers and school based employees.

People Employed by Protected Characteristic

The following information has been provided using employees' national insurance numbers; this ensures that where an employee may work in more than one job their details will be included only once to avoid duplication of information. It includes teachers and school based employees. Some comparisons will be made to the local demographic of the Borough of Rhondda Cynon Taf as over 80% of employees live in the Council area.

Gender
The table below shows the gender breakdown of employees:

Gender	Total	% of Workforce
Male	2736	25.6%

Female	7962	74.4%
Total	**10698**	**100%**

This table clearly indicates that women make up the majority of the Council workforce, this has been consistent for a number of years. This is also comparative with other local authorities in Wales.

Age
The table below shows the breakdown of employees by age group:

Age Group	Total	% of Workforce
16-24	612	5.7%
25-34	1949	18.2%
35-44	2500	23.3%
45-54	3215	30.1%
55-64	2092	19.6%
65+	330	3.1%
Total	**10698**	**100.0%**

This table indicates, as the figures did last year, that over half of Council employees are within the age range of 35-54.

Disability
The table below shows the breakdown of employees by disabled and non-disabled:

Identification	Total	% of Workforce
Disabled	191	1.8%
Non-Disabled	8570	80.1%
Prefer not to say	25	0.2%
Information not held	1912	17.9%
Total	**10698**	**100.0%**

Information is held on 82% of employees. A small percentage of employees have indicated that they are disabled but this is unlikely to give the true picture of disability in the workplace. Although the staff equality profile questionnaire gives the definition of disability, some employees with a 'defined' disability may not identify as having a disability.

National Identity and Ethnicity
The table below shows the breakdown of employees by ethnicity:

Ethnicity	Number
Asian	11
Asian British	3

Asian Chinese	4
Asian Cornish	1
Asian Indian	2
Asian Other	1
Black	6
Black African	2
Black British	2
Black Other	1
Chinese	4
Mixed Other	13
Mixed White & Asian	3
Mixed White & Black African	2
Mixed White & Black Caribbean	3
Other	22
Prefer not to say	10
White	5517
White British	1510
White Cornish	2
White English	30
White Irish	8
White Other	13
White Scottish	7
White Welsh	1443
Not Known	2078
Total	**10698**

Staff identifying themselves as Black, Asian and Minority Ethnic is slightly less than 2% of the workforce. The demographic of Rhondda Cynon Taf is 2%* of people identify themselves with an ethnicity other that White British, Welsh, English or Scottish.

*statswales.gov.wales at 30 June 2019

The table below shows the breakdown of employees by national identity:

National Identity	Number of Employees
African	5
Any Other Asian Background	3
Any Other Mixed Background	2
Any Other White Background	13
Bangladeshi	1
British	1553
Caribbean	1
Chinese	4
English	212
European	16
Indian	6

Irish	20
Other	9
Scottish	26
Welsh	4843
White and Asian	4
White and Black African	1
White and Black Caribbean	1
Not Known	3978
Total	**10698**

Information is held on 62% of employees with the majority of employees identifying themselves as Welsh followed by British.

Religion or Belief
The table below shows the breakdown of employees by religion or belief:

Religion	Total
Christian	2606
Muslim	5
Hindu	6
Buddhist	8
Sikh	1
Other	100
% of workforce identifying with a religion	**25.5%**
None	2483
Prefer not to say	292
Information not held	5197
Total	**10698**

Information is held on 51% of employees with the predominant faith being Christian. 50% of the local population identify themselves as Christian, with 40% regarding themselves as having no religion.

Sexual Orientation
The table below shows the breakdown of employees by sexual orientation:

Sexual Orientation	Total
Heterosexual	3709
Gay Man	33
Gay Woman/Lesbian	37
Bisexual	13
% of workforce identifying a sexual orientation	**35.4%**
Prefer not to say	207

Information not held	6699
Total	**10698**

Information is held on 37% of employees. As part of the Stonewall Diversity Champion's Programme, work has and will continue to encourage more employees to complete this category on equality monitoring forms.

Pregnancy and Maternity
As at 31 March 2019 there were 137 employees on maternity leave, none of which were involved in disciplinary or grievance cases. During the year 2018/19, 304 employees had been on maternity leave during this period of time.

Gender Reassignment
Specific information has not been published due to the possibility of identification. The Council has a Transitioning at Work Policy in place which was developed some years ago as a result of an employee asking for support. Since that time the policy has been accessed and support provided as and when required by employees.

Regulation Nine – Gender Specific Information

Regulation Nine of the Specific Equality Duties in Wales requires the following specific information to be provided in respect of gender breakdown.

The number of employees employed at 31 March 2019 broken down by:
- Job
- Grade
- Pay
- Contract type
- Working pattern.

This information has been provided on the basis of actual job numbers so that those employees who work in more than one job are included in all the jobs they are employed in so the numbers may be different to those in the previous section. Once again the information includes teachers and school based employees.

The following table/s provides the specific information required:

Breakdown of Employees by Gender and Job
There are over a thousand job titles within the Council so for ease of demonstration they have been broken down into job families within the competency framework.

Job Family	Female	Male	Grand Total
Administrator	1027	313	1340
Ancillary	1097	512	1609

	Female	Male	Total
Assistant Headteacher	39	32	71
Community and Social Care	3187	325	3512
Deputy Headteacher	83	38	121
Frontline and Customer Care	369	310	679
Headteacher	70	46	116
Middle Manager	166	86	252
Skilled Manual Worker	34	122	156
Strategic Manager	36	41	77
Supervisor	173	186	359
Teacher	1306	404	1710
Technical, Specialist & Professional	362	308	670
Unqualified Teacher	13	13	26
Total	**7962**	**2736**	**10698**

As last year, the data provides very little surprises with many women working in 'traditional' female areas, particularly in the Community and Social Care setting; this will be more closely examined as part of the Gender Pay Objective within the Strategic Equality Plan.

Breakdown of Employees by Gender & Grade

The Council operated the following grading systems as at 31 March 2019.
- Chief Officers (Head of Service and above)
- National Joint Council
- Teachers/Education

The tables below sets out the breakdown of employees by gender and grade:

Employees by Gender & Grade – Chief Officers

Grade	Female	Male	Total
Chief Executive	0	1	1
Group Director	0	3	3
Director Level 1	1	4	5
Director Level 2	2	5	7
Service Director Level 1	0	2	2
Service Director Level 2	2	7	9
Head of Service Level 1	14	7	21
Head of Service Level 2	3	6	9
Total	**22**	**35**	**57**

There has been no change since the previous year, whereby more Chief Officer posts are held by males. Those held by females are largely on the lower Chief Officer grades.

Employees by Gender and Grade – National Joint Council

Grade	Female	Male	Total
GR1	267	82	349
GR2	914	52	966
GR3	551	149	700
GR4	920	285	1205
GR5	788	411	1199
GR6	1090	299	1389
GR7	519	149	668
GR8	256	131	387
GR9	199	103	302
GR10	195	155	350
GR11	299	117	416
GR12	143	64	207
GR13	100	53	153
GR14	15	8	23
GR15	42	29	71
Total	**6298**	**2087**	**8385**

This information indicates that while almost 75% of the total Council workforce is female, it is females that dominate the lower pay grades.

Employees by Gender and Grade – Teachers/Education

Grade	Female	Male	Total
Education Psychologists and Advisers	74	24	98
Leadership Group/Headteachers	70	47	117
Deputy & Assistant Headteachers	139	75	214
Teachers	1316	416	1732
Total	**1599**	**562**	**2161**

The figures above indicate that females make up 74% of the education profession.

Individual salary grades of Education staff is complex to summarise but on analysis there is a fairly even split of male/female across all salary points with no obvious

discrepancies in respect of ability to move through the grades. The grades and salary points are based on nationally agreed pay scales and there are specific requirements for each grade and how employees move through them.

Employees by Contract Type/Working Pattern

Contract Type	Female	Male	Total
Permanent Full Time	2461	1873	4334
Permanent Part Time	1631	214	1845
Permanent Part Time Term Time	2033	79	2112
Permanent Term Time	122	28	150
Temporary Full Time	252	150	402
Temporary Part Time	123	40	163
Temporary Part Time Term Time	667	50	717
Temporary Term Time	22	3	25
Casuals	651	299	950
Total	**7962**	**2736**	**10698**

For permanent members of staff the breakdown of female/male is comparable to the overall workforce. Although 74% of the overall workforce is female, a much higher percentage of those females compared to males are working on part-time or term-time only basis.

Applicants for Employment and Promotion

There were a total of 367 vacancies advertised during the year 2018/19. The following table indicates the results of the recruitment monitoring for the same period.

Applicants for Employment and Promotion by Protected Characteristic

	Applicants	Shortlisted	Appointed
Female	3358	1498	392
Male	1528	596	158
Minority Ethnic	228	90	24
Disabled	223	97	20
LGB	179	73	16

Training
Equality monitoring is carried out in respect of attendance at internal training courses only and has been undertaken by the use of equality monitoring forms that now monitor all protected characteristics. Sexual orientation and pregnancy and maternity were added during 2014/15.

Identification of the need for training, learning and development is carried out through the Council's workforce planning and performance review systems. During personal development interviews managers will discuss with employees their training, learning and development needs which are aligned to the performance review and job competencies. The results of these feed in to a departmental or divisional training plan.

The Council does not currently monitor whether training requests are refused as the process used to identify training does not lend itself to this type of monitoring. This however will be considered.

There were a total of 118 equality monitoring forms returned in 2018/19. This is significantly less than previous years. Discussions took plan with the Learning and Development Team to ensure equality monitoring forms were distributed on training courses.

Training by Gender

Group	Male	Female	Transgender	Prefer not to say	Not Known	Total
Chief Executives	0	3	0	0	0	3
Community & Children's Services	6	58	0	1	0	65
Corporate & Frontline Services	11	4	0	0	0	15
Education & Inclusion	1	24	0	0	0	25
Not Specified	0	10	0	0	0	10
Total	**18**	**99**	**0**	**1**	**0**	**118**

Training by Age

Group	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say	Not Known	Total
Chief Executives	1	0	2	0	0	0	0	0	3
Community & Children's Services	5	19	26	9	6	0	0	0	65
Corporate & Frontline Services	2	3	4	3	3	0	0	0	15
Education & Inclusion	5	8	8	3	1	0	0	0	25
Not specified	4	3	0	1	1	0	0	1	10
Total	**17**	**33**	**40**	**16**	**11**	**0**	**0**	**1**	**118**

Training by Ethnicity

Group	British	Chinese	Cornish	English	Irish	Scott-ish	Welsh	White and Black Caribbean	Other	Prefer not to say	Total
Chief Executives	0	0	0	0	0	0	3	0	0	0	3
Community & Children's Services	17	0	0	2	0	0	46	0	0	0	65
Corporate & Frontline Services	3	0	0	0	0	0	12	0	0	0	15
Education & Inclusion	9	0	0	0	0	0	16	0	0	0	25
Not specified	4	0	0	0	0	0	6	0	0	0	10
Total	33	0	0	2	0	0	83	0	0	0	118

Training by Religion or Belief

Group	Christian	Buddhist	No religion	Other	Prefer not to say	Not Known	Total
Chief Executives	1	0	2	0	0	0	3
Community & Children's Services	13	1	39	2	2	8	65
Corporate & Frontline Services	4	0	7	2	2	0	15
Education & Inclusion	7	0	16	0	0	2	25
Not specified	2	0	6	0	1	1	10
Total	27	1	70	4	5	11	118

Training by Pregnancy and Maternity

Group	Are currently pregnant or have been pregnant during last 12 months	Not currently pregnant, nor have been during last 12 months	Prefer not to say	Not known	Total
Chief Executives	0	3	0	0	3
Community & Children's Services	3	58	4	0	65
Corporate & Frontline Services	0	14	1	0	15
Education & Inclusion	0	25	0	0	25
Not specified	0	10	0	0	10
Total	3	110	5	0	118

Training by Sexual Orientation

Group	Heterosexual	Gay/Lesbian	Bisexual	Prefer not	Not Known	Total

				to say		
Chief Executives	2	0	0	1	0	3
Community & Children's Services	59	0	0	0	6	65
Corporate & Frontline Services	15	0	0	0	0	15
Education & Inclusion	24	0	0	0	1	25
Not specified	9	0	1	0	0	10
Total	**109**	**0**	**1**	**1**	**7**	**118**

Disciplinary & Grievance

Disciplinary and Grievance cases are recorded and monitored through the Vision System. There were a total of 283 cases covering disciplinary, grievance and dignity at work and disciplinary action resulting from sickness absence in 2018/19. The tables below provide equality monitoring information for these cases:

Gender

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Male	**80**	45	32	1	2
Female	**203**	54	143	1	5
Total	**283**	**99**	**175**	**2**	**7**

Age

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
16 – 24	**10**	2	8	0	0
25 – 34	**40**	9	29	0	2
35 – 44	**63**	26	36	1	0
45 – 54	**94**	41	48	0	5
55 – 64	**73**	20	52	1	0
65+	**3**	1	2	0	0
Total	**283**	**99**	**175**	**2**	**7**

Disability

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Disabled	**16**	5	11	0	0

Non Disabled	**242**	87	149	2	4
Information not held	**25**	7	15	0	3
Total	**283**	**99**	**175**	**2**	**7**

Ethnicity

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Asian	**0**	0	0	0	0
Black	**0**	0	0	0	0
Chinese	**0**	0	0	0	0
Mixed	**0**	0	0	0	0
White	**249**	85	156	2	6
Other	**0**	0	0	0	0
Information not held	**34**	14	19	0	1
Total	**283**	**99**	**175**	**2**	**7**

Religion or Belief

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
No Religion	**87**	22	62	1	2
Christian	**51**	17	32	0	2
Other	**3**	1	2	0	0
Prefer not to say	**5**	3	2	0	0
Information not held	**137**	56	77	1	3
Total	**283**	**99**	**175**	**2**	**7**

Sexual Orientation

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Heterosexual	**108**	28	76	0	4
Gay/Lesbian	**1**	1	0	0	0
Bisexual	**2**	0	2	0	0
Prefer not to say	**4**	1	3	0	0
Information not held	**168**	69	94	2	3
Total	**283**	**99**	**175**	**2**	**7**

Gender Reassignment & Pregnancy and Maternity

There were 0 employees in these categories involved in disciplinary, sickness absence, grievance or dignity at work cases.

Leaving Employment

Information gained from the Vision System shows that a total of 1218 employees left the employment of the Council in 2018/19, which included 53 employees who were made redundant. It should be noted that these employees were school based, where the decision on redundancy rests with the relevant school in accordance with School Governance Regulations. The tables below indicate the number of leavers and reasons for leaving during 2018/19.

Reasons for Leaving by Gender

Reason for Leaving	Female	Male	Total
Age retirement	38	14	52
Death in service	7	1	8
Dismissed	4	2	6
Early retirement (Teachers)	4	5	9
End of contract	136	84	220
Failed probationary period	2	1	3
Ill health	9	6	15
Inability to attend work	3	0	3
Mutual agreement	89	26	115
Redundant	38	15	53
Transfer to another Council	24	14	38
Voluntary	352	103	455
Voluntary early retirement and redundancy	79	27	106
Voluntary redundancy	124	11	135
Total	**909**	**309**	**1218**

Reason for Leaving by Age

Reason for leaving	18-24	25-34	35-44	45-54	55-64	65+	Total
Age retirement	0	0	0	0	19	33	52
Death in service	0	0	2	4	2	0	8
Dismissed	0	0	3	3	0	0	6
Early retirement (Teachers)	0	0	0	0	9	0	9
End of contract	56	73	38	24	23	6	220

Failed probationary period	0	1	1	1	0	0	3
Ill health		0	0	5	9	1	15
Inability to attend work	1	0	0	2	0	0	3
Mutual agreement		7	21	33	43	11	115
Redundant		2	10	18	23	0	53
Transfer to another Council	2	12	12	11	1	0	38
Voluntary	45	142	116	86	55	11	455
VER and redundancy		0	0	0	94	12	106
Voluntary redundancy		13	17	74	17	14	135
Total	**104**	**250**	**220**	**261**	**295**	**88**	**1218**

The majority of employees left due to the end of their contract or voluntarily, with a large number of employees over the age of 55 leaving due to opportunities to take Voluntary Early Retirement.

Reason for Leaving by Disability

Reason for Leaving	Total
Age retirement	2
End of contract	7
Ill health	2
Mutual agreement	3
Voluntary	6
VER with redundancy	1
Voluntary redundancy	3
Total	24

Reason for Leaving by Ethnicity

Reason	White	Ethnic Minority	Not Known	Total
Age retirement	48	1	3	52
Death in service	7	0	1	8
Dismissed	4	0	2	6
Early retirement (Teachers)	9	0	0	9
End of contract	149	4	67	220
Failed probationary period	3	0	0	3
Ill health	13	0	2	15
Inability to attend work	2	0	1	3

Mutual agreement	93	1	21	115
Redundant	45	0	8	53
Transfer to another Council	26	0	12	38
Voluntary	326	6	123	455
VER with redundancy	100	2	4	106
Voluntary redundancy	116	0	19	135
Total	**941**	**14**	**263**	**1218**

Reason for Leaving by Religion or Belief

Reason	Buddhist	Christian	Jewish	Muslim	No Religion	Other	Prefer not to say	Not Known	Total
Age retirement	0	20	0	0	6	2	0	24	52
Death in Service	0	4	0	0	0	0	0	4	8
Dismissed	0	0	0	0	3	0	1	2	6
Early retirement (teachers)	0	2	0	0	0	0	0	7	9
End of contract	0	46	1	1	59	2	8	103	220
Failed probationary period	0	1	0	0	2	0	0	0	3
Ill health	0	4	0	0	3	0	0	8	15
Inability to attend work	0	0	0	0	2	0	0	1	3
Mutual agreement	0	25	0	0	17	1	1	71	115
Redundant	0	11	0	0	4	1	2	35	53
Transfer to another Council	0	8	0	0	3	0	4	23	38
Voluntary	3	97	0	0	120	6	21	208	455
VER with redundancy	0	43	0	0	18	1	0	44	106
Voluntary redundancy	0	40	0	0	18	1	1	75	135
Total	**3**	**301**	**1**	**1**	**255**	**14**	**38**	**605**	**1218**

Reason for Leaving by Sexual Orientation

Reason	Hetero-sexual	Gay/ Lesbian	Bi-sexual	Prefer not to say	Not Known	Total
Age retirement	23	1	0	0	28	52
Death in service	4	0	0	0	4	8
Dismissed	3	0	0	0	3	6
Early retirement (Teachers)	2	0	0	0	7	9
End of contract	48	2	0	9	161	220
Failed probationary period	2	0	0	1	0	3
Ill health	7	0	0	0	8	15
Inability to attend work	1	0	0	0	2	3
Mutual agreement	26	0	0	1	88	115
Redundant	8	0	1	0	44	53
Transfer to another Council	9	0	0	1	28	38
Voluntary	132	3	1	19	300	455
VER with redundancy	49	0	0	2	55	106
Voluntary redundancy	46	0	0	1	88	135
Total	**360**	**6**	**2**	**34**	**816**	**1218**

This page is intentionally left blank

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

PROCUREMENT POLICY – SOCIAL RESPONSIBILITY

REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER (COUNCILLOR M NORRIS)

Author: Marc Crumbie – Head of Procurement Delivery (01443 281184)

1.   **PURPOSE OF THE REPORT**

1.1   The purpose of the report is to seek approval of the 'Procurement Policy – Social Responsibilities'.

2.   **RECOMMENDATIONS**

        It is recommended that the Cabinet:

2.1   Review the Draft Policy and subject to any amendments, approve it;

2.2   Agree that the designation of 'Anti-Slavery Champion' be attributed to the relevant portfolio holder for the Procurement Service, in accordance with requirements issued by the Welsh Government.

3.   **REASONS FOR RECOMMENDATIONS**

3.1   This Policy is built around three key Welsh Government initiatives of delivering Community Benefits, adopting a voluntary code in respect of ethical employment in our supply chains, and supporting wherever possible local small and medium-sized enterprises (SME's).

3.2   This draft Policy aims to align these three initiatives into one framework, and sets out how the Council will monitor and report delivery.

4. BACKGROUND

4.1. Rhondda Cynon Taf County Borough Council is one of the largest councils in Wales, and plays a significant and leading role in the utilisation of national framework contracts as well as local contractual arrangements. The Council is responsible for ensuring that its business is conducted in accordance with the law, applies high ethical values, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

4.2. In order to maximise the potential wider benefits when contracting with external organisations it is essential that the delivery of community benefits, and support of local SME's are considered as part of the procurement process. In addition, as a publicly funded organisation the Council has a responsibility to ensure that ethical and fair practices are in place throughout the contracted supply chains as far as it practically can.

4.3. The Welsh Government has issued three key initiatives in support of these wider benefits that should be taken into account as part of the procurement process:

- **Community Benefits** – helps drive the creation of employment and training opportunities including apprenticeships, support for small and medium sized enterprises and delivery of community, educational and environmental initiatives.

- **Code of Practice Ethical Employment in Supply Chains** - focuses on influencing a high standard of ethical employment practices by external suppliers, service providers and contractors.

- **Opening Doors: the Charter for SME Friendly Procurement** - seeks to create a fair and open environment in which we can all do business together and address issues of particular concern to Small and Medium-sized Enterprises (SMEs).

4.4. A Draft Policy has been developed, attached at Appendix A, which provides an overarching framework for the delivery of these initiatives. The aim is to ensure that when undertaking a procurement process, the key themes from each of the Welsh Government initiatives are taken into consideration in order to help influence ethical employment practices and maximise wider beneficial outcomes.

5. EQUALITY AND DIVERSITY IMPLICATIONS

5.1 There are no equality and diversity implications as a result of the recommendations set out in the report.

6.   CONSULTATION

6.1.   There are no consultation implications as a result of the recommendations set out in the report.

7.   FINANCIAL IMPLICATIONS

7.1   There are no financial implications as a result of the recommendations set out in the report.

8.   LEGAL IMPLICATIONS

8.1   There are no legal implications as a result of the recommendations set out in the report.

9.   LINKS TO THE COUNCIL'S CORPORATE PLAN AND THE WELL-BEING OF FUTURE GENERATIONS ACT

9.1   The Draft Policy supports the delivery of the Council's priority is respect of building a strong economy, and helps to support the Council in making the best use of its resources as outlined within the cross-cutting theme of 'living within our means'.

9.2   The Well-being of Future Generations (Wales) Act 2015 identifies procurement as one of activities that are common to the corporate governance of public bodies where change needs to happen. The Act acknowledges the value that the procurement process can deliver in respect of procuring in a way that '*achieves value for money on a whole life basis in terms of generation benefits to the organisation, but also to society and the economy, whilst minimising damage to the environment*'.

10.   CONCLUSION

10.1   The Draft Policy provides an overarching framework for the delivery of the three initiatives issued by the Welsh Government. The aim is to ensure that when undertaking a procurement process, the key themes from each of the Welsh Government initiatives are taken into consideration in order to help influence ethical employment practices throughout our supply chains, and maximise wider beneficial outcomes for the community.

10.2   As set out within the Draft Policy, an annual report on progress will be prepared for and presented to the Council's Senior Leadership Team.

Other Information:-
Relevant Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

PROCUREMENT POLICY – SOCIAL RESPONSIBILITY

REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER (COUNCILLOR M NORRIS)

Background Papers
None.

Officers to contact: Marc Crumbie Head of Procurement Delivery (01443 281184)

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

PROCUREMENT POLICY

SOCIAL RESPONSIBILITY

1. INTRODUCTION

1.1. Rhondda Cynon Taf County Borough Council is one of the largest councils in Wales, and plays a significant and leading role in the utilisation of national framework contracts as well local contractual arrangements. The Council is responsible for ensuring that its business is conducted in accordance with the law, high ethical values, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

1.2. In order to maximise the potential wider benefits when contracting with external organisations it is essential that the delivery of community benefits, and support of local small and medium-sized enterprises (SME's) are considered as part of the procurement process. In addition, as a publicly funded organisation the Council has responsibility for ensuring that ethical and fair practices are in place throughout contracted supply chains as far as it practicably can.

1.3. The framework of this Policy is built around three key Welsh Government initiatives:

- **Community Benefits** – helps drive the creation of employment and training opportunities including apprenticeships, support for small and medium sized enterprises and delivery of community, educational and environmental initiatives.

- **Code of Practice Ethical Employment in Supply Chains** - focuses on influencing a high standard of ethical employment practices by external suppliers, service providers and contractors.

- **Opening Doors: the Charter for SME Friendly Procurement** - seeks to create a fair and open environment in which we can all do business together and address issues of particular concern to SMEs.

2. AIM OF THIS POLICY

2.1 This Policy provides an overarching framework for the delivery of these initiatives. The aim is to ensure that when undertaking any procurement activity, the key themes from each of the Welsh Government initiatives are taken into consideration in order to influence ethical employment practices and maximise wider beneficial outcomes.

3. **SUPPORTING THE COUNCIL'S CORPORATE PLAN**

3.1 The Council's Corporate Plan 2016 - 2020 sets the overall direction for the Authority describing the vision, purpose and priorities to be delivered.

3.2 The Council's agreed Vision, purpose and priorities are:
- Vision - For a County Borough that has high aspirations, is confident and promotes opportunity for all.

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

- Priorities:
  o Economy - Building a strong economy;
  o People - Promoting independence and positive lives for everyone; and
  o Place - Creating neighbourhoods where people are proud to live and work.

3.3 Underpinning the above priorities is the cross-cutting theme of 'Living Within Our Means' that focusses on robust financial management arrangements to ensure the Council maintains its financial stability and makes the best use of available resources.

3.4 The framework within this Policy helps to support the priorities of the Council's Corporate Plan.

4. **REGULATORY FRAMEWORK**

The Well-being of Future Generations (Wales) Act 2015
4.1. The Act identifies a core set of activities that are common to the corporate governance of public bodies where change needs to happen:
- Corporate Planning;
- Financial Planning;
- Workforce Planning;
- Procurement;
- Assets;
- Risk Management; and
- Performance Management

4.2. Section 3 of the Core Statutory Guidance on the Well-being of Future Generations Act 'where change needs to happen' states that:

"Procurement

58. The role of procurement will be an important part of how a public body allocates resources under the Act. It is expected that public bodies comply with their existing legal obligations in relation to procurement and that they also apply the Wales Procurement Policy Statement. This policy adopts the Sustainable Procurement Task Force's definition of sustainable procurement:

> *"....the process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generation benefits to the organisation, but also to society and the economy, whilst minimising damage to the environment".*

59. This sets out the procurement practices and the specific actions expected of every public sector organisation in Wales.

60. Your approach to procurement could also be an opportunity to encourage other organisations to contribute to the well-being goals".

4.3. The Act also states that the public body applies "Sustainable Development", defined in the Act as the process of improving the economic, social, environmental and cultural well-being of Wales. A public body must apply a sustainable development principle meaning that a body "must act in manner that which seeks to ensure the needs of the present are met without compromising the ability of future generations to meet their own needs" in order to show they have applied the principle the public bodies need to apply the following five ways of working:

- **Involving** a diversity of the population in the decisions that affect them;
- Working with others in a **Collaborative** way to find shared sustainable solutions;
- Looking to the **Long-term** so that we do not compromise the ability of future generations to meet their-own needs;
- Taking an **Integrated** approach so that public bodies look at all the well-being goals in deciding on their well-being objectives;
- Understanding the root causes of issues to **prevent** them from occurring.

4.4. The framework in this Policy, is consistent with the five ways of working and also contributes to the seven national Well-being Goals of:

1. A prosperous Wales – *By taking steps to support and develop local business and providing opportunities for residents to secure jobs, experience or training.*

2. A More Equal Wales - *By taking steps to ensure that all residents have the opportunity benefit from the framework, irrespective of their background or circumstances*

3. Resilient Wales – *By taking steps to ensure that all parts of the Council's supply chains minimise damage to environment including carbon reduction.*

4. A Wales of Cohesive communities – *By taking steps to maximise Community Benefits and increase local SMEs and opportunities for local work further contributing to communities*

5. A Globally responsible Wales – *By taking steps to raise awareness of global issues through contracts, e.g. Fair Trade goods and encouraging the next generation*

6. A Healthier Wales – *By taking steps to ensure that the physical and mental health of employees is integral to employees of supply chain companies*

7. A Wales of Vibrant Culture and Welsh Language – *By taking steps to ensure the contribution of culture and the Welsh Language in is understood and valued and that business development includes a cultural offer*

Public Contracts Regulations 2015

4.5. Public procurement must be carried out in accordance with the Public Contracts Regulations 2015.

4.6. This legal framework requires contracting authorities to award certain contracts, whether these are subject to the procurement rules or not, in line with EC Treaty principles, including the principles of non-discrimination, equal treatment, transparency, procedural fairness, mutual recognition and proportionality.

4.7. In accordance with the procurement rules, it is therefore necessary to ensure that ethical issues are relevant to the subject matter of the contract and consistent with the Government's procurement policy based on value for money. This excludes public bodies from considering within the procurement process how companies providing the goods and services manage their business generally, beyond relevant legal obligations such as on health and safety and employment.

5.   WELSH GOVERNMENT INITIATIVES – THE COUNCIL'S FRAMEWORK

What are Community Benefits?

5.1   The Welsh Government Community Benefits Guidance 'Delivering Maximum Value for the Welsh Pound' provides an overview of the Community Benefits that the public sector should be looking to deliver. The Guidance sets out six broad categories of Community Benefits. This Guidance is supported by the Wales Procurement Policy Statement.

5.2   To date Community Benefits have largely been delivered on the Council's construction and building maintenance contracts. This Policy seeks to deliver Community Benefits across all appropriate Council contracts. This will require a

step change in how the Council utilises Community Benefits clauses in its tendering process. It is the role of those planning to consider on a contract-by-contract basis the potential for community benefits to be delivered through the procurement process and the most appropriate way of achieving this.

What is Ethical Employment?

5.3 The 'Ethical Employment in Supply Chains' Code of Practice was launched in 2017 by the Welsh Government. It aims to support the development of more ethical supply chains delivering contracts for the Welsh Public sector. All public sector organisations are encouraged to sign up to the Code and businesses in public sector supply chains are encouraged to adopt it. The aim of the Code is to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU and international laws. The code has 12 commitments that are designed to eliminate modern slavery and support ethical employment practices.

5.4 The Council is committed to ensuring a high standard of ethical trade practices, across its procurement activities. In accordance with this Policy the Council will expect its suppliers, service providers and contractors to observe the policy's provisions and to demonstrate a similar commitment to an ongoing programme of ensuring and, where necessary, improving ethical practices locally and wider.

5.5 The Council will proactively work to ensure that all goods, works and services it procures are sourced ethically in terms of both the way the Council procures and in terms of the standards that we expect our suppliers, service providers and contractors to meet.

What is the 'Opening Doors Charter'?

5.6 The Charter has been produced through Value Wales, and is part of a programme of actions aimed at delivering a consistent approach to procurement across the public sector in Wales while at the same time addressing issues of particular concern to SMEs.

5.7 The Council has taken a number of positive steps to improve support to businesses to supply us with goods, services or works. These include publishing the Selling to Council guide, continuously modernising our technology, organising and participating in regular 'Meet the Buyer' events and applying the SQuID approach developed by Welsh Government.

5.8 Wherever possible and practicable, the Council encourages its main suppliers to provide opportunities for SMEs to deliver elements of appropriate contracts. It is also committed to encourage its main suppliers and SMEs to embrace sustainable development ethos within their organisations.

6. A FAIR TRADE COUNTY BOROUGH

6.1. The Council supports the Fair Trade of products and services that meet the fair trade standard, it gained Fair Trade Charter in 2006. The Fair Trade Charter requires the Council to:

- Procure where possible, fairly traded products and services such as tea, bananas, coffee and sugar for sale to the public or for sale in its canteens and vending machines;
- Promote the use of Fair Trade products in communities.

6.2. Suppliers should inform the Council about any concerns they have in applying the above principles. Additionally, they are encouraged to keep written records to demonstrate that their actions are fair and above reproach and, where relevant, report on progress and future planned activity if requested to do so.

7. REPORTING & MONITORING

7.1 The Corporate Procurement Service will have responsibility for overseeing the implementation of the requirements contained within this Policy. In doing so, it will prepare an annual report that will be framed around the 3 initiatives put in place by the Welsh Government. The annual report will be prepared for, and presented to the Council's Senior Leadership Team.

This page is intentionally left blank

RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24 MARCH 2020

RHONDDA CYNON TAF (RCT) DRAFT TOURISM STRATEGY

REPORT OF THE DIRECTOR OF PROSPERITY AND DEVELOPMENT IN DISCUSSIONS WITH THE CABINET MEMBER FOR ENTERPRISE, DEVELOPMENT & HOUSING, COUNCILLOR R BEVAN

Author(s): Simon Gale- Director of Prosperity and Development

1.0 PURPOSE OF THE REPORT

1.1 The report seeks Cabinet endorsement of the draft Tourism Strategy for Rhondda Cynon Taf (RCT) and recommends that the Strategy be approved for consultation with relevant stakeholders.

2.0 RECOMMENDATIONS

It is recommended that the Cabinet:

2.1 Considers the RCT Tourism Strategy (attached at Appendix 1) as the overarching plan to enhance, increase and sustain the visitor economy, establishing Rhondda Cynon Taf as a premier destination in the UK for "experience" based visits and vacations replacing the previous Destination Plan 2014-2020.

2.2 Approves the Strategy for consultation, and;

2.3 Agrees to the establishment of a RCT Strategic Tourism Board.

3.0 REASONS FOR RECOMMENDATIONS

3.1 Rhondda Cynon Taf County Borough Council's 2016–2020 Corporate Plan *"The Way Ahead"* has "building a strong economy" as one of its main priorities. To date, significant work has been undertaken by the Council with the support of relevant partners. The main objective of the Tourism Strategy is to contribute to increasing and sustaining economic growth within RCT.

3.2   To deliver upon this priority, an integrated, co-ordinated approach to tourism development is required which harnesses the many exciting opportunities and maximises the benefits presented through the Valleys Regional Park, Visit Wales initiatives and the Cardiff Capital Region City Deal.

3.3   In the context of the Cardiff Capital Region City Deal and the Valleys Taskforce, it is critical that the Council has a fit for purpose Tourism Strategy which identifies key themes and projects for development. This in turn has the potential to create jobs and enhance prosperity across RCT.

3.4   To provide a basis upon which funding applications may be developed that will deliver upon the economic objectives of the RCT Tourism Strategy

3.5   To ensure that partners are fully engaged in the process of tourism development and expansion in RCT.

4.0   BACKGROUND

4.1   As the previous Tourism Strategy – "*Destination Rhondda Cynon Taf 2014-2020*" comes to an end, a new strategy needs to be developed which will position RCT more favourably in terms of the outdoor activity tourism/adrenalin market whilst building upon the strengths of our wider tourism offer including cultural heritage.

4.2   Over the last five years Wales has welcomed record numbers of visitors. This is reflected in RCT's visitor numbers, with a record 1.6 million days visitors in 2018 and more than 500,000 overnight stays. Over 9% of the workforce in Wales is now employed in Tourism. It is one of the country's fastest growing sectors and it is estimated that Tourism was worth £172 million to the RCT economy in 2018 and employed more 1400 people. It is clear that Tourism has the potential to be the main driver of the local economy and source of employment in large parts of the County Borough.

.
4.3   The Rhondda Cynon Taf County Borough Council's 2016–2020 Corporate Plan "*The Way Ahead*" is clear about the importance of skills, job creation and economic vibrancy for communities in RCT. The development of the RCT Tourism Strategy will be the framework for maximising the benefits that can be gained from an enhanced tourism offer in RCT.

5.0   PROPOSED RCT TOURISM STRATEGY

5.1   It is clear that the tourism industry is changing. People are moving away from traditional package holidays and instead are increasingly piecing together their own getaways, predominantly through the internet, seeking an 'experience' based break or holiday.

5.2   Through showcasing our first class landscape, culture and heritage there is an opportunity to position RCT as *a premier destination in the UK for "experience" based visits and vacations.*

5.3   To maximise the opportunities that marrying our fantastic landscape and heritage with the changing face of Tourism presents, this strategy recommends that we target our efforts in the following areas (the detail of which is set out in the strategy):
- Product & Attractions
- Accommodation
- Accessibility, Infrastructure & Connectivity
- Skills & Employment
- Experience

5.4   Achieving the vision and objectives for tourism in RCT cannot be achieved in isolation. The implementation of a wide range of co-ordinated and integrated "key" projects are set out within the strategy. The draft RCT Tourism Strategy takes each of these strategic objectives and sets out a range of projects and investment opportunities in more detail.

5.5   It is also proposed to establish a Strategic Tourism Board for the County Borough to oversee the implementation of the Tourism Strategy. The Terms of Reference will be developed for the governance of the group and monitoring and evaluation of the strategy shall be the responsibility of the Council's Tourism Department. The group will be made up of representatives of Rhondda Cynon Taf's primary visitor attractions and hospitality sectors as well as appropriate representation from public, private and third sector partners.

5.6   Additional reports will need to be presented to Scrutiny and Cabinet, as appropriate, for strategy updates and for decisions to be made in relation to the key schemes.

6.0   EQUALITY AND DIVERSITY IMPLICATIONS

6.1   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.

7.0 CONSULTATION / INVOLVEMENT

7.1 A consultation was undertaken from 12th November 2018 – 12th April 2019 to seek views from tourism businesses, stakeholders and partners about the development of a new Tourism Strategy for Rhondda Cynon Taf. The consultation responses have informed the development of the draft RCT Tourism Strategy.

7.2 The draft RCT Tourism Strategy has not been consulted upon to date. It is the recommendation of this report that Cabinet approve the report to be subject to wider consultation with appropriate groups, partners and organisations.

8.0 FINANCIAL IMPLICATION(S)

8.1 There are no direct financial implications in delivering the RCT Tourism Strategy, but as the opportunities are developed, the financial implications will be fully assessed and necessary approvals sought.

9.0 LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED

9.1 There are no current legal implications, but as the opportunities are developed, the legal implications will be fully assessed

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

10.1 The delivery of the RCT Tourism Strategy will contribute to the Council's corporate priorities:

- Economy
- People
- Place

10.2 The RCT Tourism Strategy's primary objective is to increase and sustain the economic growth of tourism in RCT, encouraging skills development and providing well paid secure employment for the local workforce. Tourism product development, especially in the outdoors (trails development, for example) will have an associated outcome of providing wellbeing opportunities for residents, enabling greater access to their outdoors and green leisure corridors.

10.3 The Sustainable Development Principle and five ways of working have been incorporated into the RCT Tourism Strategy in the following ways:

i.   Long term - Immediate short term tourism developments shall take into account long term requirements. For example, well paid, sustainable job creation and the consideration of biodiversity and eco systems management within tourism product planning

ii.   Integration - Integration of wellbeing plans and goals from different organisations will be taken into account by undertaking partnership working. Wellbeing Tourism has been identified as a theme to explore further within the strategy

iii.   Collaboration & Involvement - The Tourism Strategy will involve a number of relevant partners and organisations in its delivery and collaborate with them to ensure strategic objectives are met.

iv.   Prevention - By working with the right people at the right time, as identified in the "Next Steps" section of the Tourism Strategy, we will seek to mitigate against any risks and problems presenting themselves to achieve the best possible wellbeing outcomes for our communities by implementing actions to deliver against the strategic tourism objectives

10.4   This approach makes a direct contribution to the seven national well-being goals, in particular:

i.   A Healthier Wales (allowing greater access to the outdoors through trails and product development)

ii.   A Prosperous Wales (providing an environment within which home grown tourism businesses can flourish)

iii.   Resilient and cohesive communities (the unique selling point of our Destination is our communities and the warm welcome they provide to visitors. The Tourism Strategy will support the vibrancy of such communities through localised infrastructure, connectivity and product development)

iv.   A Wales of vibrant culture and thriving Welsh Language (our culture will be celebrated as a reason to visit RCT and opportunities have been identified for bespoke Welsh Language tourism packages to be developed).

10.5   The Tourism Strategy will also seek to address priorities within:

i.   Prosperity For All: The National Strategy 2017
ii.   The Environment (Wales) Act 2016

      iii.   Cardiff Capital Region City Deal & Valleys Task Force Delivery Plans

      iv.   Our Cwm Taf – Public Service Board (PSB) Well-Being Plan 2018-2023

      v.   Rural Development Programme (RDP) – Cwm Taf Local Development Plan

11   <u>CONCLUSION</u>

11.1   The draft RCT Tourism Strategy includes a wide range of opportunities which are both short and long term in scope, involving a range of partners. It is both ambitious and realistic, acknowledging that achieving the vision and objectives for tourism in RCT requires an integrated, co-ordinated approach to tourism development.

Other Information:-

Relevant Scrutiny Committee
Finance and Performance Scrutiny Committee

Contact Officer
Joanne Davies (Tourism Adviser) 01443 424084
Ian Christopher (Strategic Manager for Prosperity and Development) 01443 424017

<u>LOCAL GOVERNMENT ACT 1972</u>

<u>AS AMENDED BY</u>

<u>THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985</u>

<u>RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL</u>

<u>CABINET</u>

<u>24 MARCH 2020</u>

RHONDDA CYNON TAF (RCT) DRAFT TOURISM STRATEGY

REPORT OF THE DIRECTOR OF PROSPERITY AND DEVELOPMENT IN DISCUSSIONS WITH THE CABINET MEMBER FOR ENTERPRISE, DEVELOPMENT & HOUSING, COUNCILLOR R BEVAN

Item:

Background Papers

None

Officer to contact: Joanne Davies (Tourism Adviser) & Ian Christopher (Strategic Manager for Prosperity and Development) 01443 424084/424017
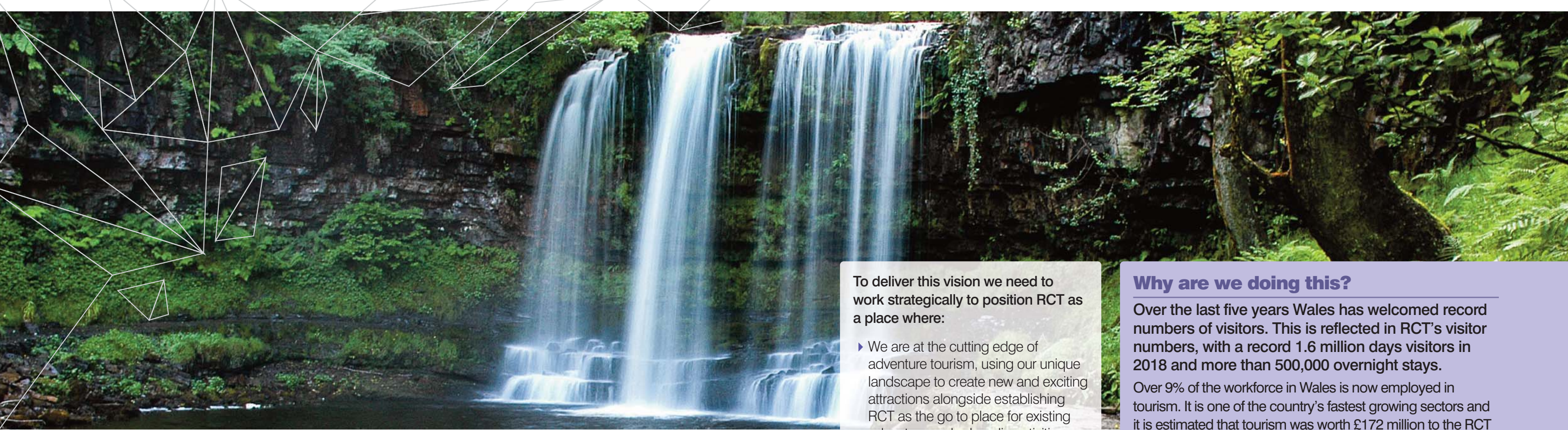
This page is intentionally left blank

RHONDDA CYNON TAF

Tourism
Strategy

Croeso

RHONDDA CYNON TAF

Rhondda Cynon Taf (RCT) is renowned the world over for its pivotal role in the industrial revolution and we can still boast of a rich heritage and cultural history. However, now that the coal mines have gone, our landscape has returned to a breath-taking expanse of natural beauty that will rival any landscape in the country. The only difference between RCT's landscape and those that are already major tourism destinations is that ours is for the most part a secret!

The Council has ambitious plans for tourism and this strategy sets out to establish RCT as:

> "The premier destination in the UK for "experience" based visits and vacations showcasing our first class landscape, culture and heritage."

Central to this vision is the strength of our natural landscape, culture and heritage. Our landscape is breath-taking and stands alongside any of the more tried and tested destinations in the UK and our social history and heritage assets tell a story of innovation, ingenuity and impassioned Valleys communities. These unique selling points provide a foundation on which this Strategy will build upon and enhance.

To deliver this vision we need to work strategically to position RCT as a place where:

▸ We are at the cutting edge of adventure tourism, using our unique landscape to create new and exciting attractions alongside establishing RCT as the go to place for existing adventure and adrenalin activities.

▸ We are the premier destination for all those seeking an active lifestyle, maximising the benefits of our outstanding landscapes.

▸ Our thriving culture and heritage is maximised to the full, benefiting residents and tourists alike.

▸ Our accommodation is not just a place to stay but is an experience in its own right.

▸ That the excellent food, drink, attractions and events that will be at the heart of our offer are locally provided and sourced.

▸ Our calendar is packed with the very best in local and major events across all the arts and sports.

▸ That fundamentally, RCT is a destination with a sense of drama and place where the narrative of our pioneering past is reinvented to provide a first class, contemporary visitor experience.

Why are we doing this?

Over the last five years Wales has welcomed record numbers of visitors. This is reflected in RCT's visitor numbers, with a record 1.6 million days visitors in 2018 and more than 500,000 overnight stays.

Over 9% of the workforce in Wales is now employed in tourism. It is one of the country's fastest growing sectors and it is estimated that tourism was worth £172 million to the RCT economy in 2018 and employed more 1400 people. It is clear that tourism has the potential to be the main driver of the local economy and source of employment in large parts of the County Borough.

What do we need to do?

It is clear that the tourism industry is changing. People are moving away from traditional package holidays and instead are increasingly piecing together their own getaways, predominantly through the internet, seeking an 'experience' based break or holiday with the ubiquitous opportunity for a once in a lifetime selfie.

To maximise the opportunities that marrying our fantastic landscape and heritage with the changing face of tourism presents, this strategy recommends that we target our efforts in the following areas:

▸ **1.** Product & Attractions

▸ **2.** Accommodation

▸ **3.** Accessibility, Infrastructure & Connectivity

▸ **4.** Skills & Employment

▸ **5.** Experience

Cardiff Capital Region City Deal

Parc Rhanbarthol y Cymoedd

Valleys **Regional Park**

1 Product & Attractions

It is essential that we build upon our existing visitor products and attractions by developing new high quality destinations. The success of the RCT visitor economy depends upon having a number of high quality, unique visitor offerings, that can create itineraries and packages to provide short and long stay opportunities.

To fully realise our ambition of being the premier destination in the UK for "experience" based visits and vacations we need to develop a suite of strategic, nationally renowned attractions that will act as an anchor for our whole visitor offer. Attractions such as Zip World and the potential development of the Rhondda Tunnel are just what we need to bring people to the area from far and wide.

Our tourism offer will receive a massive boost through the development of the new Zip World attraction at the former Tower Colliery site in Rhigos. However, it is critical that we guard against visitors solely using Zip World and returning to where they came from without visiting and experiencing any other parts of our area, spending in our communities and boosting the local economy.

Visitor numbers to RCT are growing year on year but the vast majority that come are day visitors. To truly maximise the economic benefits to our communities of the tourism sector we need to create the conditions whereby those day visits are converted to overnight stays, overnight stays become weekend breaks and eventually RCT is established as a major destination for full blown holidays.

It is therefore critical that we establish a series of attractions that will encourage visitors to undertake multiple activities over more than one day. We already have a number of attractions in RCT that perform well, with the National Lido of Wales, Welsh Mining Experience, Royal Mint Experience and Penderyn Whiskey Distillery all seeing strong visitor numbers. Whilst it is important to continue to support and develop these in the future, we also need to see additional attractions developed that will showcase our ambition to be a premier experience based destination.

These can take a range of forms. We can replicate attractions that we know are successful in other parts of the UK and Ireland such as Zip World and high wire rope bridges. We can maximise the untapped resources we already have such as developing the Rhondda Tunnel as the longest of its kind in Europe and the stunning reservoirs we have that are for the most part hidden from the public. It is also important that we find innovative products and attractions that will put us at the cutting edge of adventure based tourism and outdoor leisure.

Action plans will need to be produced to identify the areas where new attractions can be developed and where appropriate, work with sector leading providers to enable their delivery.

Alongside the delivery of these major attractions it is important that we maximise the benefit and use of our smaller scale assets such as Clydach Vale Lake and Nantgarw Chinaworks as they have a significant role to play in providing a complementary and additional offer alongside our major attractions.

Natural Resources Wales has also identified the need to encourage user access on its land, not only to connect local communities with their landscape as a part of the Active Travel and Health and Wellbeing agenda but also to encourage a guardianship presence in isolated forestry and rural environments. The opening of forestry routes presents significant opportunities for tourists to explore areas previously inaccessible to them and install infrastructure to service those visitors.

2 Accommodation

Our accommodation offer will range from High End Boutique Hotels to Quality Bunkhouses and Camping facilities. To ensure we deliver on our ambition to significantly increase the amount of visitors that stay in RCT it is critical that we see an increase in the amount of accommodation available in the County Borough which needs to be of high quality, varied in nature and will also appeal to a wide range of visitors.

Based on current figures, RCT does not have enough bed spaces or accommodation available to satisfy the existing visitor numbers travelling to RCT. With potential projects such as Zip World developing in the area, it is expected that visitor numbers will significantly increase and therefore the development of additional accommodation is vital to capitalise on the associated increased visitor spend.

There is an opportunity to provide a unique accommodation offer that is bespoke to the type of tourism and locations we are seeking to promote and develop. Adventure tourists appreciate the experience that quirky offers such as 'glamping' can provide and the rise of Airbnb in our area demonstrates that there is a demand for a range of self-catering accommodation. This provides an opportunity for a significant boost to the local economy in valleys communities as existing property is repurposed to meet an increasing visitor demand.

There are opportunities to explore the development of hotels that can service large numbers of tourists in key towns such as Pontypridd and towns like Aberdare can be increasingly recognised as a tourist town at the gateway to our 'adventure' landscape and the Brecon Beacons National Park.

The accommodation offer in RCT is growing and strengthening with existing hotels such as Llechwen Hall and Premier Inn expanding their capacity and new entrants to the market such as the high class boutique hotel at Lanelay Hall highlighting how successful a quality offer can be.

Funding opportunities are available through Valleys Regional Park and Visit Wales and these are helping to facilitate the improvements to the hotel accommodation at Dare Valley Country Park and the Cardiff Arms Bistro in Treorchy. However, it is important that this momentum is maintained and all opportunities for funding are maximised.

The accommodation offer in RCT is growing and strengthening with existing hotels such as Llechwen Hall and Premier Inn expanding their capacity and new entrants to the market such as the high class boutique hotel at Lanelay Hall highlighting how successful a quality offer can be.

Funding opportunities are available through Valleys Regional Park and Visit Wales and these are helping to facilitate the improvements to the hotel accommodation at Dare Valley Country Park and the Cardiff Arms Bistro in Treorchy. However, it is important that this momentum is maintained and all opportunities for funding are maximised.

Accessibility, Infrastructure and Connectivity
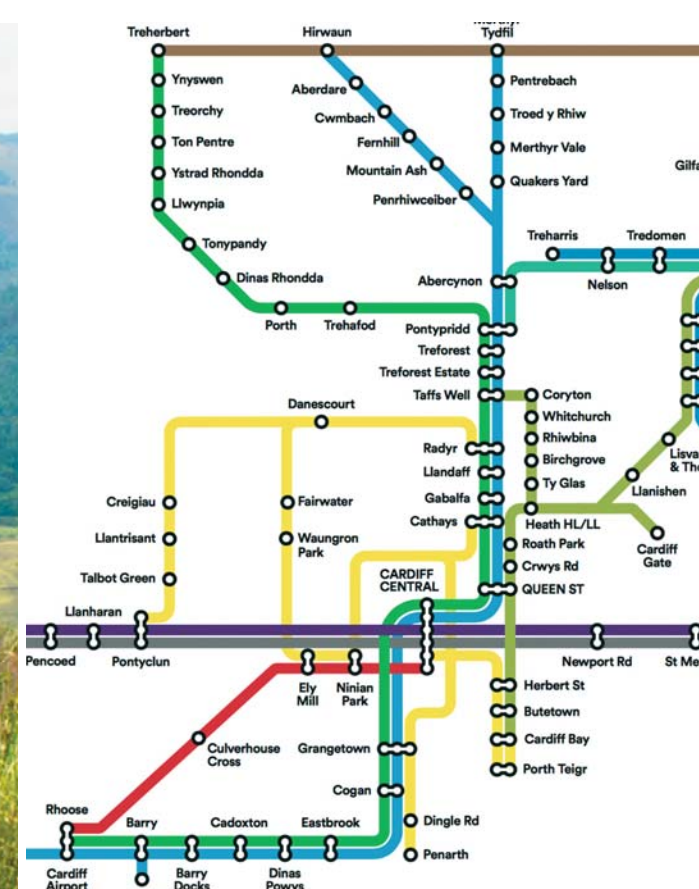
The success of a tourism destination is reliant upon its infrastructure and connectivity. Transport links and public transport availability, car parking, signage, accessible facilities and understanding how they interconnect is vital to ensure a positive visitor experience.

RCT has good infrastructure and connectivity to the A470, A465 and M4, with the Cambrian Way (A470) connecting RCT to Cardiff and Newport in the South, Swansea in the West and northwards through to the Midlands, travelling through some of the most scenic landscapes Wales has to offer. Destinations such as Bristol & Bath are within an hour and a half catchment of RCT and the A465 connects RCT to Abergavenny, Monmouth, and the Midlands positioning RCT favourably within the Cardiff Capital Region.

By 2022/23, connectivity into and within RCT will be significantly improved via the Metro and Valleys Lines Electrification. Transport for Wales have indicated benefits such as improved travel times, better commuter conditions and renovated station facilities. Dualling of the A465 will improve accessibility to the North Cynon Valley.

It also needs to be recognised that increases in visitors accessing RCT has the potential to lead to issues such as those now seen at places like Storey Arms in the Brecon Beacons where large numbers of visitors to Pen y Fan are having to park indiscriminately over the highway verges as parking infrastructure and public transport have not kept up.

It is important that strategic plans are developed identifying opportunities for new car parks to be provided to serve the new visitor attractions envisaged by this strategy and it will be increasingly important that the implementation of the South Wales Metro is maximised through an integrated transport offer that will encourage visitors to arrive by public transport and other low carbon means of travel.

Infrastructure to serve the needs of visitors should be developed including toilet facilities and the challenge of making heritage and adventure attractions accessible to all needs to be addressed in the development of our delivery plans.

Infrastructure that will deliver against the Council's carbon reduction ambition is vital and plans for innovative, "green" sustainable solutions for implementation and maintenance will need to be developed. Funding to support carbon neutral initiatives should be investigated to provide RCT with an opportunity to lead the way in green tourism innovation. There is an opportunity to pilot initiatives, such as carbon neutral places to stay, which intertwine carbon efficient measures and actions which protect biodiversity and manage eco systems effectively.

The role of digital infrastructure needs to be explored further with a view to placing RCT at the forefront of digitally connected destinations. The use of mobile technology should be investigated to enable an integrated booking platform allowing for the online booking of tickets, packages and itineraries through the RCT tourism website.

4 Skills & Employment

Improving the tourism economy in RCT means encouraging the development of tourism related skills and supporting the creation of well paid, secure jobs within the industry for local residents.

Welsh Government has identified tourism as one of the nine Priority Sectors which underpin the Economy of Wales and with tourism in RCT worth over £171 million to the local economy, it is vital that communities become aware of the importance of capturing the benefits of increased visitors and local businesses develop skills which will benefit the customer service and tourism sectors. The RCT's Corporate Plan 2016-2020, "The Way Forward" and "Our Cwm Taf", the Public Services Board Well-being plan identifies the importance of developing skillsets within the local workforce, acknowledging that the strength in RCT's visitor offer stems from our local communities.

According to the Employer Skills Survey: 2017 Wales Data report , there were 1,200 vacancies within the Hotel & Restaurant sector in 2017 due to skill shortages. With the right training and support, significant opportunities will present themselves for local people and businesses to thrive in a vibrant tourism industry. Given the nature of the adventure, landscape based tourism offer that is likely to flourish there is potential for a wide range of hospitality roles and jobs to become available in the very places in RCT where employment opportunities have been most challenging.

As our tourism offer flourishes it is natural that a large proportion of visitors to RCT will be coming here for the first time and their perception of our ex-coalfield communities and landscape may be prejudiced by outdated and stereotyped anecdotes. It is therefore critical that alongside a high quality physical and natural environment, the customer service they receive whilst they are here needs to be of the highest quality. It is paramount that hospitality jobs are not second rate jobs and to provide the best customer and visitor experience possible we need people working in the sector be well trained and valued.

As a unique selling point, there are opportunities to promote the use of the Welsh Language within the hospitality and accommodation sectors and provide Welsh Language skills to the local workforce.

Great work has already been undertaken within RCT to focus on skills development and job creation. Our Human Resources team supports local businesses by providing advice, guidance and signposting for workforce development. There is now an opportunity to develop this further with a specific focus on tourism related roles to maximise the benefit of new job roles coming into the sector such as those from outdoor activity attractions like Zip World.

Working with partners such as Coleg y Cymoedd and The University of South Wales, there are opportunities to undertake work to identify skills shortages within the sector and develop courses which will provide the skills required by the industry and facilitate the development of home grown tourism entrepreneurs

Many tourism attractions in the County Borough use volunteers and this is beneficial not only to the attraction itself but also to the volunteers who spend time within an environment they can develop a skillset that can be taken forward into future employment. There are many social and wellbeing benefits to volunteering and opportunities should be investigated with third sector partners

Experience

The Destination Experience is at the heart of RCT tourism. RCT will provide a first class, positive and unique experience which visitors will want to repeat and tell others about.

Visitors are coming to the South Wales valleys and RCT in particular for its spectacular countryside and unique environment and we can build on this further, maximising the potential of adventure experiences with the Global Adventure Tourism Market Report 2016–2020 predicting a 46% growth in the adventure market globally by 2020.

It is possible for RCT to position itself as a premier visitor experience destination for adventure (both cultural and activity adventure tourism), outdoor, adrenaline and activity tourism, which will enhance our year round tourism offer.

We should develop experience based packages and itineraries covering all parts of the visitor experience (eating, drinking, doing and staying) and where appropriate maximise the benefits of cross boundary relationships and attractions.

In order to position RCT as a premier destination within the Valleys Regional Park a clear and distinct tourism brand should be developed to benefit the whole of the sector including attractions, accommodation, communities and local services. Establishing and developing the brand will rely heavily on partnership buy-in.

Plans should be developed to maximise the opportunities presented by emerging tourism themes such as Wellbeing Tourism which is already being identified as a lucrative market by accommodation providers such as Lanelay Hall and potential businesses such as Bryn Gobaith Farm. The potential of genealogy and packages which promote the Welsh Language and local culture should also be investigated.

There are clear opportunities to build on the strong programme of events in RCT and work with Visit Wales and Welsh Government's Major Events Unit to bring specialist and major events to RCT which in turn will introduce an increased number of visitors to the area.

The destination experience begins prior to a visitor getting to RCT. There are opportunities to re-brand and position RCT favourably online by providing a mechanism to book and plan a visit and itinerary before arriving. Redeveloping the tourism website to include initiatives such as interactive mapping and the ability to book tickets in theatres and attractions will help to co-ordinate the visitor offer and provide a hassle free, pre-visit experience.

Responding to visitor and resident requirements, the redevelopment of the tourism website for RCT will incorporate interactive mapping, e-commerce functionality and booking systems to improve the customer and visitor experience. There are also further opportunities to explore through social media channels in ways to engage and interact with visitors.

Next Steps

The RCT Tourism Strategy is a partnership document and it is recommended that it should be delivered through the establishment of a RCT Strategic Tourism Board in addition to the oversight from the Council's Scrutiny process and decision making by Cabinet. The Strategic Board should be comprised of RCT Council representatives alongside major players from the Tourism Sector in RCT supplemented, where appropriate, by representatives from the wider industry.

RCT Council will be responsible for evaluating and reporting to the Board on the Tourism Action Plan, organising meetings and amending or adapting this Strategy in the future. RCT Council will lead on tourism data collection and surveying to inform future STEAM reports and will ensure that economic data in relation to STEAM is shared with the Strategic Board.

The Tourism Action Plan will be reported upon quarterly. The RCT Tourism Strategy and associated action plan and will be reviewed annually with input from Scrutiny Committees and the Strategic Board

Rhondda Cynon Taf (RCT)

Tourism Strategy

BACKGROUND SCOPING PAPER

JANUARY 2020

Executive Summary

Rhondda Cynon Taf (RCT) has ambitious plans for tourism and this Strategy sets out the vision and strategic objectives to achieve those plans. The overall objective of the RCT Tourism Strategy is to promote and sustain the economic growth of tourism in RCT.

The vision for tourism in RCT is:

To be a premier destination in the UK for "experience" based visits and vacations showcasing our first class landscape, culture and heritage

Central to this vision is the strength of our natural landscape, culture and heritage. Our landscape is breath-taking and stands alongside any of the more famous destinations in the UK and our social history and heritage assets tell a story of innovation, ingenuity and impassioned, dignified Valleys communities. These unique selling points provide a foundation which this Strategy will build upon and enhance.

We now have a unique opportunity to truly maximise the potential of our assets by establishing Rhondda Cynon Taf as **the** place to be if you want to experience adventure, adrenaline, culture and heritage.

For us to be a truly successful tourist destination it is imperative that we create a series of strategic, 'big ticket' visitor attractions that will attract visitors from across the country and even further afield. In order to keep visitors in the area and encourage overnight stays, those attractions will need to promote each other and itinerary packages will need to be developed in partnership with those attractions and other Local Authority areas.

The RCT Tourism Strategy will be the catalyst for future investment and external funding opportunities with priority projects adhering to the destination themes of:

- Product & Attractions
- Skills & Employment
- Accommodation
- Experience
- Accessibility, Infrastructure & Connectivity

These in turn will deliver upon the overarching strategic tourism destination management themes of Economy, Profile, Environment & Landscape and Culture & Heritage.

By setting strategic objectives and identifying key schemes to implement, the RCT Tourism Strategy will equip the Council with a way forward for tourism development in RCT and ultimately deliver against the overall vision and primary economic objective for the Borough.

Introduction

Rhondda Cynon Taf (RCT) is the third largest Local Authority in terms of population in Wales and incorporates the Valleys of The Rhondda (Fach and Fawr), The Cynon, The Taff and The Ely. With a population of approximately 239,000, RCT is centrally situated in the heart of the South Wales Valleys and benefits from excellent transport links, with the Cambrian Way (A470) connecting RCT to Cardiff and Newport in the South and Brecon, Hay on Wye and Builth Wells in the North, travelling through some of the most scenic landscapes Wales has to offer. Destinations such as Bristol & Bath are within an hour and a half catchment of RCT, facilitated by the M4, as are Swansea, Carmarthenshire and Pembrokeshire. The A465 also provides access to Waterfall Country and connects RCT to Abergavenny, Monmouth and Hereford.

RCT is bordered by seven Local Authorities[1] and includes the Brecon Beacons National Park within its landscape. This provides many opportunities for collaboration, particularly in the development of tourism packages across the area, which can be further facilitated by the Valleys Regional Park initiative which will connect Gateway sites across the South Wales Valleys and encourage a joined up working approach to community and visitor engagement.

The unique selling point of RCT as a tourism destination is its landscape and environment. The views from the Rhigos, Maerdy and Bwlch Mountains are World class and provide extreme sports and adventure tourists with exciting exploration opportunities. The mountains are tourist attractions in their own right, facilitating activities such as rock climbing, parascending/hang gliding and promoting access to forestry walking, cycling and equestrian routes. The landscape and facilities in RCT also provides opportunities for a range of sports and activity tourism with some of the best vistas in Wales.

RCT benefits from a range of rural and urban environments and a tourism offer which incorporates breath-taking scenery, outdoor activities, a variety of unique visitor attractions and traditional Welsh village communities which provide a warm welcome at any time of the year.

The environment in RCT is rich in biodiversity with ecosystems thriving in the post-glacial and industrial landscape. There are many opportunities for visitors to discover the beauty of Sites of Special Scientific Interest (SSSIs), Sites of Importance for Nature Conservation (SINCs) and Nature Reserves in the County Borough. RCT has a proud Industrial and Cultural Heritage, being renowned for its mining history, proud communities and entrepreneurial spirit which prompted so many innovations and developments during the Industrial Revolution. There are many built heritage gems to be discovered across the Rhondda, Cynon and Taf Valleys and the social history story and warmth of RCT's communities is at the heart of RCT's tourism offer.

RCT continues to develop as a visitor destination, with an emerging visitor economy which is increasingly important to the Gross Value Added (GVA)[2] of the area. In 2018,

---

[1] Powys, Merthyr Tydfil, Neath Port Talbot, Bridgend, Cardiff, The Vale of Glamorgan and Caerphilly
[2] GVA is an economic productivity metric that measures a product or services contribution to a sector or region.

3

tourism in RCT was worth approximately £172 million and attracted around 2.13 million visitors[3] which is approximately 5% of the total for the South East Wales Region[4]. Any figures for tourism in the South East Wales region are undoubtedly skewed by Cardiff, but even taking this into account, it is clear that there opportunities to position RCT more favourably in the Welsh Tourism Economy by increasing the number of day visits to the area, and more importantly, overnight stays.

The below table shows the most recent visitor information for RCT.

Table 1

STEAM report 2018	2018	2017	% Change
Economic Impact (£million)	171.79	163.97	+4.8
No. of Staying Visitors (million)	0.524	0.523	+0.2
No. of Day Visitors (million)	1.603	1.565	+2.4
No. of Visitor Days in RCT (million)	1.233	1.232	+0.1
Direct Employment in Tourism (FTEs)	1,436	1,453	-1.2

Rhondda Cynon Taf County Borough Council's 2016 – 2020 Corporate Plan "The Way Ahead" makes a clear commitment to building a strong economy by supporting job creation, increasing skills for residents and improving footfall numbers across the Borough. This strategy looks to deliver upon this commitment by ensuring more jobs are created and increasing footfall into our towns and villages.   The priority to create neighbourhoods where people are proud to live and work is also reflected within this strategy by focusing on the importance of regenerative tourism projects, destination infrastructure, accessibility and connectivity and identifying activity tourism projects which will also support access to the outdoors and provide residents with wellbeing opportunities.

In responding to the Well-being of Future Generations Wales Act and developing RCTCBC Corporate priorities, this strategy has identified the need for a sustainable and collaborative approach to tourism product development and acknowledged opportunities for innovation in relation to carbon neutral "green" tourism and projects which consider the impacts on eco systems, biodiversity and climate.

The Valleys Taskforce and The Valleys Regional Park have identified several Discovery Gateway Sites (Dare Valley Country Park and Ynysangharad War Memorial Park) and have placed importance on 'landscape, culture and identity,' 'recreation and wellbeing' and communities and enterprise'. The RCT Tourism Strategy shares the aspiration to "Develop a new, positive narrative for tourism in the Valleys and identify projects to meet current and future tourism demand, focusing on the landscape, heritage and people."[5]

In the National context, Visit Wales' Partnership For Growth Strategy sets the tone and vision for the tourism sector and this RCT Tourism Strategy aligns with its priorities (Product, Promotion, People, Performance, Place) as well as complementing the Visit

---

[3] Scarborough Tourism Economic Activity Monitor - STEAM Figures
[4] £3142 Million & 44.347 Million respectively.
[5] Our Valleys, Our Future: Delivery Plan: Priority 3 – My Local Community – Valleys Regional Park

4

Wales' Thematic Years, The 'Year of Outdoors' for 2020-21. Further strategic context is detailed in Appendix 1.

A range of projects and investment opportunities in RCT are included in this Strategy; many of which can be delivered within the short to medium term, whilst others are ideas for longer-term development. Delivery detail for short, medium and long term actions will be included within the Destination Action Plan, a complementary document which will be developed and reviewed alongside the RCT Tourism Strategy.

Rhondda Cynon Taf Tourism: The Opportunities

In developing this Strategy it is important to understand the key opportunities that exist in RCT in relation to tourism. These opportunities have been identified and summarised under the following themes:

- Product & Attractions
- Skills & Employment
- Accommodation
- Experience
- Accessibility, Infrastructure & Connectivity

Product & Attractions

It is essential that we build upon the existing visitor product and attractions within RCT and that new ones are developed. The success of the RCT visitor economy depends upon having a number of high quality, unique visitor offerings, that can create itineraries and packages to provide short and long stay overnight opportunities.

Responses to a Destination Management Plan survey, undertaken by Rhondda Cynon Taf Council (Nov 2018 – April 2019), indicated that the natural beauty and landscape was a key strength to focus on in the future. Suggestions also included the requirement for new attractions and activities, visitor centres and events to be developed. RCT already has a strong portfolio of attractions and activities from which to build upon, with unique offers to a variety of audiences. A list of known attractions in RCT are included in Appendix 2. Although attracting over 2 million visitors in 2018, it is acknowledged that, in comparison with other Local Authority areas across Wales, this market share of day visitors needs to improve in addition to the market share of people visiting the Borough and staying overnight.

RCT's key attractions perform well year on year and it is important to continue the support and development of these attractions in the future. The below table gives information on the most recent visitor figures for attractions in RCT.

Table 2

Attraction	Visitor Figures 2018
Dare Valley Country Park	107,852

5

The National Lido of Wales, Lido Ponty	85,135
The Royal Mint Experience	85,108
The Welsh Mining Experience	46,770
Penderyn Whisky	40,786

Although Rhondda Cynon Taf has many unique offers, competition exists for tourists in a wider context including neighbouring Valleys with a similar environment/outdoor activity offer, the Coastal resorts such as The Gower, Porthcawl and Barry, rural retreats in Powys and Monmouthshire and the two major cities of Swansea and Cardiff. It is important that RCT positions itself realistically and strategically with a clearly defined tourism offer that compliments and enhances the wider offer across the region.

Within RCT, demand for walking, cycling and other outdoor recreation activities is at an all-time high, with 55% of Visit RCT's website traffic for "things to do" searching for information of this type.

A co-ordinated approach to tourism development in the Borough is required to mitigate against silo working and ensure that ideas and projects can be developed for best value across the Borough.

There is significant scope to widen the offer for visitors who are interested in undertaking outdoor activities in the Borough with existing adventure product providers through improving connectivity to other attractions.

Table 2 shows that Dare Valley Country Park received more visitors than other attractions listed in 2018. Currently, some attractions in RCT are primarily community assets rather than established visitor attractions. Although providing a pleasant experience for the local community, they do not attract visitors in a tourism sense, which is classified by the UN World Tourism Organisation as "the movement of people to countries or places outside their usual environment for personal or business/professional purposes". Work is needed to identify unique selling points and develop these community assets into visitor attractions that people will travel to from outside the locality.

Opportunity

RCT can be at the heart of a premier adventure experience destination in South Wales and through scoping opportunities for new visitor attractions, it is possible to access previously untapped markets in Adrenalin, Outdoors, Adventure and Activity Tourism. The Zip World development and the potential for more major attractions can have a transformational effect on the County Borough as part of an environmentally conscious, national level tourism destination.

A suite of tracks and trails can be developed and existing trails across the Borough can be enhanced to provide a more relaxed outdoor alternative to complement the high octane formal attractions. The visitor enhancements proposed for the Waterfalls Country will provide the opportunity for cross boundary activity tourism package development to encourage overnight stays. A full list of projects proposed for development can be seen in the "Making It Happen" section.

6

The nature of our landscape, topography and geology lends itself to becoming a go to destination for a range of outdoor pursuits. Working with existing outdoor activity providers, we will look to develop and enhance opportunities and facilities that will place RCT as a premier destination for activities such as rock climbing and hiking.

The potential re-opening of the Rhondda Tunnel and Abernant to Merthyr Tunnel would provide significant tourism opportunities, connecting Local Authorities and associated visitor attractions to RCT and widening the visitor offer across the Valleys.

The VRP Discovery Gateway Sites of Ynysangharad War Memorial Park and Dare Valley Country Park provide opportunities to showcase what RCT has to offer, being a part of a wider network of 'destination gateways' in the Valleys. As a part of the Dare Valley development, a family pump track will be implemented, extending the outdoor offer of cycling to families staying in the area. These gateway sites will provide a springboard for visitors to discover and visit other attractions in the County Borough.

Facilitating a co-ordinated approach for tourism development, through mechanisms such as creating a Strategic Tourism Board and tourism hubs, will build stakeholder and partner relationships, enable joint working and increase understanding of issues that all areas involved in the tourism sector are experiencing.

Visit Wales have expressed an interest in funding a large scale 'wet weather' destination product in Wales. There is no reason why RCT should not be pursued as the location for such major attraction and provide unique family visitor experiences.

Skills & Employment

Improving the tourism economy in RCT means encouraging the development of tourism related skills and supporting the creation of well paid, secure jobs within the industry for local residents.

With tourism in RCT worth over £171 million[6] to the local economy, it is vital that communities become aware of the importance of capturing the benefits of increased visitors and local businesses develop skills which will benefit the customer service and tourism sectors. The RCTCBC Corporate Plan 2016-2020, "The Way Forward" and "Our Cwm Taf", the Public Services Board Well-being plan identifies the importance of developing skillsets within the local workforce, acknowledging that the strength in RCT's visitor offer stems from our local communities.

According to the Employer Skills Survey: 2017 Wales Data report[7], there were 1,200 vacancies within the Hotel & Restaurant sector in 2017 due to skill shortages. For existing staff, training is the main issue to address for establishments, with 57% stating that a lack of funding is a barrier to providing appropriate training for specific roles.

Work has been undertaken within RCTCBC to focus on skills development and job creation. The Human Resources department supports local businesses to provide

---

[6] STEAM report 2018
[7] IFF Research for the Department of Education

advice, guidance and signposting for workforce development and in 2018, tourism departments from Rhondda Cynon Taf and Merthyr Tydfil instigated a diagnostic review of the Cwm Taf Tourism Sector which reported that full time positions account for 43% of the sector's provision and part-time and casual positions relied very much on seasonality. Considering RCT's current position as an emerging visitor destination this is a positive situation and provides a good baseline from which to improve.

However, according to the 2018 STEAM report, Full Time Equivalent (FTE) Employment in the tourism sector has been falling for the last two years. The table below gives information on the most recent employment figures for tourism in RCT.

Table 3

Year	Total FTE's	% Change
2015	1,878	+7.7
2016	2,038	+8.5
2017	2,016	-1.1
2018	1,984	-1.6

There is a perception that there are a lack of hospitality and catering skills in the local jobs market and tourism jobs are often viewed as unappealing due to the requirement to work outside of 'normal' hours for a minimum or basic wage. Plans should be developed to support HR expertise in the tourism sector, so that local business develop more expertise in appointing staff, apprenticeships, employment legislation and occupational health. It is critical that we work with partners to ensure there are sufficient skills in the sector and that jobs in the sector are seen as attractive.

Poor customer service can be a barrier to a developing tourism economy and training for front line visitor engagement staff, volunteers and service staff (e.g. cafes, pubs and restaurants) is essential to provide a first class destination experience. Funding mechanisms to enable this training in the future need to be explored and opportunities for community partners to take a lead on sourcing funds for customer service provision such as Welcome Host courses should be maximised.

Opportunity

The workforce training compendium developed through our HR service has potential to develop support at a strategic level for tourism related roles and this could include the identification of transferable skills which will benefit new job roles coming into the sector from outdoor activity attractions such as Zip World.

Working with Coleg y Cymoedd and The University of South Wales, there are opportunities to undertake a piece of work to identify skills shortages within the sector and develop courses which will provide the skills required by the industry and facilitate the development of home grown tourism entrepreneurs. This will help to mitigate against the potential issues experienced by tourism businesses in the light of BREXIT.

RCTCBC can explore supporting businesses providing HR expertise on a one to one basis or via a tourism hub networks and using the momentum created by the Valleys Regional Park. Opportunities should be explored to provide work based learning experiences for local people. Welsh Government have identified tourism as one of the

8

nine Priority Sectors which underpin the Economy of Wales and there are opportunities to add value to the Cwm Taf Diagnostic Review findings by working on a phase 2 review, to engage with Environment, Food and Farming businesses to improve job opportunities within the foundational economy which will provide associated benefits to the tourism and hospitality sector.

As a unique selling point, there are opportunities to promote the use of the Welsh Language within the hospitality and accommodation sectors and provide Welsh Language skills to the local workforce.

Jobs will be created by encouraging inward investment for new products/attractions and facilitating the development of existing products/attractions.

Many tourism attractions in the County Borough use volunteers and this is beneficial not only to the attraction itself but also to the volunteers who spend time within an environment they enjoy building a skillset that can be taken forward in future employment. There are many social and wellbeing benefits to volunteering and opportunities should be investigated with third sector partners.

Accommodation

Accommodation provision in RCT ranges from High End Boutique Hotels to Quality Bunkhouses and Camping facilities. The RCT visitor economy depends upon increasing the amount of accommodation available in the County Borough which is varied in nature, high quality and appeals to a variety of demographics.

The 2018 Diagnostic Review of the Tourism Sector across Cwm Taf illustrates an overall positive picture of accommodation in RCT. There are 44 accommodation providers represented on the Visit RCT and Visit Wales website as of September 2019 and the variety of accommodation available is good, ranging from 4* graded luxury hotels such as Miskin Manor to 4* self-catering properties such as Hendre Fawr House. The majority of accommodation that is graded in RCT receives a 3* or 4* listing which provides a very positive base for further accommodation development. A list of known accommodation providers are included in Appendix 2.

With the rise of activity tourism in the Valleys, potential accommodation businesses in RCT have identified a gap in the market and a number of glamping opportunities have come forward for development within the last year. Airbnb levels have also increased, illustrating the need for more accommodation in the area and the changing habits of visitors towards more high quality, non-serviced accommodation.

Similar to tourism product development, there is currently a perception of a lack of funding available for start-up tourism businesses and feasibility studies which could impact upon a step change in accommodation development. High business rates are also cited as a barrier to home grown business development and inward investment.

Based on current STEAM figures, RCT does not currently have enough bed spaces or accommodation available to satisfy the existing visitor numbers travelling to RCT. With potential projects such as Zip World being based in the area, it is expected that

visitor numbers will significantly increase and therefore additional accommodation developments are vital to capitalise on the associated increased visitor spend. RCT currently lacks hotels that can service large numbers of tourists in key principal towns such as Pontypridd and areas of RCT that will be subject to future development such as the northern Cynon Valley. Developing an accommodation business can be risky and often not providing an immediate return. There are also a number of considerations to take into account which range from uncertainties over BREXIT and future funding opportunities to potential changes in interest rates and the possible implementation of a tourism tax in Wales.

Opportunity

RCT already has a vibrant and varied accommodation offer and opportunities exist to develop more, high quality accommodation which offers something quirky and different to the visitor. There are opportunities to develop large hotels, increase grading levels and encourage high grading aspirations. Support and advice will be offered to places to stay which could provide excellent facilities for activity tourism (such as bike security and drying rooms) and pet friendly venues, so the visitor offer in RCT can be sustained all year around.

The rise of Airbnb in the area demonstrates that there is a need for self-catering accommodation and further work will be undertaken to record, assess and understand the Airbnb sector as a whole, with the aim of forecasting how this emerging sector will impact upon the RCT Tourism economy in the future and how further opportunities with Airbnb can be exploited.

Adventure tourists appreciate the experience that glamping can provide which could be facilitated by developments such as those at Bryn Gobaith Farm in Mountain Ash. There are opportunities to work with social landlords to identify accommodation opportunities. Work will be undertaken to scope out this sector to provide information to prospective developers regarding potential saturation levels and return on investments.

Exciting opportunities present themselves in developing new, sustainable green tourism initiatives which consider biodiversity issues and provide facilities for those visitors who are prepared to pay a premium for a carbon neutral experience.

Llechwen Hall has recently increased its accommodation offer and Lanelay Hall will be developing their overnight stay provision following the implementation of the first class spa and wellbeing facility on site. To complement the Valleys Regional Park investment, Dare Valley Country Park will upgrade their accommodation and camping and caravanning facilities.

There are opportunities for staycations and through Valleys Regional Park and Visit Wales funding alongside assistance from Business Wales, there are potential opportunities to support and develop home grown accommodation provision through developing business and financial planning toolkits. The tourism hubs can facilitate this as well as providing training for the sector.

Experience

The Destination Experience needs to be at the heart of RCT Tourism. To improve the visitor economy RCT needs to provide first class, positive and unique experiences which visitors will want to repeat and tell others about.

Traditionally, RCT has focused upon Cultural and Heritage Tourism as its unique selling point, with an additional offer of walking and cycling. Visitors are coming to the South Wales valleys and RCT in particular for its beautiful countryside and unique environment (part of the County Borough resides in the National Park) and this needs to be developed further, maximising the potential of adventure experiences with the Global Adventure Tourism Market Report 2016–2020[8] predicting a 46% growth in the adventure market globally by 2020.

It is possible for RCT to position itself as a premier visitor experience destination for adventure (both cultural and activity adventure tourism), outdoor, adrenaline and activity tourism, which will enhance RCT's year round tourism offer.

Another unique selling point of RCT (and the Valleys region) as a destination is the friendly welcome that tourists will receive when they visit. RCT's local communities are vibrant and one of its greatest strengths, however it is important to recognise that more work needs to be undertaken to develop cross boundary and experience based packages and itineraries. At present there is one tourism attraction visitor package in place (Mint, Mine & Vine) but co-ordinating the tourism offer in RCT can be improved to ensure that first class visitor experiences are being delivered which also incorporate accommodation providers and eateries.

There is no easily recognisable brand for RCT Tourism. In order to position RCT as a premier destination in South Wales a clear and distinct tourism brand needs to be developed and adopted by all involved. This includes attractions, accommodation, communities and local services and will rely heavily on partnership buy-in.

Opportunity
Building on the popularity of the *Mint, Mine and Vine* tourism package, which is a partnership project involving The Royal Mint Experience, The Welsh Mining Experience at Rhondda Heritage Park and Llanerch Vineyard, further packages are being developed, led by The Royal Mint Experience, such as Mint & Malt (with Penderyn Distillery) and Mint & Manor (with Llancaiach Fawr). Further opportunities need to be explored which will include other RCT Tourism businesses and attractions e.g. spa treatments at hotels, meals in restaurants and outdoor activities with accredited venues. Opportunities also need to be progressed with other regions and partners to develop interesting and unique experience offers which could be marketed across the UK.

Experience opportunities should also incorporate any emerging tourism themes such as Wellbeing Tourism which is already being identified as a lucrative market by accommodation providers such as Lanelay Hall and potential businesses such as Bryn Gobaith Farm. The potential of genealogy and packages which promote the Welsh Language and local culture should also be investigated. There are opportunities to

---

[8] https://www.prnewswire.com/news-releases/global-adventure-tourism-market-2016-2020-300343942.html

11

grow the events sector and work with Visit Wales to bring specialist and major events to RCT.

The destination experience begins prior to a visitor getting to RCT. There are opportunities to re-brand and position RCT favourably online by providing a mechanism to book and plan a visit and itinerary before arriving. Redeveloping the tourism website to include initiatives such as interactive mapping and the ability to book tickets in theatres and attractions will help to co-ordinate the visitor offer and provide a hassle free, pre-visit experience.

Responding to visitor and resident requirements, the redevelopment of the tourism website for RCT will incorporate interactive mapping, e-commerce functionality and booking systems to improve the customer and visitor experience. There are also further opportunities to explore through social media channels in ways to engage and interact with visitors.

Accessibility, Infrastructure & Connectivity

The success of a tourism destination is reliant upon its infrastructure and connectivity. Transport links and public transport availability, car parking, signage, accessible facilities and understanding how they interconnect is vital to ensure a positive visitor experience.

There are certain areas of RCT that have a good infrastructure and connectivity to the A470, A465 and M4, with the Cambrian Way (A470) connecting RCT to Cardiff and Newport in the South, Swansea in the West and northwards through to the Midlands, travelling through some of the most scenic landscapes Wales has to offer. Destinations such as Bristol & Bath are within an hour and a half catchment of RCT, facilitated by the M4, as are Swansea, Carmarthenshire and Pembrokeshire. The A465 connects RCT to Abergavenny, Monmouth, and the Midlands and positions RCT favourably within the Cardiff Capital Region.

By 2022/23, connectivity into and within RCT will be significantly improved via the Metro and Valleys Lines Electrification. Transport for Wales have indicated benefits such as improved travel times, better commuter conditions and renovated station facilities. Dualling of the A465 will improve accessibility to the North Cynon Valley. However, there are challenges to overcome, particularly in connecting RCT's more rural areas (and by association, tourism interest areas) to existing public transport routes and future Metro developments to reduce the carbon footprint of tourism in RCT.

Natural Resources Wales has also identified the need to encourage user access on its land, not only to connect local communities with their landscape as a part of the Active Travel and Health and Wellbeing agenda but also to encourage a guardianship presence in isolated forestry and rural environments. The opening of forestry routes presents significant opportunities for tourists to explore areas previously inaccessible to them and install infrastructure to service those visitors.

12

In light of the potential increase in visitor attractions and product in RCT, in particular the adventure/activity tourism developments in the north, plans should be considered to accommodate the increased footfall through the development of car parks, public toilets, park and ride options and public infrastructure. A review of the brown signage approach would be useful to agree a way forward for signage in the digital age.

Many heritage attractions and assets are listed or scheduled and as a result it is difficult to adhere to accessibility requirements for wheelchairs and pushchairs. There is a need to address these issues through partnership working and advice from organisations such as CADW and the Glamorgan & Gwent Archaeological Trust.

By early 2020, Wi-Fi will be available in all of RCT's principle town centres, enabling greater connectivity, way finding and sharing of experiences through associated visitor access to social media. The use of digital media to promote local facilities will clearly have a positive impact on their future viability.

With visitors using mobile devices to search for information (e.g. downloading walks and maps) maximising the provision of Wi-Fi___33 in certain areas and fully utilising the rollout of 5G connectivity is critical.

Opportunity

There are opportunities to extend the rail line from Aberdare to Hirwaun and work with partners to implement and promote an integrated transport ticketing system which will provide value for money and improve the visitor travel experience. On the road network, opportunities should be investigated for Park & Ride schemes, visitor centres, car parks and public toilets in key strategically important tourism areas of the County Borough which will improve accessibility to RCT's tourism product and encourage travel to other areas across the County Borough.

In undertaking a way finding plan for the Borough in order to assess how people find tourism services and attractions once they arrive at destination entry points (car parks, bus stations and train stations), there are opportunities to ensure that tourism development is undertaken in partnership and collaboration, not just with organisations such as Transport for Wales but with residents in RCT who have the best knowledge of their towns and villages. Co-ordination would mitigate against a piecemeal approach (e.g. wayfinding would connect to signage requirements). The way finding plan could also consider digital opportunities for information sharing and business/product/event promotion via digital displays and mobile apps.

Tourism signage in the Borough should be assessed for suitability, condition and any gaps in provision should be identified. There are opportunities to develop a tourism signage strategy for RCT which will include recommendations for schedules of cleaning and vegetation maintenance.

Urban infrastructure and public amenity development needs to be increased and improved (e.g. car parks and public toilets) in line with new attractions coming on stream and signage to RCT's product and attractions needs to be assessed. This will need to take into account environmental legislation and seek innovative, "green" sustainable solutions for implementation and maintenance. Funding to support carbon

13

neutral initiatives should be investigated to provide RCT with an opportunity to lead the way in green tourism innovation. In an emerging destination for product and accommodation development there is an opportunity to pilot initiatives, such as carbon neutral places to stay, which intertwine carbon efficient measures and actions which protect biodiversity and manage eco systems effectively.

Opportunities for digital connectivity need to be explored further as walking routes improve and land becomes more accessible for visitors to enjoy e.g. town centre, walking, cycling and equestrian route apps. The use of mobile technology should be investigated to enable online booking of tickets, packages and itineraries through the RCT Tourism website.

Vision & Objectives
The Vision

The vision for tourism in RCT is:

To be a premier destination in the UK for "experience" based visits and vacations showcasing our first class landscape, culture and heritage

Central to the vision is the ability to create a sense of place by boosting the perception and enhancing the visitor experience of RCT, generating a positive environment in which to live, work, visit and invest.

Strategic Objectives

The overall objective of the RCT Tourism Strategy is to increase and sustain the economic growth of tourism in RCT. To achieve this objective, the RCT Tourism Strategy is supported by a series of strategic objectives that will drive its delivery and translate directly into a series of projects and actions:

1. **To sustain, develop and enhance new and existing tourism product and attractions in RCT. This includes:**

   - Facilitating the planning and delivery of flagship tourist product and attractions such as Zip World and the Rhondda Tunnel
   - Investigating emerging tourism themes and utilising RCT's landscape to develop outdoor activity product and packages with partners
   - Undertaking a gap analysis of tourism product and attractions, exploring opportunities for wet weather and indoor provision
   - Tailoring packages to new markets (including Cultural Adventure Discovery packages) to increase footfall levels for new and existing tourism product
   - Encouraging inward investment for creative entrepreneurs
   - Working with partners such as CADW and Glamorgan & Gwent Archaeological Trust to develop and sustain RCT's environmental and built heritage.
   - Establish a RCT Strategic Tourism Board
   - Developing Discovery Gateway sites as a part of the Valleys Regional Park, which will act as key locations from which to promote a wider tourism offer.

14

- Explore opportunities to develop key landscape features such as reservoirs as tourism attractions in their own right

2. **To support the creation of well paid, sustainable employment within the tourism sector by developing and enhancing skills in the local workforce. This includes:**

- Undertaking a skills gap analysis of the sector which will form a baseline from which to develop tourism/visitor related courses with Coleg y Cymoedd and The University of South Wales to address skills shortages in the local workforce
- Develop a package of support to promote business start-ups and enhanced entrepreneurialism
- Using the Valleys Regional Park Discovery Gateway sites to provide workplace learning opportunities in tourism and investigating the potential of this linking to formal qualifications in local Colleges/Universities
- Working with local businesses, communities and the third sector to identify and access funding for customer service training (such as Welcome Host). Implementing this training will have the associated outcome of improving civic pride within local communities.
- Working with third sector partners and communities to assess the interest in volunteering/guardianship tourism programmes in RCT.
- Working with RCTCBC's HR team, schools and colleges (e.g. Coleg y Cymoedd and The University of South Wales) to promote the benefits of a career in the tourism industry and supporting businesses in regards to employing the right people, taking on apprenticeships and assisting with HR queries.

3. **To support the sustainability and development of new and existing high quality, graded visitor accommodation across RCT. This includes:**

- Scoping opportunities for a high end, large hotel development in RCT
- Investigating opportunities for accommodation that supports outdoor activity tourism and assessing any potential saturation levels
- Working in partnership with Business Wales and Visit Wales, to develop business and financial planning toolkits to support home grown hospitality sector development which will be supported via the tourism hub networks
- Assessing opportunities for pet friendly accommodation
- Working with partners in the sector to develop green tourism initiatives linked to innovation, biodiversity protection and carbon neutral opportunities
- Connecting with Airbnb accommodation providers and developing an approach to Visit Wales grading (as this will be free in future years) with all accommodation providers across the Borough

4. **To provide first class, positive and unique experiences which visitors will want to repeat and tell others about. This includes:**

- Redeveloping the RCT tourism website to include interactive features and e-commerce functionality to book and plan itineraries from just one platform

15

- Working directly with visitor attractions/product and accommodation providers to develop familiarisation visits for tourism trade
- Developing the work of the Mint, Mine and Vine experience and provide easily accessible packages that take the hassle out of planning a stay or a full day's activities for the customer and keeps them within RCT for longer
- Liaising with Visit Wales' Major Events Unit to assess options for delivering specialist, large scale events in RCT
- Working with communities and partners in the tourism hub networks to identify guardianship opportunities (e.g. Blue Badge guides) which will enhance the localised visitor experience.
- Working with partners to develop tourism experience packages which could include bespoke offers such as genealogy and Welsh Language interests
- Developing a mechanism to ensure that tourism venues within RCT are promoting each other, with the aim of increasing dwell times in the County Borough (e.g. leaflet stands or digital interactive displays).

5. **To develop and maintain new and existing destination infrastructure, improve accessibility and connectivity to and in RCT. This includes:**

- Capitalise on the opportunities being presented through the Cardiff Capital Region City Deal, specifically the delivery of the South East Wales Metro.
- Working with communities, partners and town centre masterplans to deliver way finding plans for tourism in RCT, including signage and public infrastructure audits and interpretation panel assessment.
- Assessing the Wi-Fi___33 connectivity gaps in RCT, particularly in relation to new accommodation, attractions and product development.
- Facilitating better and more productive (i.e. quicker, sustainable etc.) connectivity between new and existing visitor attractions/activities throughout RCT which will include work to explore the sustainability and ongoing maintenance of walking trails
- Working with Visit Wales, Welsh Government and Heritage leaders across Wales to learn best practice in relation to the accessibility of scheduled and listed Heritage assets in the Borough.
- Investigating economic opportunities in the tourism sector afforded by RCT's geographical location and proximity to the M4.
- Investigating the opening up of the Hirwaun railway station and extending the rail link from Aberdare to Hirwaun to provide further public transport offerings to support the activity tourism product in the North of the Borough
- Explore Park & Ride facility options in the Hirwaun/Rhigos/Treherbert area to cater for the large number of expected commuters travelling to attractions in the area
- Work in partnership (e.g. with organisations involved in the Waterfall Country) to develop car parking facilities and public toilets to complement existing provision around Rhigos Mountain and Penderyn. This will mitigate against the issues currently experienced at Pen y Fan
- Working with developers of the A465 dualling to maximise opportunities for routes and trails to benefit accessibility and connectivity to the outdoors for local residents and visitors

16

- Undertaking an audit of tourism signage in RCT and the surrounding areas (where signs promoting RCT are situated) with a view to creating a tourism signage strategy and way finding plan for the County Borough

Next Steps & Partnership working

By working to deliver upon these objectives we will:

- Work in partnership with the right people and organisations.
- Consult the right people at the right time
- Ensure delivery of the most effective outcomes
- Source funding and investment in a timely and creative way
- Monitor and evaluate to understand and learn from good practice and challenges experienced.
- Review and consider what we can realistically achieve and search for and explore new opportunities

It is recommended that the RCT Tourism Strategy as a partnership document is overseen through the establishment of a RCT Strategic Tourism Board. RCT Council will be responsible for evaluating and reporting to the Board on the Tourism Action Plan, organising meetings and amending or adapting this Strategy in the future. RCT Council will lead on tourism data collection and surveying to inform future STEAM reports and will ensure that economic data in relation to STEAM is shared with the Strategic Board. The work undertaken through the Board can then feed into regular reports to the Council's Finance and Scrutiny Committee with Cabinet making decisions when and where appropriate.

The Tourism Action Plan will be reported upon quarterly. The RCT Tourism Strategy and associated action plan and will be reviewed annually with input from the Strategic Board.

17

Appendix 1

Strategic Context

Wellbeing of Future Generations (Wales) Act 2015
The RCT Tourism Strategy will aim to deliver against the priorities to create A Healthier Wales; A Prosperous Wales; Resilient and cohesive communities and A Wales of vibrant culture and thriving Welsh Language

Prosperity For All: The National Strategy 2017
The main priority for the RCT Tourism Strategy will be to enhance, increase and sustain the visitor economy. As a result, we will be aiming to achieve objectives which are set out in the Prosperity For All Strategy under the Prosperous & Secure, Healthy & Active, Ambitious & Learning and United & Connected headings.

Environment (Wales) Act 2016
The sustainable management of natural resources and resilience of ecosystems principles will be embedded into funding initiatives and tourism developments identified through the delivery of the strategy

Cardiff Capital Region City Deal Delivery Plan
The Cardiff Capital Region City Deal Delivery Plan makes reference to 'tourism' and its importance within the region, with the South Wales Metro and other infrastructure developments all expected to assist the area in becoming an improved visitor destination. The South East Wales Destination Investment Plan highlights and prioritises key transformational projects.

Our Valleys, Our Future Delivery Plan
The Welsh Government led Valleys Taskforce engages with local communities to learn what the priorities are for people living and working within the South Wales Valleys area. The Valleys Regional Park has developed as a result of the Valleys Taskforce. The aim of the Valleys Regional Park (VRP) is to unlock and maximise the potential of the natural and associated cultural heritage of the Valleys to generate social, economic and environmental benefits. The RCT Tourism Strategy has incorporated the RCT Destination Gateway sites which the VRP has aligned funding towards and will work with VRP in the future to deliver economic benefits to the tourism sector in RCT.

Our Cwm Taf – Public Service Board (PSB) Well-Being Plan 2018-2023
The Cwm Taf PSB Well-being plan works to deliver upon the Future Generations & Wellbeing priorities and therefore shares elements of alignment with the RCT Tourism Strategy, in particular, the Cultural Well-being, Environmental Well-being and Economic Well-being objectives.

Rural Development Programme (RDP) – Cwm Taf Local Development Plan
This Plan works to support communities in the Borough in Rhigos, Maerdy and Ynysybwl. The visitor economy features as a priority in the Plan and Visit Wales funding is supported by the RDP. Any funding which is applied for (particularly Capital funding) will need to reference the Cwm Taf Development Plan. The RCT Tourism

Strategy shares the same economic and community well-being objectives as the Cwm Taf RDP Plan.

19

Existing Tourism Offer in RCT

The Royal Mint Experience
Learn about the history of the Royal Mint and see the special coins and rare historical memorabilia that are on display. There are six different zones to explore and visitor hosts are available to answer any questions.

Penderyn Distillery
Award winning Penderyn Whisky, as well as its accompanying range of spirits is enjoyed the world over, and is made from spring water from the nearby mountains. A visit to its Distillery is a must for anyone visiting this area, with masterclasses and guided tasting tours awaiting.

Welsh Mining Experience at Rhondda Heritage Park
A popular visitor attraction in which you can discover the history of coal mining in the Rhondda by going underground with an ex-miner as a tour guide as part of the Black Gold Experience. A fully immersive and interactive experience.

National Lido of Wales - LIDO Ponty
Originally built in 1927, the National Lido of Wales based in Ynysangharad Park has been updated for the 21st Century with a café and play area on site. The lido hosts three heated pools, a main pool, activity pool and a splash pool and is open seasonally.

Dare Valley Country Park
Dare Valley Country Park is the first Country Park in the UK to be created from a former brown field industrial site which once consisted of 19 collieries and drift mines. In its new lease of life it is an outdoor pursuits hotspot with a number of scenic trails, walks, an array of exceptional wildlife species and rugged landscapes. It has been designated as a Valleys Regional Park Discovery Gateway site.

Ynysangharad War Memorial Park
One of the VRP Discovery Gateways, Ynysangharad Park is home to the National Lido of Wales and has alleyways of trees and flower beds to enjoy as well as a Victorian Bandstand. The park hosts a number of large scale events throughout the year

Nantgarw Chinaworks Museum
Nantgarw Chinaworks Museum is the only surviving 19th Century porcelain works in the UK. The Museum brings to life the history of the chinaworks and explains why the porcelain was so unique. There are ceramic artists on site who are producing porcelain again after the recipe was lost 200 years ago.

Pontypridd Museum
The museum depicts the industrial, social and cultural history of Pontypridd, emphasising the distinctive history of the town

20

Taff's Well Thermal Spring
This is the only thermal spring in Wales and is surrounded by myths and legends

The Grogg Shop Museum
The World of Groggs is a unique, family run craft shop, encompassing hand sculpted and painted figurines, based on personalities from the worlds of sport, rock and pop, cinema and popular culture

Barry Sidings Countryside Park
Packed with trails to explore including a BMX track, fishing pond, café and play area. It is located on cycle tracks

Taff Valley Quad Bike and Activity Centre
Experience the thrill of quad biking whilst enjoying some of the best views of the Taff. There is also an assault course, archery, laser shooting and clay pigeon shooting on site

Aberdare Park
This park is a grade II listed Victorian park with a boating lake, play area, cafe and coronation fountain identical to the one outside the famous Raffles hotel in Singapore

Cynon Valley Museum
Cynon Valley Museum depicts the industrial, social and cultural history of the Cynon valley.

Bronwydd Park
The park offers walking trails into the mountainside and pathways for walking/cycling as well as tennis courts and a play area

Darran Park
This is an Edwardian park which contains Llyn y Forwyn lake, the home of the enchantress Nelferch, famed in Welsh Legend

Cwm Clydach Countryside Park
This oasis of calm with wildlife, biodiversity and stunning views has been created on the scar of a former coalmine

Giles Gallery
An award winning arts and crafts gallery situated in the heart of its community

Llantrisant Gallery
This gallery space offers the artist and viewer a great exhibition setting in the model house in historic Llantrisant

The Workers Gallery & Workshops
Exhibitions change on a regular basis and reflect the many talents of the artists in the working art studio

21

Phoenix Theatre
A community performance theatre and cinema the frontage of the building is a reminder of its origin as Ocean Collieries Maindy and Eastern Workmen's Library and Institute

Sgwd yr Eira Waterfall Walk
The jewel in the crown of the "waterfall country" is Sgwd yr Eira, one of the most spectacular waterfalls in the UK. Its popularity is enhanced because visitors can walk behind the curtain of thundering water.

Green Meadow Riding Centre
Based in Dare Valley Country Park, Green Meadow provides horse riding lessons and off road hacking as well as riding for the disabled and livery and equestrian supplies

Talygarn Equestrian Centre
Offers a wide range of riding activities for all ages and abilities.

Daerwynno Activity Centre
Open on demand all year, Daerwynno offers accommodation and adventure type activities such as rock climbing, canoeing, and mountain biking and orienteering

Garwnant
In the heart of a beautiful forest, Garwnant is the starting point for walking trails, mountain biking routes and has a fully accessible trail. It has a café on site and is within the Fforest Fawr Geopark, one of the few places in the World designated for its geological significance

Dark Sky Discovery Sites
Dare Valley Country Park – Orion Class
Red Lion Pub, Penderyn – Milky Way Class
Garn Eiddel Car Park, Maerdy – Milky Way Class
Daerwynno Outdoor Centre – Milky Way Class

Coliseum & Parc n Dare Theatres
These performing arts venues in the village of Trecynon (Aberdare) and Treorchy respectively offer a varied programme including comedy, music, drama, cinema, light entertainment and family events.

Treforest Tenpin
As well as bowling lanes, facilities include a pool, table tennis and a wide range of refreshments

Rhondda Bowl
A family friendly bowling centre with 14 bowling lanes as well as a bar, diner and arcade.

Spot Climbing Centre
Spot is a dedicated centre for the best bouldering in South Wales, catering for novices and experienced climbers

22

Llanwynno Churchyard
This churchyard on top of a mountain hosts the grave of legendary runner Guto Nyth Bran. The celebrated Nos Galan race takes place every New Year's Eve to celebrate his life

Llantrisant Castle
Once a proud edifice in medieval times, Llantrisant Castle represents a magnificent towered medieval fortress reduced to fragments but impressive in its outlook

Ynysangharad Locks
The canal remains are only 0.5km in length but contain a number of significant features – the only remaining intact double lock flight and the only stone tail bridge in regular use

Food & Drink
There's plenty on the menu in Rhondda Cynon Taf. There are a huge range of cafes, restaurants and eateries to appeal to all which include local restaurants that also produce their own beer and ale to accompany their menu and some of the best fish and chips you will find in the UK. Rhondda Cynon Taf is also home to traditions ice cream parlours that sell traditional ice cream, as well as sweet treats, desserts and more. The best of RCT's food and drink is showcased every year at the Big Welsh Bite.

Outdoors & Mountains
The Rhigos Mountain is an impressive landscape which spans an extensive area made up of open access countryside and forestry. Its prehistoric glacial origins provide a fitting back drop to arguably the most historically important colliery in the whole of Wales, the Tower colliery. The Rhigos Mountain, alongside Maerdy Mountain and The Bwlch provide a challenge to road cyclists as well as presenting some of the most beautiful driving routes and scenery in South Wales.

The area's fantastic landscape is rich in biodiversity; there are many different kinds of habitat and wildlife, some of which are truly unique to Wales and England. Much of the open access land is designated as SINC or SSSI. There are a number of walking trails, such as the Taff Trail in Abercynon, connecting visitors with Cardiff and Brecon.

23

Accommodation Providers 2018 as promoted on the Visit RCT & Visit Wales websites

1st Accommodation Ltd
Dare Valley Country Park
Daerwynno Outdoor Activity Centre
Fifth Avenue House
Dunraven Hotel
Dylan's B&B
Hendre Fawr House
Hendrewen Hotel
Heritage Park Hotel
Llechwen Hall Hotel
Mountain Ash Golf Club
Penybryn Cottages
Falcon Inn
South Wales Homes
Tir Melys
Ty Newydd Country Hotel
266 Heart of the Valleys Cottage
La Cala
Llia Cysglyd
Swn y Gwynt
Tunnel Cottages
Victorian House

Lanelay Hall
Miskin Manor Hotel
Blueberry Inn

Premier Inn
Haveli Hotel
The Three Saints Hotel
Beili Helyg Guesthouse
Central Guesthouse
Cherry Tree House
Cross Keys Hotel
Miskin Hotel
Smokey Cot B&B
The Countryman Inn
The Marquis inn
The Stables at Brook House
Ty Andrew Guesthouse
Cwm Garn Meadows
Llantrisant Holiday Cottage
Llwynau Farm Pine Lodges
Troedrhiwtrwyn Farm
Tylcha Fach Farm
Taffi Campers

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

CWM TAF REGIONAL STATEMENT OF INTENT FOR SUPPORTING CHILDREN AND YOUNG PEOPLE AND FAMILIES

REPORT OF GROUP DIRECTOR, COMMUNITY AND CHILDREN'S SERVICES, IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, CLLR. LEYSHON

Author: Ann Batley, Director Children's Services

1.   **PURPOSE OF THE REPORT**

1.1   The purpose of this Report is to update Members on the progress made since the development of the Cwm Taf Statement of Intent for Children and Young People: 'A Shared Regional Strategy for Supporting Children, Young People and Families.'

2.   **RECOMMENDATIONS**

        It is recommended that Cabinet:

2.1   Note the content of this report.

3.   **REASONS FOR RECOMMENDATIONS**

3.1   To ensure that Cabinet are aware of the advancements made since the approval of the Cwm Taf Statement of Intent for Children and Young People: 'A Shared Regional Strategy for Supporting Children, Young People and Families'

4.   **BACKGROUND**

4.1   The establishment of the Regional Partnership Board and completion of the Population Needs Assessment led to the development of a Regional Partnership Statement of Intent for children, young people and their families.

4.2   Rhondda Cynon Taf County Borough Council, Merthyr Tydfil County Borough Council and Cwm Taf University Health Board, together with a range of stakeholders, worked together to produce the shared regional statement of intent. The initial document was presented to Cabinet in November 2017. It set out a shared commitment to deliver services jointly, under the Social Services and Well Being Act (Wales) 2014.

4.3   From the 1st of April 2019, the Regional Partnership Board changed to include the redefined Health Board boundary with the inclusion of Bridgend. This provided an opportunity to review the governance arrangements and priorities for the region.

5. PRESENT POSITION

5.1 Since the Statement of Intent was approved the Children and Young Person's Strategic Group (including members from Bridgend) has become well established. The Group meets regularly and has acknowledged the need to work more effectively together, to commission and deliver services and to ensure that the voices of children and their families are embedded within any processes or systems developed. Chaired by the Director of Children's Service for Rhondda Cynon Taf, the group is multi-disciplined with representation from across the region including education, the voluntary sector and newly appointed service user/carer representatives.

5.2 The Regional Priorities are as follows:

5.2.1 Emotional Wellbeing

To ensure an effective and robust pathway is in place to improve the mental health and Emotional wellbeing of children and young people from universal to specialist Services.

To inform this work the following actions are underway:

- Scope the evidence base regarding emotional Wellbeing services for children and young people from universal to specialist services. (This is to include Community resources to support resilience).

- Develop a robust mapping of current services against the model identifying any duplication, variation or gaps in provision.

- Make recommendations to address findings, including identifying where existing resources could be utilised more effectively.

In addition to the mapping, ICF revenue funding has been identified for 2019/20 and 2020/21 to support the development of third sector and community support for children and young people. With a focus on collaboration and co-production, these new projects will form part of the enhanced model of service delivery and also form part of a wider strategy locally to improve referral pathways, access and integration and build community resilience.

The Public Services Board has also identified emotional wellbeing as being a priority. This has allowed for cross partnership collaboration in relation to developing and endorsing the Prevention & Early Years Grant and the Early Years Pathfinder Grant Scheme. Through clarity of local outcomes, the Region was able to develop proposals across the two schemes, thus maximising resources and avoiding duplication.

5.2.2 Regional Children and Young People with Complex Needs Multi-Agency Framework

The Cwm Taf Morgannwg shared regional strategy for supporting children, young people and families includes the regional ambition to have a full range of integrated services for children, young people and families with complex needs to provide care and support at the right time and place.

In order to achieve this and following on from the publication of the 'Good Practice Guidance and Toolkit for Integrated Commissioning for Children with Complex Needs' by the National Commissioning Board for Wales (NCB), in Autumn 2018 a Regional Workshop was arranged. Facilitated by IPC in September 2019, the workshop has helped to support the Region in furthering the discussion and planning with regards to better meeting the needs of children and young people with complex needs. The session enabled there to be exploration on how to address some of the barriers and challenges to further joint working and consider how current commissioning arrangements measure up to the guidance and how they can be further developed.

To build on the recommendations identified in the workshop, IPC will undertake further work with the group to develop a regionally agreed definition of complex needs and a Children and Young People's with Complex Needs Multi-Agency Framework.

5.2.3 Regional Commissioning Opportunities

An example of a Regional development is the Multi-Agency Permanence Support Service (MAPSS) that will be up for tender shortly. The multi-disciplinary service will seek to improve the mental health and emotional wellbeing of children looked after (CLA), and those with a plan for adoption through helping children with, or at risk of mental illness and emotional and behavioral difficulties. The service will also support professionals, carers and adopters in meeting needs and improving relationships and placement stability. The Service will support children to ensure multi-agency practice with looked after children across the Cwm Taf Morgannwg Region is preventative, pro-active, planned and promotes permanence.

5.2.4 Learning Disabilities

In relation to learning disability, an 'all age' joint statement of intent has been developed in the former Cwm Taf area. This reflects the principles and vision of the Children's Statement of Intent, which the Children and Young People's Group were very involved in developing. The Learning Disability Statement of Intent describes a shared commitment to deliver a new model for health and social services, focused on the following key messages:

- Maximise the use of universal services
- Increase early intervention, prevention, information, advice and assistance
- Build community support and develop people's independence
- Sustain people in their own homes
- Enable people to live full lives and achieve their potential
- Keep people safe
- Make the best use of our resources

A joint Steering Group was established to drive forward the vision and specific working groups to address the initial themes of: Preventing loneliness and isolation by increasing community inclusion, reducing stigma, housing, further education, employment, training and lifelong learning and communications.

In 2019/20 the themes were refined and membership extended to include Bridgend. The three priority areas for development in 2019/20 are health, home and employment.

5.2.5 **Transition**

Transition was also an area of priority. For Cwm Taf the developments were taken forward through the Safeguarding Board which reported back through the Regional Group. The Cwm Taf Safeguarding Board has developed 'Principles & Approach to Transition: Preparing young people to succeed in adulthood'. The following principles have been adopted by Rhondda Cynon Taf and Merthyr Tydfil;

1. Planning and decision making should be carried out in a person-centred way
2. Support should be co-ordinated across all services
3. Planning should start early and continue up to age 25
4. All young people should get the support they need
5. Young people, parents and carers must have access to the information they need
6. Families and carers need support
7. A continued focus on transitions

Transition in Bridgend had progressed differently prior to Bridgend becoming part of the Region. Bridgend's Transition service had been in place since 2017, it was initially a pilot but following a review in May 2019 it was agreed that the transition service would be renamed the Children's Disability and Transition Team (CDT) and it became part of Bridgend CBC's core business. This integrated team of staff from across Children and Adults Services work together to assess, plan and review the care plan for all eligible Children and Young People to ensure that they receive the appropriate package of care and support during their transition into adulthood. It is based on the same principles as the Cwm Taf model.

This priority, although not yet progressing at the same pace in each area, is an example of acknowledging the different approaches within individual areas but still working towards a regional approach. Through the partnership structures within the region there is an opportunity for organisations and localities to learn from one another.

6. **EQUALITY AND DIVERSITY IMPLICATIONS**

6.1 This is an information report, therefore, no Equality and Diversity Assessment is required.

7. **CONSULTATION**

7.1 This is an information report, therefore, no consultation is required.

8. **FINANCIAL IMPLICATION(S)**

8.1 There are no financial implications attached to this report.

9. **LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED**

9.1 The Social Services and Wellbeing (Wales) Act 2014 is the significant influence for this report. The fundamental principles of the Act, of note, are:

- People - Putting an individual and their needs at the centre of their care and giving them 'voice in' and 'control over' reaching the outcomes that help them achieve well-being.

- Wellbeing - Supporting people to achieve their own well-being and measuring the success of care and support.

- Earlier intervention - Increasing preventative services within the community to minimise the escalation of critical need.

- Collaboration - Strong partnership working between all agencies and organisations.

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

10.1 The Statement of Intent will complement the Council's corporate priorities to promote independence and positive lives for everyone by ensuring:

- Health and social care services will be personalised and integrated with more people supported to live longer in their own homes.

- Rhondda Cynon Taf's children and young people will receive a great start in life.

11. **CONCLUSION**

11.1 The Cwm Taf Regional Statement of Intent for Supporting Children and Young People and Families provides a basis for robust governance arrangements that feed directly into the Regional Partnership Board. It allows for opportunities for greater collaboration and understanding of partners' roles and responsibilities to ensure children and young people receive the support they require. The planning groups and structures include parent and carer representatives and a wider range of agencies, from statutory to universal and third sector.

11.2 Through the Regional structures, there have been opportunities to develop services and to better understand the gaps and challenges.

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

REPORT OF GROUP DIRECTOR, COMMUNITY AND CHILDREN'S SERVICES, IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, CLLR. LEYSHON

CWM TAF REGIONAL STATEMENT OF INTENT FOR SUPPORTING CHILDREN AND YOUNG PEOPLE AND FAMILIES

Background Papers

Cabinet – 21st November 2017 - Social Services and Wellbeing Act: Implementation Programme Regional Social Services and Wellbeing Programme

Officer to contact: Ann Batley, Director Children's Services

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24th MARCH 2020

CHILDCARE SUFFICIENCY ASSESSMENT UPDATE 2020

REPORT OF THE DIRECTOR OF EDUCATION & INCLUSION SERVICES IN DISCUSSION WITH THE CABINET MEMBER FOR EDUCATION & INCLUSION SERVICES (COUNCILLOR MRS J ROSSER)

Author(s): **ANDREA RICHARDS, SERVICE DIRECTOR FOR 21ST CENTURY SCHOOLS AND TRANSFORMATION (Tel No: 01443 744001)**

DENISE HUMPHRIES, SENIOR 21ST CENTURY SCHOOLS PROJECT MANAGER (CHILDCARE AND SPECIAL PROJECTS) (Tel No: 01443 744026)

1. PURPOSE OF THE REPORT

1.1 To provide Members with an update of the Childcare Sufficiency Assessment (CSA) report for 2017 and action plans.

2. RECOMMENDATIONS

It is recommended that Cabinet:

2.1 Note the contents of this report.

2.2 Agree to receive a further report and action plan at the end of May 2020.

3. REASONS FOR RECOMMENDATIONS

3.1 To enable officers to continue to develop and support childcare provision in RCT, as identified in the 2017 CSA report and subsequent annual action plans.

4. BACKGROUND

4.1 Section 22 of the Childcare Act 2006 (the 2006 Act) places a duty on the Council to secure '*as far as is reasonably practicable*' sufficient childcare to meet the requirements of parents in its area who require childcare to enable them to take up, or remain in, work, or to undertake education or training which could reasonably be expected to assist them to obtain work.

4.2   Section 26 of the 2006 Act requires the Council to undertake a CSA every five years, with annual reviews of the assessment and accompanying action plan. This assessment forms an important stage in local planning, allowing the Council to work effectively with local partners, including the private and voluntary sectors, to fill gaps in the market and to develop a realistic and robust picture of parents' current and future needs for childcare.

4.3   The last full CSA report was published in 2017, with the next full report due in 2022. The last action plan update was published in March 2019. Welsh Government (WG) has informed the Council that this year's action plan update report will not be due until the end of May 2020.

5.   **UPDATE**

5.1   The universal childcare development team currently consists of 1.5 FTE posts. These posts transferred from Children's Services to Education in November 2018, joining officers who are implementing the WG Childcare Offer. This has enabled the Council to create a unified RCT universal childcare development team. The priority since that time has been to evaluate the needs of parents and children and those of the childcare sector in RCT and to plan our delivery plan to take account of these priorities.

5.2   A key focus of the childcare team is the implementation of the WG Childcare Offer. The Childcare Offer provides working parents of 3 and 4 year olds with 30 hours per week of combined Foundation Phase Nursery (FPN) education and additional funded childcare for 48 weeks per year. RCT is a Delivery Authority administering the scheme on behalf of Bridgend and Merthyr Tydfil CBCs. The scheme is proving popular with working parents. Since its launch in September 2017, over 2000 applications have been submitted by RCT families, with 1242 currently eligible and receiving the additional funded childcare.

5.3   One of the key aims of the Council has been to ensure that eligible families can access funded childcare where, and when, they need it. Childcare providers have worked closely with the Council to develop wraparound care facilities where there has been an identified need. This has consisted of a mixture of new settings on, or near, school sites, and providers offering 'pick up' services to transport children either to or from their FPN education setting. Several providers have also expanded their services to offer holiday childcare to cater for the increased demand that this offer has generated.

5.4   When the childcare team become aware of gaps in the market, they work proactively with the childcare sector, schools and other agencies to explore all possible solutions. Following parental calls for after school care in two of our schools in 2019, the team consulted with parents to establish the extent of demand for new childcare services. In one school there was insufficient demand to make a new service financially viable. Therefore, this will be reviewed periodically to ensure that the Council can react and provide support for any increase in demand. In the other school, there was clear demand from parents for the development of a new after school provision. Due to a lack of space in the school, the team worked with a local childcare provider to establish a new service, based in a church hall, approximately 1 mile from the school. However,

despite the original call from parents for this service, the level of bookings, once open, was disappointing and the provider had no choice but to close the service within a few months of opening. The team are now working with other providers in the area to fulfil the need that does exist and are also supporting a prospective childminder in this area to become Care Inspectorate Wales (CIW) registered. This demonstrates the difficulties that the Council and childcare providers have in determining exactly what childcare is needed, and where, and ensuring that any new developments are financially sustainable.

5.5   During the last year, the team has focused on recruiting more childminders, particularly in areas of identified demand as mentioned in point 5.4. The Council held a number of briefing sessions for prospective childminders and also funded 7 places on the childminder pre-registration course run by external training agencies. The Council have now commissioned a pre-registration course to be delivered in RCT. Twelve prospective childminders are enrolled on this. The Council has also put together a structured package of support for new childminders. This includes funding to pay for the pre-registration course, Safeguarding, Food Hygiene and Paediatric First Aid courses, PACEY membership and insurance for one year and a small start-up grant. This package is available to prospective childminders in areas where there is an identified lack of current childminding provision, and also where we have received calls for additional childcare to cater for the Childcare Offer.

5.6   Developing a rolling programme of statutory training courses has been a priority in 2019/20. Over the last 12 months we have commissioned:
        • 2 x Level 3 Safeguarding courses, with a total of 70 participants
        • 3 x Level 3 Paediatric First Aid courses, with a total of 36 participants
        • 2 x Level 2 Food Hygiene courses, with a total of 24 participants

        The Council have also delivered one Level 3 Transition to Playwork training course during 2019/20, with a total of 12 learners attending. This course is for practitioners who are working in playwork/after school/holiday care settings and already hold a recognised Level 3 Early Years qualification. To cater for additional demand from childcare settings, we intend to commission three of these courses during 2020/21.

        The Council will also continue to support childcare practitioners during 2020/21 with a programme of statutory and CPD training opportunities.

5.7   Improving engagement with childcare providers has been a key priority for the childcare team this year. Five events have been held in soft play centres and community venues to engage with childminders and to give them the opportunity to discuss issues with the childcare team and receive information regarding the Childcare Offer and from representatives from the umbrella organisation, PACEY, who were also in attendance. 31 childminders attended these sessions. More events are planned for 2020/21 and it is hoped that they can be expanded to include sessional care providers, such as playgroups and Cylchoedd Meithrin.

        Officers have also attended leisure centres, libraries and job centres to offer information and advice to parents regarding any childcare related queries.

5.8 Improved collaborative work has also been a priority. A joint conference was held in September 2019 with the Council play services team. This was very well received by childcare and play practitioners with 45 attendees on the day. Feedback was positive and has helped shape priorities for the team with regards to training and business support needed by the sector. Another joint childcare and play conference is planned for October 2020.

Joint working has also been undertaken with the Communities for Work plus (CFW+) team in RCT and childcare/CFW+ colleagues in Merthyr Tydfil CBC to offer joint briefing sessions and training events for prospective childminders. Links have also been made with Business Wales to offer specific business related training and workshops for childcare settings in RCT. A programme of events is planned for 2020/21.

5.9 Alongside this work, WG has made available significant capital funding to support the growth and quality of childcare provision throughout Wales.

5.10 Since 2018, the Council has been successful in securing funding for ten childcare related projects, totalling £6 million. These projects are to develop, or expand, childcare facilities on school site. This will support an increase in the availability of Welsh medium childcare provision, thereby creating a seamless transition for children to enter Welsh medium education, and will also support the implementation of the WG Childcare Offer, by allowing parents to access the FPN education and additional funded childcare elements in one location.

Of the ten projects:
- YGG Evan James and Tonyrefail Community School are completed
- YGG Ynyswen and Ysgol Llanhari are due to be completed in the next quarter
- Treorchy Primary School, Gwauncelyn Primary School, YG Aberdar are in progress
- Cwmlai Primary School, Dolau Primary School, YGG Aberdar are being planned and are in development.

5.11 Funding was also secured to offer a small capital grants scheme to childcare providers who are delivering the Childcare Offer. This grant scheme is to enable them to increase the number of Childcare Offer places they offer and/or to improve the quality of their facilities. In the first round of applications, 30 applications were received, totalling £197,000. Of these, 19 were wholly, or partly, approved and a total of £76,000 in grant funding was awarded. Grants included items such as replacement boilers, new flooring, improving outdoor areas and replacing broken or dangerous equipment. The grant scheme will reopen for applications in April/May 2020.

6. **EQUALITY AND DIVERSITY IMPLICATIONS**

6.1 An Equality Impact Assessment is not needed at this time as the contents of the report are for information purposes only.

7. **CONSULTATION**

7.1 There has been consultation with parents in specific areas of RCT during 2019/20. These have been in response to localised calls for additional childcare and to investigate and determine the actual levels of demand in these areas.

7.2 The next statutory consultation with parents, childcare providers and other stakeholders will be during 2021 in preparation for the next full CSA report which is due to be published in March 2022.

8. **FINANCIAL IMPLICATION(S)**

8.1 All childcare development in RCT is supported by Welsh Government grant funding. Previously known as the 'Out of School Childcare Grant', this funding has now been amalgamated with other grants and forms part of the 'Children and Communities Grant'. Responsibility for this grant sits with Children's Services.

8.2 Officers have received an indicative figure for 2020/21 from Children's Services of £82,000.

8.3 This funding will aid officers to implement the priorities identified in the current action plan.

9. **LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED**

9.1 The Council has duties under section 22(1) of the Childcare Act 2006 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".

9.2 Section 26 of the Childcare Act 2006 requires the Council to prepare assessments of the sufficiency of childcare provision and to keep this under review.

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

10.1 This report will support priorities set out in the RCT Corporate Plan – The Way Ahead, particularly the objectives of *'building a strong economy'* by supporting parents to access childcare provision so that they are able to enter employment, training or volunteer opportunities.

10.2 It will also support the Well Being of Future Generations Act 2015, particularly:
 - Goal one – *A prosperous Wales*, by ensuring that there is quality, flexible, affordable childcare available, allowing parents to access employment, training and education opportunities.

- Goal three – *A healthier Wales*, by supporting the physical and mental wellbeing of families by enabling parents to stay in, or enter, employment whilst their children are cared for in high quality childcare settings.
- Goal four – *A more equal Wales*, by ensuring that children can access childcare in settings that suit their, and their parents, needs

11.   CONCLUSION

11.1   Rhondda Cynon Taf continues to be well placed with its existing childcare provision to meet the current needs of most working parents. Development work continues to be undertaken in response to parental demand and in areas where there is an identified need.

11.2   It is considered that implementation of the 2017 CSA report, and the subsequent annual action plans, will help to address the identified priorities, subject to available resources.

Other Information:-

Relevant Scrutiny Committee –

Children and Young People Scrutiny Committee

Background Papers –

None

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24th MARCH 2020

REPORT OF THE DIRECTOR OF EDUCATION & INCLUSION SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR J ROSSER

Author: Denise Humphries, Senior 21st Century Schools Project Manager
(Childcare & Special Projects)

Background papers – None

Officer to contact: Denise Humphries – 01443 744026

This page is intentionally left blank

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

PROPOSAL TO STRENGTHEN THE CONTINUUM OF PROVISION FOR PUPILS WITH SOCIAL, EMOTIONAL AND BEHAVIOURAL DIFFICULTIES (SEBD) AND SIGNIFICANT ADDITIONAL LEARNING NEEDS

REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES IN DISCUSSION WITH THE CABINET MEMBER FOR EDUCATION AND INCLUSION SERVICES (COUNCILLOR J ROSSER)

Author: GAYNOR DAVIES, DIRECTOR OF EDUCATION AND INCLUSION SERVICES (Tel No: 01443 744009)

1. **PURPOSE OF THE REPORT**

1.1   The purpose of this report is to outline proposals for change for the improvement of provision for learners with social, emotional and behavioural difficulties (SEBD) in Rhondda Cynon Taf.

2. **RECOMMENDATIONS**

It is recommended that Members:

2.1   Consider the information contained within the report.

2.2   Determine whether to proceed with the proposal to fund mainstream secondary schools to establish their own alternative curriculum provision or pupil referral unit for learners with significant social, emotional and behavioural needs as outlined in paragraph 6.6 of the report.

3. **REASONS FOR RECOMMENDATIONS**

3.1   To progress the proposals so that an improved continuum of Special Educational Needs (SEN) provision can be established in our secondary schools so that the needs of our most vulnerable can be met in their local communities.

3.2.   To promote opportunities for developing more inclusive practices in our schools and the appropriate resourcing to ensure the development of sustainable bespoke provisions to meet need.

4. **BACKGROUND**

4.1   Considerable changes are planned in Wales in relation to the statutory provision required to meet the needs of pupils with SEN/additional learning needs (ALN). The Additional Learning Needs and Education Tribunal (Wales) (ALNET) Act was

introduced in January 2018. The Act requires local authorities to keep under review the arrangements for supporting pupils with ALN within their area and consider whether these are sufficient. This includes a statutory requirement to take all reasonable steps to create a bilingual system of support for pupils with ALN. The Act will be supported by new regulations, including secondary legislation and a new statutory Additional Learning Needs Code. The current draft Code is based on the following principles:

- meeting the needs of pupils with ALN should be part of a whole school approach to school improvement;
- pupils must be supported to participate in mainstream education and in the National Curriculum as fully as possible wherever this is feasible.

4.2   A total of £3.4M Additional Needs Funding (ANF) is available to mainstream schools to ensure statutory mainstream provision for learners is robust and to support mainstream inclusion for learners with severe and persistent needs.

4.3   For pupils with more significant needs who experience difficulties in coping with mainstream education, more specialist placements are required. Rhondda Cynon Taf has a range of specialist provisions which includes: 44 Learning Support Classes (LSCs), 2 Pupil Referral Units (PRUs) and 4 Special Schools. There are proposals currently under consideration for a further 3 LSCs for social, emotional and behavioural needs and 1 Welsh medium LSC for complex needs. Proposals are currently being consulted upon and Cabinet will play a key role in considering whether or not to proceed with these proposals. If approved this will provide a significant enhancement to social, emotional and behavioural (SEBD) provision in the local authority.

4.4   In the summer term 2019, schools were required to submit detailed bids and business cases (Appendix 1) for additional resources to establish their own step 4 provision or alternative curriculum provision (Appendix 2). The model describing the local authority's approach to managing learners' behaviour is outlined in Appendix 2. Step 4, is the fourth of five steps of the Council's behaviour management approach where a pupil's educational provision is provided in a local alternative provision or pupil referral unit led and managed by schools. Schools submitted the bids to resource and staff their own Step 4 provision to meets the needs of their learners in their local communities rather than them being educated in a central local authority managed pupil referral unit.

A total of 3 Step 4 bids were approved including Porth Community School, Aberdare Community School and a Rhondda consortium bid involving 5 schools (Porth Community School, Ysgol Nant Gwyn, Ferndale Community School, Tonyrefail Community School and Treorchy Comprehensive School). The total sum of funding agreed equated to £200K per annum for a 2 year period.

4.5   Whilst RCT has an excellent range of LSC provisions attached to mainstream schools the relative proportion for social, emotional and behavioural needs (SEBD) at secondary level is insufficient. However, in light of the requirements of the ALNET Act, concerns regarding rising exclusions and an increase in requests

for SEBD placements there is a clear need to enhance provision for learners with these needs.

5.   CURRENT CHALLENGES

5.1   Learning Support Class Capacity

RCT spends in the region of £4.1M annually on the provision of LSCs. There are currently approximately 362 pupils accessing the 44 LSC provisions within RCT across a range of needs. Specialist provision for primary and secondary only equates to 18% of the total LSC provision in the County. In December 2019, Cabinet agreed to consult on proposals to extend LSC provision for learners with significant SEBD in 4 mainstream settings, including a new

- o Key Stage 3/4 LSC provision for pupils with SEBD at Bryncelynnog Comprehensive School;
- o Key Stage 3/4 LSC provision for pupils with SEBD at Ferndale Community School;
- o Key Stage 3/4 LSC provision for pupils with SEBD at Mountain Ash Comprehensive School;
- o Key Stage 3/4 LSC provision for pupils with significant Additional Learning Needs (ALN) at Ysgol Garth Olwg.

5.2   As can be seen in Table 1 requests for placements within SEBD provision have far exceeded requests for any other specialist LSC provision with an increase of 290% over the last 5 years. Only 37 of the 126 pupils (29.3%) referred to the SEBD specialist placement panel in 2018/19 were awarded a specialist provision.

Table 1: Number of pupils Referred to Placement Panels for Learning Support Class Provision

Referrals to Placement Panels 2014/15 - 2018/19

	LSC ASD/CD Panel	LSC Complex LD Panel	LSC Nurture Panel	LSC SEBD Panel	LSC Speech & Language Panel
2014/15	88	82	14	50	17
2015/16	67	104	22	104	0
2016/17	73	43	7	116	13
2017/18	66	58	22	125	13
2018/19	49	51	36	195	15
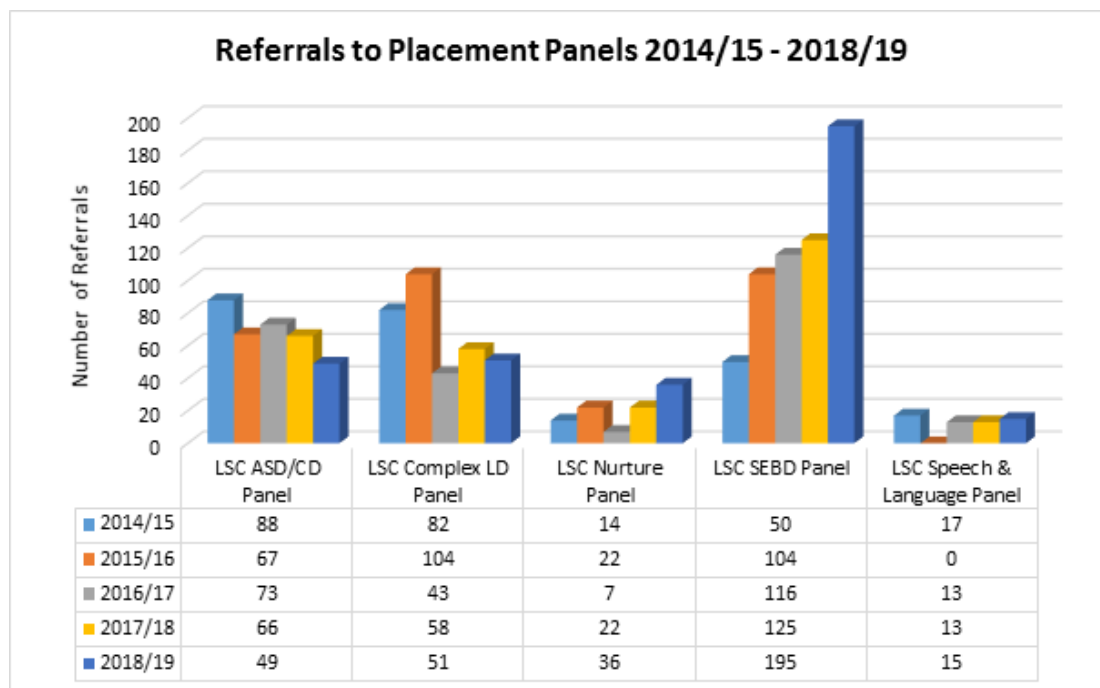
5.3 **Exclusion Rates Mainstream**

Rates of exclusion within RCT have continued to rise over a five year period and both permanent and fixed term exclusions are currently at their highest with 23 permanent exclusions and 2690 fixed term exclusions in 2018/19. Exclusions also impact upon attendance which, in-turn, impacts upon outcomes for this cohort of pupils.

Table 3: Summary of exclusions within the last 5 years (All settings)

Exclusion Data	2014/15	2015/16	2016/17	2017/18	2018/19	Total
Permanent exclusions	20	4	20	8	23	**75**
Fixed term exclusions	1683	1532	1948	2229	2690	**10082**
Number of days lost	4058.5	3284.5	4106	4294	5374.5	**21117.5**
Average length of exclusion (days)	2.41	2.14	2.11	1.90	2.00	**2.11**

5.4 **Exclusion Rates/PRU Provision**

In addition, to mainstream settings experiencing a growth in challenging behaviours, the complexity of need within PRU settings has also grown particularly at secondary level. Table 4 reports the significant increase of 632% in the number of fixed term exclusion and a 310% increase in the number of school days lost due to these exclusions with Ty Gwyn Education Centre (the Council's secondary PRU) over a 5 year period.

Table 4: Summary of exclusions within Pupil Referral Units within last 5 years

PRU/Special School Name	Incidents of Exclusion						Days lost due to Exclusion					
	2014 /15	2015 /16	2016 /17	2017 /18	2018 /19	Total	2014 /15	2015 /16	2016 /17	2017 /18	2018 /19	Total
Tai Education Centre	7	10	3	14	7	**41**	16.5	16.5	6	30	24	**93**
Ty Gwyn Education Centre	31	66	106	120	227	**550**	97	202	187.5	211	441.5	**1139**
Total	**38**	**76**	**109**	**134**	**234**	**591**	**113.5**	**218.5**	**193.5**	**241**	**465.5**	**1232**

Data would suggest that there are significant changes in the complexity and behaviours of pupils within the secondary PRU setting. There are currently 52 learners in the setting with severe social, emotional and behaviour needs. Ty Gwyn Education Centre is categorised by Central South Consortium as a 'red' school requiring the highest level of school improvement support. The PRU has experienced considerable changes in staffing during 2018/19, including a change in the entire leadership team which has posed many additional challenges. In November 2019, Estyn judged the secondary PRU are requiring special measures. In September 2013, Estyn judged the secondary PRU as requiring

significant improvement. The setting was removed from this statutory category in 2015. This fluctuating picture suggest that it is challenging to sustain improvements over time and a review of local SEBD provision across all settings is now required.

Tai, the primary PRU, has relatively low rates of exclusion and was judged by Estyn to be excellent across all inspection areas in its inspection in June 2019. It is currently categorised as a 'green' setting and there are plans afoot to develop outreach models from this excellent setting.

5.5 **Positive Physical Intervention**

Analysis of behaviour management data submitted by schools has shown that the number of pupils requiring physical intervention has significantly increased in the last 5 years with a rise of 302% in reported incidents.

It is important to note, however, that the significant increase could be attributed in part to the raised awareness of the safe use of positive physical intervention following the roll out of Team Teach training to schools.

Table 5: Summary of Physical Intervention Data collated within the last 5 years

Behaviour Data	2014/15	2015/16	2016/17	2017/18	2018/19	Total
Reported use of physical intervention	139	263	273	390	560	**681**

6. PROPOSED SOLUTIONS

6.1 In light of these challenges a number of actions have been implemented or are in the process of being implemented. A further proposal for Cabinet's consideration has been identified in paragraph 6.6 below.

6.2 **Consultation on changes to enhance Learning Support Class Provision for SEBD (currently under consideration).**

In December 2019, Cabinet gave approval to consult on establishing 3 new LSCs for SEBD for Key Stage 3/4 in Bryncelynnog, Ferndale and Mountain Ash Comprehensive Schools and a Welsh medium LSC for Key Stage 3/4 learners in Ysgol Garth Olwg. If approved, these proposals would provide an additional 50 placements for September 2020 depending on the outcome of statutory consultation.

6.3 **Establish the Ysgol Nant Gwyn Learning Support Class Provision for SEBD (from April 2020).**

Cabinet has already agreed for this provision to be established. This provision will be established shortly, and an additional 12 placements will be made available for learners with significant SEBD.

6.4 **Enhance the number of learners accessing provision in Pontypridd High School Learning Support Class.**

This will be discussed with the school and governing body and the capacity of the provision will be increased to 12. This will provide an additional 2 placements.

6.5 **Enhance capacity in one special school setting to meet the needs of learners with moderate/severe SEBD and learning difficulties.**
Further adaptations may be required to one existing school site at a later date.

6.6 **Seek Cabinet approval to fund more secondary schools to establish Step 4 provisions (school managed alternative curriculum provision or local pupil referral unit provision).**
Currently there are school managed Step 4 provisions established in Aberdare Community School and Porth Community School, and a collaborative provision in the Rhondda. These provisions will continue until July 2021 at a cost of £200k pa.

An additional £500K pa is now required to enable a greater number of schools to establish their own alternative curriculum provision or local pupil referral provisions across the County Borough. It is proposed that schools will be required to submit a detailed bid (Appendix 1) for consideration by the local authority. Selection will be based on an evaluation of: the current level of need in the school; the existing stepped approach to managing behaviour; commitment to match funding; development of a high quality and sustainable provision that will deliver improved outcomes for learners in their local communities.

The aim of the funding will be to ensure an equitable distribution of Step 4 provisions (school managed alternative curriculum provision/pupil referral unit provision) and Step 5 provisions (local authority managed specialist LSCs and PRU provisions) across the County Borough. This will improve opportunities for inclusive practice and enhance the capacity of schools to meet increasingly complex needs in mainstream settings, which in turn will reduce the demand for local authority led PRU placements.

6.7 A summary of these measures is detailed in Appendix 3.

7. **CASE FOR CHANGE**

7.1 There is a clear need to reduce the number of school exclusions, improve the education prospects of young people susceptible to school exclusions and to address the long-term costs and negative impact of exclusion on learner outcomes and life chances.

7.2 Research by Barnardo's suggests that children with SEN are nearly 10 times more likely to be permanently excluded and seven times more likely than others to receive a fixed term exclusion. There is also a strong association between poverty and deprivation, with pupils eligible for free school meals being four times more likely to be permanently excluded from secondary school and three times more likely to receive a fixed term exclusion than their better off peers. For a few, exclusions may provide the short, sharp consequence that is needed, but for young people whose families are facing challenges exclusions can be detrimental and result in loneliness and social isolation thus impacting significantly on physical and mental health of young people. Repeat exclusions from schools for pupils who are already alienated can further exacerbate difficulties and rates of poor attendance and disengagement.

7.3 If schools do not effectively meet the social, emotional and behavioural needs of pupils the cost to the young person includes reduced confidence, increased disaffection with school, with poor qualifications and employment prospects in the long term. Permanently excluded children are 3 times more likely than their peers to leave school without qualifications therefore timely intervention is key.

7.4 Whilst the option to exclude has its place, the significant growth of exclusions in RCT points to a need for schools and the Council's specialist services to intervene earlier and to avoid the escalation of difficulties. Schools currently have a responsibility for strengthening their approaches but there are pressures on the system. Effective alternatives to exclusion are needed through strengthened early intervention and preventative approaches before the risk of exclusion escalates to a crisis level.

The expansion of step 4 and LSC provision will assist in improving the continuum of support available for some of our most vulnerable learners and reduce the demand for more specialist provision. It is estimated that the costs of a place in a PRU is £20k per year, compared with the cost of a LSC placement which is a more favourable £9k per annum. A placement in a LSC offers a more inclusive and cost effective solution for some of our most vulnerable learners.

7.5 Research suggests that the consistent features that are perceived to work well in supporting pupils social, emotional and behavioural needs are: small class sizes, a relatively high teacher to pupil ratio compared with mainstream schools and intensive one to one pastoral support to understand and tackle the underlying issues that pupils may have, for example through learning mentors or other key workers. A LSC or school established step 4/5 provisions would meet all of these requirements.

8. EQUALITY AND DIVERSITY IMPLICATIONS

8.1 No Equality Impact Assessment is required at the current time.

9. CONSULTATION

9.1 There are no consultation implications arising from the content of the report.

10. **FINANCIAL IMPLICATIONS**

10.1 A total of 200k pa was made available for schools to establish their own Step 4 provisions in September 2019 for a 2 year period. It is proposed that a further £500k is made available for schools to establish more Step 4 provisions in an attempt to ensure effective intervention and prevention in mainstream settings so that learners' needs are well met. This funding will be made available from April 2020 until August 2022.

10.2 Schools wishing to establish a Step 4 provision will be required to submit a detailed funding bid (Appendix 1) and make a clear commitment to match funding so as to develop a sustainable and effective provision.

10.3 With this additional investment the demand for secondary PRU placements will diminish. This will enable funding for the most costly PRU placements to be redistributed to offset increased specialist placement costs. The capacity of the secondary PRU in RCT will be significantly reduced over time once the benefits of enhanced Step 4 and LSC provision across the County Borough are realised.

11. **LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED**

11.1 None at present.

12. **LINKS TO THE COUNCIL'S CORPORATE PLAN/OTHER CORPORATE PRIORITIES/SIP**

12.1 Educational performance has a clear link to the Council's priority of Building a Strong Economy. Improved educational performance will have a positive impact on this priority

13. **CONCLUSION**

13.1 In summary, the measures implemented to date and proposals for change will provide a more inclusive model for addressing the escalating exclusion rates and incidents of challenging behaviour in RCT secondary schools. Evidence clearly suggests that investing in early intervention and preventative approaches can reduce demand for the more specialist costly PRU placements and gives our most vulnerable pupils the best chance of achieving success in mainstream settings. This resource will also reduce pressures on mainstream secondary schools who are experiencing significant challenges in resourcing the support that is needed for pupils with the most complex needs.

13.2 With this additional investment will come high expectations that there will be:
- significant reductions in both fixed term and permanent exclusions
- reductions in-year transfer requests and managed moves
- reduced requests for secondary PRU placements
- improved outcomes for vulnerable learners.

The progress of schools in achieving these performance indicators will be closely monitored, and reviewed.

Other Information:-

Relevant Scrutiny Committee-

Children and Young People Scrutiny Committee

Background Papers-

None

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24TH MARCH 2020

REPORT OF THE DIRECTOR OF EDUCATION AND INCLUSION SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR J ROSSER.

AUTHOR: Gaynor Davies – Director of Education and Inclusion Services

Background papers – None.

Officer to contact: Gaynor Davies – 01443 744001

CAIS AM GYLLID I WELLA'R YMATEB GRADDEDIG O RAN BODLONI ANGHENION CYMDEITHASOL, EMOSIYNOL AC YMDDYGIADOL

FUNDING BID FOR ENHANCING THE GRADUATED RESPONSE TO MEETING SOCIAL, EMOTIONAL AND BEHAVIOURAL NEEDS

Enw'r Ysgol/Lead School: _____

Cafodd y cais ei gwblhau gan/Bid Completed by: _____

ACHOS STRATEGOL / STRATEGIC CASE (2000 uchafswm geiriau/words maximum)
ADRAN 1: DEILLIANNAU DYSGWYR/BLAENORIAETHAU WEDI'U NODI **SECTION 1: LEARNER OUTCOMES/IDENITIFED PRIORITIES**
Trosolwg a dadansoddiad o ddata tuedd 3 blynedd mewn perthynas â chyflawniad, gwaharddiadau a phresenoldeb, gan gynnwys dadansoddiad o'r grŵp sy'n agored i niwed **Overview and analysis of 3 year trend data in relation to attainment, exclusions and attendance, including vulnerable group analysis**
Blaenoriaethau ar gyfer gwella a thargedau **Priorities for improvement and targets**
Meini prawf llwyddiant a mesurau **Success criteria and measures**

ADRAN 2: GRŴP TARGED AR GYFER YMYRRAETH
SECTION 2: TARGET GROUP FOR INTERVENTION
Sail resymegol ar gyfer y cynllun peilot ar sail data tueddiadau a dadansoddi   **Rationale for pilot based on data trends and analysis**
Manylion y grŵp targed a niferoedd   **Details of target group and numbers**
Trosolwg o'r cynllun peilot – darpariaeth/cyrsiau arfaethedig; oriau dydd y ddarpariaeth; lleoliad y ddarpariaeth; ystyriaethau o ran eiddo/prydlesu; materion staffio/AD; gwasanaethau wedi'u comisiynu; cymorth allanol gan yr asiantaeth; anghenion hyfforddi ac ati   **Overview of the pilot – proposed provision/courses; daily hours of delivery; location of delivery; premises/leasing considerations; staffing/HR issues; commissioned services; external agency support; training needs etc.**
Dulliau therapiwtig sy'n tanategu'r cynnig (h.y. Dulliau Adferol, Meithrin, Rheoli Ymddygiad Cadarnhaol, model PERMA ac ati.)   **Theoretical approaches underpinning the proposal (e.g. Restorative Approaches, Nurture, Positive Behaviour Management, PERMA etc.)**

Rhannu manylion ynghylch sut bydd y cynllun peilot yn ategu'r dull ar gyfer rheoli ymddygiad sy'n cael ei fabwysiadu yn eich ysgol chi – *cyfeiriwch at Atodiad A.*	
Detail how the pilot will complement existing stepped approach to managing behaviour adopted in your school	
Cam/Step 1: Dulliau Ysgol Gyfan (hyfforddiant, datblygu/gweithredu polisi, dulliau systemig). Gwelwch fanylion yr hyfforddiant diweddar a gafodd ei gyflawni, ymyraethau sylweddol sy'n hygyrch i bob dysgwr, e.e. Ystafell Gynhwysiant. Whole school approaches (training, policy development/implementation, systemic approaches). Please detail dates of recent training undertaken, significant interventions accessible for all learners e.g. inclusion room	
Cam/Step 2: Ymyraethau wedi'u Targedu (cymorth llesiant ar gyfer unigolion neu grwpiau bach – Thrive Cynorthwy-ydd Cymorth Llythrennedd Emosiynol, hyfforddwyr dysgu, cymorth bugeiliol ac ati). Nodwch weithredu gan ysgolion, cynnig gweithredu gan yr ysgol a mwy, staff CALI cysylltiedig a'u rolau nhw Targeted interventions (individual/small group support for wellbeing – ELSA Thrive, learning coaches, pastoral support etc). Please detail current school action/school action plus offer, associated fte staff and roles	
Cam/Step 3: Cymorth cwricwlwm amgen mewnol a/neu ddarpariaeth 'drysau troi' ar gyfer disgyblion In-house alternative curriculum support and/or 'revolving door' provision for pupils	
Cam/Step 4: Darpariaeth oddi ar y safle Off-site provision	

Camau gweithredu i'w cymryd i sicrhau bod y cynllun peilot yn llwyddiannus (e.e. dewis dysgwyr; ymgysylltu â rhieni; sgiliau/arbenigedd staff; cymorth i ddysgwyr; dysgu proffesiynol; olrhain a monitro; trefniadau llywodraethu) **Actions to be taken to ensure pilot success (e.g. learner selection; parental engagement; staff skills/expertise; support for learners; professional learning; tracking and monitoring; governance arrangements)**	
Mesurau dadansoddi ansoddol a meintioli **Proposed qualitative and quantitative evaluation measures**	

| **ACHOS RHEOLI/MANAGEMENT CASE**
(1000 uchafswm geiriau/words maximum) |
|---|
| **ADRAN 3: MANYLION YR YSGOL**

SECTION 3: SCHOOL INFORMATION |
| **Manylion yr ysgol(ion) a sefydliadau partner a fydd ynghlwm â'r gwaith**

Details of school(s) and partner organisations to be involved |
| |
| **Manylion staff allweddol a fydd yn arwain a chydlynu'r cynllun peilot**

Details of key staff who will be leading and co-ordinating the pilot |
| |

Manylion sut bydd sefydliadau partner yn cyfrannu at y cynllun yma

Details of how partner organisations will contribute to this project

ACHOS ARIANNOL/ECONOMAIDD FINANCIAL/ECONOMIC CASE (2000 uchafswm geiriau/words maximum)	
ADRAN 4: CYLLID **SECTION 4: FINANCES**	
MANYLION **DETAILS**	**£**
Costau staffio (gan gynnwys ar-gostau) Staffing Costs (including on costs)	
Hyfforddiant Training	
Cwricwlwm/adnoddau Curriculum/resources	
Gweinyddu Administration	
Costau cyfleustodau/ynni Utility/energy costs	
YR ACHOS ECONOMAIDD **ECONOMIC CASE**	
Faint o adnoddau ychwanegol sydd eu hangen ar gyfer y peilot Amount of additional resources required for pilot	
Arian cyfatebol o'r ysgol Match funding from school	
Arian cyfatebol ychwanegol wedi'i sicrhau gan ysgolion eraill Additional match funding secured from other schools	
ADRAN 5: CYNALIADWYEDD **SECTION 5: SUSTAINABILITY**	
Cynlluniau ar gyfer datblygu darpariaeth gynaliadwy yn dilyn y cam peilot **Plans for sustainable provision development following the pilot phase**	

Cyllid cynaliadwyedd (cynllun 5 mlynedd)				
Sustainability funding (5 year plan)				
2020/21	2021/22	2022/23	2023/24	2024/25
£	£	£	£	£

5 Step Behaviour Support Model
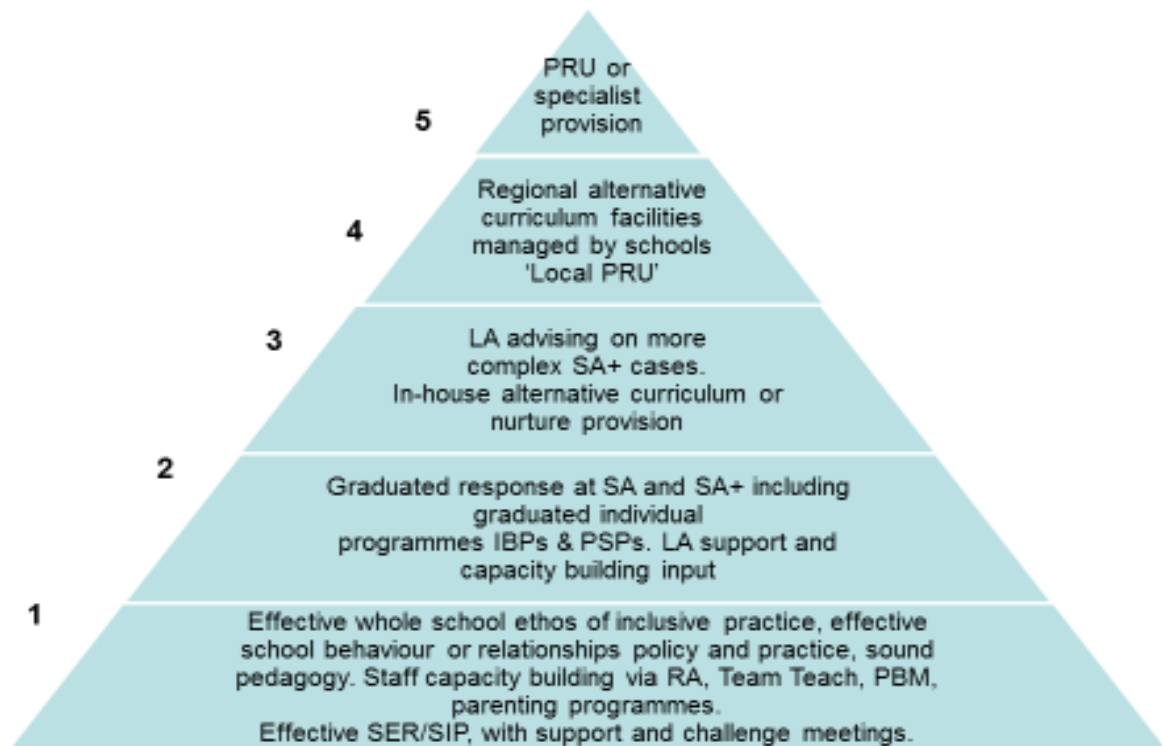
Step 1 is characterised by robust whole school approaches to positive behaviour management and the consistent implementation of the school behaviour/relationships policy due to robust whole school training and effective leadership. Good classroom practice will be in place and clear, consistently applied behaviour management routines and good teaching and learning will be evident in classrooms. To support this, schools will be challenged and supported (as they will be throughout the stages) through self-

evaluation and school improvement planning processes. In some cases, where there is cause for concern due to high exclusion rates, additional support and challenge meetings will be provided. External support for the school, pupil and family will be essential at higher levels but should not be overlooked at this step.

Step 2 links most closely to what should be provided at School Action and School Action Plus of the current Code of Practice. The main characteristics of this stage will be support for capacity building so that schools can offer a personalised graduated response to individual pupils. This may take many forms for learners who should continue to access mainstream education and the provision of individual or small group interventions aimed a further improving social, emotional and behavioural skills. This could include ELSA, Thrive, and restorative or learning coach interventions to target the development of identified social, emotional and behavioural skills. Interventions at this stage could also include access to an in-house inclusion provision aimed at managing significant behavioural incidents in school and avoiding fixed term exclusions, with a focus placed on reflection and repairing harmed relationships.

Step 3 is characterised by in-house alternative curriculum support and/or 'revolving door' provision for pupils.

- At KS3 the aim should be that targeted pupils eventually return to mainstream provision but access short-term but intensive support, which could include nurture provision
- At KS4 the in-house alternative curriculum arrangements may be exclusive to a particular group of dis-engaged pupils.

Step 4 is where the most significant change in provision is envisioned with strategically situated Key Stage 4 Alternative Curriculum Provisions (local PRUs) managed by school staff and potentially delivered in partnership with other providers. This provision should have a significant impact on school attendance and exclusions, and reduce the demand for step 5 provisions.

Focus could be placed on providing learners with a bespoke core curriculum offer delivered by subject specialists and access to more vocational training opportunities with external providers if appropriate. Any externally commissioned provider should have their registration status checks and all placements risk assessed. Good quality information about pupils' learning and behavioural needs should be provided and measures taken to ensure curriculum continuity and progression, robust attendance recording and engagement.

Step 5 is the intensive specialist end of the spectrum, where pupils who cannot manage a mainstream school curriculum or the Key Stage 4 alternative curriculum arrangements are placed. These pupils will be attending a learning support class provision for young people with significant social, emotional and behavioural difficulties or the LA PRU.

A significant proportion of these pupils will be under statutory assessment or will have a statement of SEN. Some pupils will have been permanently excluded. Some pupils will move into this category of provision early in their school lives. In exceptional circumstances some learners will have escalated through the stages and others may move up or down the steps depending on their presenting needs.

	Current Provision	Proposed Future Provision (subject to consultation 2020)	Costs
Cardinal Newman RC Comprehensive			
St John Baptist CIW High			
Y Pant Comprehensive			
Ysgol Gyfun Cwm Rhondda			
Ysgol Gyfun Rhydywaun			
Ysgol Llanhari			
Hawthorn High			
Ysgol Gartholwg		Key stage 3/4 LSC 09/2020	£104K (from 09/2020)
Bryncelynnog Comprehensive		Key stage 3/4 LSC 09/2020	£104K (from 09/2020)
Mountain Ash Comprehensive		Key stage 3/4 LSC 09/2020	£104K (from 09/2020)
Pontypridd High	Key Stage 3/4 LSC		£104K (currently in situ)
Ferndale Community	Rhondda schools joint Step 4 provision Key Stage 4 max. 20 pupils (Total bid £78.6k - £15.7k pro-rata)	Key stage 3/4 LSC 09/2020	£104K (from 09/2020) £15.7k pro-rata
Ysgol Nantgwyn	Key stage 3/4 LSC due to open April 2020 Rhondda schools joint Step 4 provision Key Stage 4 max. 20 pupils (Total bid £78.6k - £15.7k pro-rata)		£104k (from 04/2020) £15.7k pro-rata
Tonyrefail Community	Rhondda schools joint Step 4 provision Key Stage 4 max. 20 pupils (Total bid £78.6k - £15.7k pro-rata)		£15.7k pro-rata
Treorchy Comprehensive	Rhondda schools joint Step 4 provision Key Stage 4 max. 20 pupils (Total bid £78.6k - £15.7k pro-rata)		£15.7k pro-rata
Porth Community	Rhondda schools joint Step 4 provision Key Stage 4 max. 20 pupils (Total bid £78.6k - £15.7k pro-rata) Porth School Step 4 provision (£50k)		£15.7k pro-rata £50k

Aberdare Community	Step 4 budget bid Key Stage 3 - max for 12 pupils ACS Step 4 provision £78k	Revised bid to include Key Stage 4	£78k
Y Pant Comprehensive			
All schools		**£500k - new funding for Step 4 bids**	

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

24th March 2020

COUNCIL PERFORMANCE REPORT – 31st December 2019 (Quarter 3)

REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER (CLLR NORRIS)

AUTHOR: Paul Griffiths, Service Director – Finance and Improvement Services (01443) 680609

1.0 <u>**PURPOSE OF THE REPORT**</u>

1.1 This report provides Members with an overview of the Council's performance, both from a financial and operational perspective, based on the first nine months of this financial year (to the 31st December 2019).

2.0 <u>**RECOMMENDATIONS**</u>

It is recommended that the Cabinet:

<u>**Revenue**</u>

2.1 Note and agree the General Fund revenue position of the Council as at the 31st December 2019 (Section 2 of the Executive Summary) and note the incorporation of additional one-off Welsh Government funding to support winter and emergency care measures across the health and social care system.

2.2 Request that Cabinet approve the virements listed in Sections 2a - e of the Executive Summary that exceed the £0.100M threshold as per the Council's Financial Procedure Rules.

<u>**Capital**</u>

2.3 Note the capital outturn position of the Council as at 31st December 2019 (Sections 3a – e of the Executive Summary).

2.4 Note the details of the Treasury Management Prudential Indicators as at the 31st December 2019 (Section 3f of the Executive Summary).

Corporate Plan Priorities

2.5   Note the quarter 3 position regarding progress made against the agreed Corporate Plan priorities (Sections 5 a – d of the Executive Summary), Other National Measures (Section 5e of the Executive Summary) and comparison of 2019/20 targets set against prior year and 'All Wales Average' performance information (Section 5f of the Executive Summary).

3.0   REASONS FOR RECOMMENDATIONS

3.1   To agree the Council's financial and operational performance position as at 31st December 2019, in line with the requirements set out in its Constitution, and in doing so enable elected Members and other stakeholders to scrutinise the performance of the Council.

4.0   BACKGROUND

4.1   This report provides Members with the third update of the Council's financial and operational performance position for the financial year ending the 31st March 2020.

4.2   The aim of the report is to bring together the Council's performance into an Executive Summary and make available more detailed information to the reader through electronic links. Information contained in the Executive Summary includes financial data and progress against our Corporate Plan priorities, and exceptions are highlighted within the detailed sections to ensure that elected Members and other readers are able to quickly identify the key issues.

4.3   Table 1 below summarises the performance measures within each Corporate Plan priority area as well as the cross-cutting priority of 'Living Within Our Means'.

Table 1 – Summary of Corporate Plan performance measures

Priority Area	No. of Measures in Priority	No. of measures reported / with a target[1]			
		Quarter 1	Quarter 2	Quarter 3	Quarter 4
Economy	51	20 / 5	32 / 12	37 / 23	49 / 44
People	23	21 / 21	23 / 23	23 / 22	23 / 22
Place	16	8 / 8	8 / 8	10 / 10	13 / 13
Living Within Our Means	8	5 / 5	6 / 6	7 / 6	8 / 7
Total	**98**	**54 / 39**	**69 / 49**	**77 / 61**	**93 / 86**

4.4   In addition to the measures in Table 1, there are a number of national measures that do not form part of the Council's Corporate Plan. These are set out in Table 2 below.

Table 2 – Other National Measures

Other National Indicators	No. of Measures	No. of measures reported / with a target			
		Quarter 1	Quarter 2	Quarter 3	Quarter 4
	16	7 / 7	8 / 8	10 / 10	13[2] / 12

5.0   QUARTER 3 REPORT

5.1   The Quarter 3 report is attached and comprises:

- **Executive Summary** – setting out, at a glance, the overall performance of the Council as at quarter 3 (i.e. 31st December 2019);

- **Revenue Monitoring** – sections 2a – e setting out the detailed quarterly financial spend against budget across our Revenue Budget with exceptions highlighted;

---

[1] The number of measures reported / with a target for quarters 3 and 4 have been updated to that reported within the Council's quarter 2 Performance Report to take account of revised timescales for the availability of performance indicator information.

[2] Other National Indicators – 16 national measures in place and a total of 13 to be reported at year-end. Those not being report are: 'The number of working day/shifts per fulltime equivalent (FTE) local authority employee lost due to sickness absence' (due to insufficient assurance that the Council's information fully complies with the national definition and therefore the Council has developed a local measure for this area, the information from which is included within this Report), and the '% of pupils assessed in Welsh at the end of the foundation phase' and '% of year 11 pupils studying Welsh (first language)' as these indicators have been withdrawn nationally by Welsh Government.

- **Capital Monitoring** – sections 3a – e setting out capital spend across our Capital Programme with exceptions highlighted and section 3f covering Prudential Indicators;

- **Organisational Health** – includes information on turnover, sickness absence, organisational health related investment areas and Council strategic risks; and

- **Corporate Plan / Other National Measures** – includes:

  o Three action plans (sections 5a – c) setting out performance and progress against measures and actions across each of the three Corporate Plan priorities. An electronic link has been included within the Executive Summary setting out those performance measures 'Not on Target' i.e. noted as 'Red' performance measures.

  o Performance measures in respect of the 'Living Within Our Means' cross-cutting priority (Section 5d).

  o Other National Measures (Section 5e).

  o Target setting (Section 5f).

6.0   EQUALITY AND DIVERSITY IMPLICATIONS

6.1   The Council's Performance Report provides an update on financial and operational performance in line with its Constitution, statutory duties and locally determined arrangements that have previously been formally approved, where required. As a result, no Equality Impact Assessment is deemed required for the purposes of this report.

7.0   CONSULTATION

7.1   Following consideration by Cabinet, this Report will be presented to the Finance and Performance Scrutiny Committee for review, challenge and where deemed required, the scrutiny of specific areas in more detail.

8.0   FINANCIAL IMPLICATIONS

8.1   There are no financial implications as a result of the recommendations set out in the report.

9.0   LEGAL IMPLICATIONS *OR* LEGISLATION CONSIDERED

9.1   There are no legal implications as a result of the recommendations set out in the report.

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

10.1 The operational performance information included within this report has been aligned to the priorities within the Council's Corporate Plan and demonstrates the progress Council services are making toward the delivery of these priorities. These priorities were adopted as the Council's Well-being Objectives at a meeting of Cabinet on 2 November 2016, alongside the Council's Policy statement, which set out how the Council would respond to and apply its legal duties in respect of the Well-being of Future Generations Act.

10.2 The Sustainable Development principles (i.e. the 5 Ways of Working) were considered as part of the development of the action plans supporting each of the Council's priorities of Economy, People and Place. These were presented to Council on 31st July 2019 as part of the Council's Corporate Performance Report.

11.0 CONCLUSION

11.1 This report sets out the financial and operational performance of the Council at Quarter 3 2019/20, that is, 31st December 2019.

11.2 The third quarter revenue budget position is projecting a £0.539M overspend. This position represents an improving picture in comparison to the quarter 2 outturn position and work continues across the Council to bring the financial position closer in line with budget. The quarter 3 outturn position also incorporates additional one-off funding made available by Welsh Government, in respect of support to deliver urgent and emergency care services in line with the priorities identified for the winter and announced on 1st October 2019, and contributes to off-setting recurring cost pressures within the Council's social care services. On-going dialogue will take place on a number of specific grants that have been introduced to deal with recurring cost pressures and it is important that we seek to ensure their continuation for 2020/21 and beyond.

11.3 Capital investment as at 31st December 2019 is £133.780M, with a number of schemes being re-profiled during the quarter to reflect changes in costs and also new external grant funding approvals received.

11.4 Performance across the three Corporate Plan priorities remains positive and close monitoring will be on-going in the last quarter of the year to support delivery.

Other Information:-
Relevant Scrutiny Committee: Finance and Performance Scrutiny Committee
Contact Officer: Paul Griffiths

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

24th March 2020

COUNCIL PERFORMANCE REPORT – 31st December 2019 (Quarter 3)

REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES IN DISCUSSION WITH THE RELEVANT PORTFOLIO HOLDER (CLLR NORRIS)

Item:

Background Papers

Officer to contact: Paul Griffiths

Contents

Section 1 – INTRODUCTION

Section 2 – REVENUE BUDGET

Revenue Budget Performance – more detailed breakdowns are included in the following sections:

- 2a Education and Inclusion Services;
- 2b Community and Children's Services;
- 2c Chief Executive;
- 2d Prosperity, Development & Frontline Services; and
- 2e Authority Wide Budgets.

Earmark reserve update – Section 2f provides a breakdown of expenditure against service areas.

Section 3 – CAPITAL PROGRAMME

Capital programme budget – more detailed breakdowns are included in the following sections:

- 3a Chief Executive;
- 3b Prosperity, Development & Frontline Services;
- 3c Education and Inclusion Services;
- 3d Community and Children's Services; and
- 3e Capital Programme Funding.

Prudential Indicators – a detailed breakdown is included in Section 3f.

Section 4 – ORGANISATIONAL HEALTH

- Turnover;
- Sickness Absence;
- Organisation Health related investment areas; and
- Council Strategic Risks.

Section 5 – CORPORATE PLAN / OTHER NATIONAL MEASURES

Corporate Plan progress updates – Quarter 3 position statements are included in the following sections:

- 5a – Economy;
- 5b – People;
- 5c – Place;
- 5d - Living Within Our Means;
- Overall summary of Corporate Plan performance indicators;
- 5e – Other National Measures; and
- 5f – Target Setting.

Section 1 – INTRODUCTION

The Executive Summary aims to bring together and summarise the Council's financial and operational performance position as at 31st December 2019.

Throughout the Summary electronic links have been included that enable the reader to access more detailed information, as required.

Section 2 – REVENUE BUDGET

Revenue Budget Performance

Service Area	2019/20 – as at 31st December 2019		
	Full Year Budget £M	**Projected Expenditure as at Quarter 3 £M**	**Variance Over / (Under) £M**
Education & Inclusion Services (2a)	179.240	179.005	(0.235)
Community & Children's Services (2b)	152.986	154.403	1.417*
Chief Executive (2c)	25.921	25.741	(0.180)
Prosperity, Development & Frontline Services (2d)	56.864	56.886	0.022
Sub Total	**415.011**	**416.035**	**1.024**
Authority Wide Budgets (2e)	68.458	67.973	(0.485)
Grand Total	**483.469**	**484.008**	**0.539**

* Includes additional one-off Welsh Government funding to support the delivery of urgent and emergency care services in line with the priorities identified for the winter, amounting to £10Million across Wales and announced on 1st October 2019. The specific amount allocated to Rhondda Cynon Taf Council is £1.189M.

Key Revenue Budget variances at Quarter 3

1. Education and Inclusion Services

   Education and Inclusion Services
   - Additional Learning Needs (£0.081 overspend);
   - Education Other than at School (£0.155M overspend);
   - Nursery & Early Years (£0.363M underspend); and
   - Group Directorate (£0.130M underspend).

2. Community and Children's Services

   ADULT SERVICES
   - Commissioned Services (£1.544M overspend);
   - Provider Services (£0.609M overspend);
   - Short Term Intervention Services (£0.676M underspend); and
   - Fairer Charging (£0.156M overspend).

   CHILDREN SERVICES
   - Safeguarding & Support (including Children Looked After) (£1.034M overspend);
   - Early Intervention (£0.135M underspend);
   - Cwm Taff Youth Offending Service (£0.084M underspend);
   - Intensive Intervention (£0.764M underspend); and
   - Management & Support Services (£0.082M overspend).

   TRANSFORMATION
   - Group & Transformation Management (£0.146M underspend).

   PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES
   - Public Protection (£0.183M underspend);
   - Communities & Well-being (£0.169M underspend); and
   - Leisure, Parks & Countryside and Community Facilities (£0.174M overspend).

3. Prosperity, Development & Frontline Services

   PROSPERITY & DEVELOPMENT
   - Prosperity & Development (£0.085M underspend).

   FRONTLINE SERVICES
   - Highways Management (£0.131M underspend);
   - Transportation (£0.273M underspend);
   - Strategic Projects (£0.057M underspend);
   - Facilities Cleaning (£0.098M underspend);
   - Waste Services (£0.641M overspend); and
   - Parks Services (£0.078M underspend).

4. Chief Executive

   CHIEF EXECUTIVE
   - Human Resources (£0.051M underspend);
   - Legal Services (£0.070M underspend); and
   - Financial & Digital Services (£0.090M underspend).

5. Authority Wide Budgets

   - Miscellaneous (£0.064M underspend); and
   - Council Tax Reduction Scheme (£0.454M underspend).

Earmark Reserve Update

- A breakdown of full year expenditure against approved earmark reserves for Service Areas can be viewed at Section 2f by clicking here.

Section 3 – CAPITAL PROGRAMME

Capital Programme Budget

Service Area	2019/20 as at 31st December 2019	
	Capital Budget £M	Actual Expenditure £M
Chief Executive (3a)	4.953	3.045
Prosperity, Development & Frontline Services (3b)	84.762	48.822
Education & Inclusion Services (3c)	31.932	16.667
Community & Children's Services (3d)	12.133	3.949
Total	**133.780**	**72.483**

Key Capital Variances at Quarter 3

- Re-profiling of a number of projects to reflect changes in the total cost of schemes and revised delivery timescales.

- Grant approvals introduced into the Capital Programme: Welsh Government (WG) Valleys Regional Park Discovery Gateways Capital Grant (£1.100M); WG Valleys Taskforce RCT+ Empty Homes Grant (£4.500M); WG Local Transport Fund (£1.570M); WG Active Travel Fund (£1.180M); WG Absorbent Hygiene Products (AHP) Waste Programme in Wales Grant (£1.170M); and Intermediate Care Fund (£0.135M).

For information on how the Capital Programme is funded see section 3e by clicking here.

Prudential Indicators

For a detailed breakdown of Prudential Indicators, see section 3f by clicking here.

Section 4 – ORGANISATIONAL HEALTH[3]

- **Turnover**

Service Area	2019/20 As at 31st December 2019		2018/19 As at 31st December 2018		2018/19 As at 31st March 2019	
	Staff Nos.	% Turnover	Staff Nos.	% Turnover	Staff Nos.	% Turnover
Turnover – Council Wide	**10,555**	**8.32**	**10,581**	**10.47**	**10,592**	**12.32**
Community & Children's Services	2,858	6.58	2,848	5.02	2,962	6.62
Prosperity, Development & Frontline Services	952	5.36	995	4.32	1,276	6.90
Education & Inclusion Services	1,263	7.13	1,247	13.31	1,233	16.55
Schools Primary Secondary	4,785 3,026 1,759	10.41 8.79 13.19	4,799 3,132 1,667	15.13 12.07 20.88	4,832 3,093 1,739	16.35 12.90 22.48
Chief Executive's Division	697	7.32	692	4.34	289	9.34

- **Sickness Absence**

Service Area	2019/20 As at 31st December 2019 %	2018/19 As at 31st December 2018 %	2018/19 As at 31st March 2019 %
% days lost to sickness absence – Council Wide	**3.98**	**4.18**	**4.34**
Community & Children's Services	5.53	5.40	5.55
Prosperity, Development & Frontline Services 2	4.44	4.90	4.58
Education & Inclusion Services	3.49	4.47	4.57
Schools Primary Secondary	3.35 3.57 2.97	3.41 3.47 3.30	3.56 3.69 3.34
Chief Executive's Division	2.35	2.91	2.45

For a more detailed breakdown of Quarter 3 2019/2020 sickness absence information, click here.

---

[3] Organisational Health - Turnover and Sickness information reported for prior periods have been re-stated in line with the realignment of service areas, as set out in the 'Review of the Council's Senior and Associated Management Post Structure' update agreed by Cabinet on 24th January 2019.

Organisation Health related investment areas

There continues to be a focus on investing in organisational health related areas, for example, IT infrastructure and invest to save energy efficiencies schemes, with this work being supported through existing resources.

- **Council Strategic Risks**

  The Council's Quarter 3 Strategic Risk Register can be viewed by clicking here. There have been no changes to the Strategic Risk Register between quarters 2 and 3.

  All strategic risks will continue to be reviewed on an on-going basis and, where appropriate, revisions made to the Strategic Risk Register.

Section 5 – CORPORATE PLAN

Corporate Plan progress updates

- **ECONOMY** (Section 5a)

Summary of progress to 31st December 2019
We continue to make positive progress in supporting regeneration across the region as part of the City Deal and development of masterplan approaches in strategic opportunity areas.

Progress continues to be made on key projects within the Porth Town Centre Strategy, with work now commenced on the redevelopment of Porth Plaza as a new Community hub for the town. The Mountain Ash Town Centre Framework is also progressing, with construction of the medical centre underway and design work continuing on the redevelopment of Guto square. Development of draft strategies for Treorchy and Tonypandy continues, although completion will be slightly later than anticipated due to the need to incorporate additional essential work including major investment plans by Rhondda Housing Association for Tonypandy town centre. We also continue to support the development of Business Improvement Districts in Treorchy and Aberdare, and the roll out of wifi has now been completed to Mountain Ash, Aberdare and Ferndale Town Centres.

In Pontypridd, Llys Cadwyn and the link bridge to Ynysangharad Park continue to be delivered to project timescales and we continue to support the development of Pontypridd YMCA and the redevelopment of the Bingo Hall. Work to draft a masterplan for Pontypridd to maximise regeneration opportunities is on-going.

RCT's approach to tackling empty homes has been recognised by Welsh Government and the Valley's Taskforce (VTF) as sector leading, and £10M funding has been provided to roll out RCT's approach to Empty Homes across all VTF authorities, with RCT acting as the lead body. This is significant investment which will further support and accelerate the number of empty homes being brought back into use across the Borough and the VTF authorities.

Enabling Natural Resources And Wellbeing funding bids have been successful to support addressing environmental challenges at Hirwaun industrial estate and development of visitor experience for the Rhigos mountain area and development work continues in these areas.

Final Key Stage 4 results for the interim performance measures show data for RCT schools is slightly below the Wales average. Analysis of school level performance has taken place to inform self-evaluation and school improvement planning.

Project development for Band B 21st Century school projects continue to be delivered in line with programme plans.

Employment programmes continue to help people into work. National review of targets for Inspire2work and Communities4work means performance is on track to meet year end targets in the majority of cases. A change in referral criteria for the Staying Well @ work project will allow us to provide more preventative treatment to help people with disabilities and long term health conditions to stay in work.

The full action plan can be viewed by clicking here

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs in the Priority	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
51	37	23	10	43	8	35	5	22

Progress in our Investment Priorities – Economy		
Investment Area	**Investment Value[4] £M**	**Quarter 3 Update**
Empty Property Grant	1.500	Between April and December 2019, 86 properties surveyed, 58 approved and 40 completed.
Schools	2.200 (excludes funding for Ferndale Community School 3G pitch (£0.200M) and Maesgwyn Special School (£0.100M) as schemes complete)	Funding relates to that agreed by Council on 28th February 2018 (£0.500M) and 6th March 2019 (£1.500M) together with the allocation of £0.500M from the Tonypandy Town Centre project (where the costs were lower than originally anticipated). Progress on projects include: • YG Rhydywaun (3G pitch) – scheme completed; • Bryncelynnog Comprehensive - 3G pitch/running track, roof works and toilet refurbishment – scheme completed; • Ferndale Community School – asbestos removal and internal demolition works completed and the swimming pool/changing room improvement works are progressing; Gelli Primary - internal refurbishment works, extension and demolition of existing mobile/external works completed. Additional works identified/approved and to be undertaken during the Easter holidays; • Llanharan Primary – internal refurbishment works completed and extension scheduled to be completed mid-2020; • Ysgol Garth Olwg – all remodelling/refurbishment works completed September 2019; • YGG Llwyncelyn – all refurbishment works completed in August 2019; • Cymmer Primary – contractor has been appointed for the asbestos/site clearance and demolition, commencement of work is subject to planning and obtaining a bat licence. Car park design has been approved in principle and is under review before full planning is submitted; • Y Pant – asbestos strip delayed due to duct flooding. Main refurbishment works to be completed by end of February 2020; • Trehopcyn Primary – toilet refurbishment and flooring works completed; and • Llantrisant Primary – all roof works completed in September 2019.
Transport Infrastructure	2.050	This investment funding relates to that approved by Council on 1st March 2017 (£1.2M), 6th March 2019 (£0.350M) and 23rd October 2019 (£0.500M) and is continuing to support a wider programme of highways capital works including the completion of Bridge St. roundabout (Pontypridd); A4059 Asda roundabout and B4275 Aberaman; Abercynon Town Centre management improvements; A473 Tonteg Rd; and Upper Boat and A4119 Tonyrefail/Trebanog roundabouts scheme development.

[4] Investment Value – relates to LIVE projects / works only that have been allocated additional investment funding.

Investment Area	Investment Value[4] £M	Quarter 3 Update
		In addition, the investment is also supporting Pedestrian, Zebra and Puffin crossings at Penrhiwceiber, Mountain Ash, Hawthorn, Rhydyfelin and Trealaw. Further designs are ongoing with A473 Gwaun Miskin Rd being completed and early stages for Tonteg Rd and Quartermile junction being completed. The contractor has now been appointed for A4059 Asda roundabout and work will commence in January 2020.
Taff Vale Development	2.024	This investment funding relates to that approved by Council on 30th November 2016 (and is in addition to the £1.5M approved by Council on 28th October 2015). The zinc cladding on building C is complete and internally, the majority of the finishes are at an advanced stage. Progress on buildings A & B have also progressed as planned and external paving works have been completed on Bridge Street and are progressing well down the river walk. Further concrete works have progressed on the bridge pier/abutments in preparation for the footbridge. Positive negotiations continue with prospective tenants for Building B and street level units.
Park and Ride Programme	1.000	This investment funding relates to that approved by Council on 29th November 2017 and is supporting the development work needed to create additional 'park and ride' car parking spaces at Pontyclun (feasibility / preliminary design is on-going) and Porth (Planning application approved, detail design complete, the contract has been awarded and construction is due to commence in January 2020.
Strategic Regeneration Investment (previously Town Centre Regeneration)	1.100	Funding comprises £0.100M approved by Council on 28th February 2018 and further funding of £1.000M approved by Council on 24th October 2018. The investment supported the purchase of 50-53 Taff Street (Iceland) (Pontypridd) and 1-4 Oxford Street (Mountain Ash) alongside on-going projects that include the redevelopment of Guto Square (Mountain Ash), development work for Treorchy and Tonypandy town centre strategies and detailed project development for Valleys Regional Park Discovery Gateways in Dare Valley Country Park and Ynysangharad Park.
Robertstown and Coed Ely ERDF Match Funding	4.200	This investment funding relates to that approved by Council on 24th October 2018. Robertstown – Planning approval was granted at the Planning & Development Committee on 19th September 2019. The procurement route to appoint a main contractor has been developed and is above the threshold which requires a full OJEU. The Invitation To Tender has been issued (19th Nov)

Investment Area	Investment Value[4] £M	Quarter 3 Update
		with completion of the process, with appointment of a contractor May 2020. Coed Ely – the main contractor has been appointed and has commenced works on site, with regular progress / coordination meetings arranged. Pre commencement planning conditions have been met. WG appointed contractors are making good progress on site, due to active coordination between both sets of contractors.
Total	**14.074**	

PEOPLE (Section 5b)

Summary of progress to 31st December 2019

Within the context of increasing service pressures and complexity in delivering the Council's challenging targets and improvement agenda across this key Council priority area, good progress continues to be made in key areas relating to people and communities.

Our Extra Care Housing Development Programme and Supported Housing Schemes continue to be progressed with our partners to meet the long term needs of residents requiring our support to live independently. In addition, we have seen the implementation of the Stay well@home service Phase 2 and the new Assistive Technology model which will continue to support people in their own homes and reduce the need for unnecessary hospital admissions. There is more work to be done to deliver other aspects of the Transformation programme and, in parallel, we are continuing to invest in our leisure facilities and outdoor pitches to encourage residents to participate in exercise, contributing to improved health and well-being.

The new Integrated Substance Misuse Service in Cwm Taf commenced on 1st April 2019, to ensure no matter where an individual lives in Cwm Taf they will receive the same help and support, to avoid problems escalating. We are also reviewing our Domestic Abuse and Sexual Violence services, identifying gaps in provision and redesigning the services to provide the best support possible for individuals experiencing abuse and their families. This work will now be completed in 2020/21 to consider services from a Cwm Taf Morgannwg perspective.

A child's first 1,000 days has been identified as a critical part of life, having a long lasting impact on individuals and families; therefore, we are reviewing the delivery of Early Years in RCT ensuring services are targeted towards specific need rather than geographical areas. We will also ensure that our services provide the right support for those children with additional needs, in line with the Additional Learning Needs Tribunal (ALNET) Act. We recognise the importance of engaging with Children and Young People in shaping plans for the future, for example, the implementation of Community Zones. We will continue to work with our regional partners moving forward to better understand how we engage with our young people.

We are working to further develop the robustness of the quality assurance framework in place across Children's Services to ensure appropriate interventions are put in place to protect children from abuse and neglect and prevent longer term harm. We are also working with our foster carers to provide the training and support they need to cope with children with challenging behaviours, helping them provide a positive and stable environment to support children and young people who cannot live with their families.

The full action plan can be viewed by clicking here.

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs in the Priority	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
23	23	22	10	46	4	18	8	36

Progress in our Investment Priorities – PEOPLE		
Investment Area	**Investment Value[5] £M**	**Quarter 3 Update**
Leisure Centre Changing Rooms	0.150	This investment funding relates to works at Sobell Leisure Centre to replace the gym flooring and refurbish the changing rooms. The gym floor coverings work has been completed. The Changing Room works are due to commence in March 2020 and will complete in Spring 2020.
Extracare Housing	5.974 (Investment value reduced by £0.026M to reflect expenditure incurred in 2018/19)	This investment funding relates to that approved by Council on 28th February 2018 (£2M), 24th October 2018 (£2M), 6th March 2019 (£1M) and 23rd October 2019 (£1M) to support the modernising of accommodation options for older people

Works progressed on the former Maesyffynnon Home for the Elderly site and the scheme is scheduled for completion early 2020; works commenced at the Pontypridd site in July 2019; and consideration of development proposals for Rhondda (Porth), Treorchy and Mountain Ash schemes are on-going. |
| **Total** | **6.124** | |

[5] Investment Value – relates to LIVE projects / works only that have been allocated additional investment funding.

- **PLACE** (Section 5c)

Summary of progress to 31st December 2019

Performance during the third quarter of the year continued to be in line with that planned.

We continue to deliver partnership actions as part of the Cwm Taf Community Safety Delivery Plan and anti-social behaviour is a key priority on our agenda with the focus on intervention and prevention, together with our work to enforce responsible drinking in our communities. The evaluation of the Public Space Protection Order and Pontypridd Community Alcohol Partnership will be available at year end.

Our second stage grant funding application for additional work at Ynysangharad Park has been rescheduled for submission early next year (to allow further work to be undertaken on the detail of the application) and we have been successful in obtaining grant funding for the Valleys Regional Park Discovery Gateway for both Dare Valley and Ynysangharad Parks. We continue to improve playgrounds and parks in the community as part of the 'RCT Invest' programme and where playgrounds scheduled for upgrade are not completed by year-end, these will be carried forward to 2020/21. There continues to be an on-going focus on environmental issues including biodiversity, air pollution and tree planning. These actions and many others are being considered by the Council's Climate Change Cabinet Steering Group.

With regard to more involved and resilient communities, progress has been made on a wide range of areas including the development of Community hubs, improving empty properties, encouraging community engagement through our Creative Hub in Treorchy and progressing plans for the Bryn Pica Eco Park. There have been some delays with the implementation of the delivery plan to support the Homeless Strategy and the development of the Private Rented Sector Strategy, but it is anticipated that progress will be made by year end.

A focus on infrastructure investment and keeping the County Borough clean and green continued with positive progress being made in our highways and structures investment programme. We also continued to undertake activities relating to recycling awareness and our performance remains positive for both recycling (67.25%) and street cleanliness (100%).

The full action plan can be viewed by clicking here

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs in the Priority	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
16	10	10	9	90	0	-	1	10

Progress in our Investment Priorities – PLACE		
Investment Area	**Investment Value[6] £M**	**Quarter 3 Update**
Highways Infrastructure Repairs	16.764	This investment funding relates to that approved by Council on 1st March 2017 (£2.264M), 28th February 2018 (£1.000M), 24th October 2018 (£12.000M) and 6th March 2019 (£1.500M). The additional resources are being used in conjunction with existing resources to deliver a programme of highways infrastructure repairs between 2019/20 and 2021/22. 163 specific schemes programmed and progressing at various stages, 132 complete, 9 ongoing and the remainder scheduled during the last quarter.
Outdoor Leisure Facilities	0.650 (excludes funding for 3G pitches at Ferndale Community School (£0.400M) and Abercycnon Sports Centre (£0.200M) as schemes complete)	This investment funding relates to that approved by Council on 29th November 2017 for Bryncelynnog Comprehensive and Ysgol Gyfun Rhydywaun Schools, and has been combined with an agreed contribution from the Education budget. Updates in respect of the 3G Pitches at Bryncelynnog Comprehensive School and Ysgol Gyfun Rhydywaun are included within Section 5a – Economy (Investment Area – Schools).
Play Areas	0.526	This investment funding relates to that approved by Council on 6th March 2019 (£0.500M) and the remaining funding from that approved by Council on 28th February 2018. During 2019/20 there are 27 schemes which form the planned programme of works and, as at 31st December 2019, 17 schemes have been completed, 1 is under construction, 4 have been designed, costed and scheduled and 2 schemes are to be designed. 3 2019/20 planned schemes have slipped into the 2020/21 programme due to access issues and weather dependencies.
Skate Parks/Multi Use Games Areas	0.200	This investment funding relates to that approved by Council on 6th March 2019. A planned programme of 9 schemes has been developed to undertake various works including rebuilding and line marking. As at 31st December 2019, 6 schemes have been completed and 3 are to be designed.
Cynon Gateway South – Mountain Ash Cross Valley	4.750	An additional £1M investment funding was approved by Council on 23rd October 2019. Various elements of work are ongoing and the Dwr Cymru Welsh Water sewer diversion works are

---

[6] Investment Value – relates to LIVE projects / works only that have been allocated additional investment funding.

Investment Area	Investment Value[6] £M	Quarter 3 Update
Link		now complete. The bridge beams were lifted and successfully installed at the end of September. Deck works are ongoing.
Structures: St Albans Bridge, Brook Street Footbridge and Pontrhondda Bridge	4.600	• St. Alban's Bridge – works contract has been awarded and due to start on site in January 2020; • Brook St. Footbridge – detailed design options completed, tenders received for construction stage. Active Travel funding bid made for 2020/21; and • Pontrhondda Bridge – Works delayed by poor weather. Completion expected in quarter 4.
Structures	4.500	Funding allocated / progress: • £1.5M additional investment was approved by Council on the 28th February 2018 and has been allocated to structure projects with the works at various stages of design, procurement and construction. • £1.5M of investment was approved by Council on 6th March 2019 and is supporting the following schemes: Hopkinstown River Wall (Pontypridd) which is now complete; Castle Ifor (Hopkinstown) works are suspended until May 2020; Station Rd Bridge (Hirwaun) is now complete, Williamstown Footbridge requires extensive repairs in Summer 2020; and confined space culverts (with culvert repairs at various locations completed). • £1M investment funding was approved by Council on 23rd October 2019 which continues to support these schemes with further advanced preparation works in the pipeline.
Parks Structures	1.000	This investment was approved by Council on 6th March 2019 for various footbridge repairs and replacements within Parks. Works and design are ongoing at various locations for culvert repairs and wooden footbridges. 1 scheme is now complete , 7 schemes are ongoing and there are various inspections and surveys being undertaken as advance preparation for future schemes.
Parks and Green Spaces	1.400	This investment funding relates to that approved by Council on 6th March 2019: • £900k is supporting drainage, pavilion and infrastructure improvements to various parks sites. There are 55 schemes programmed to date with 43 completed to date. • £500k is supporting the investment in the King George V Athletics Track. Works commenced in June 2019; however, there have been delays with the laying of the track base and surface including markings, primarily due to weather conditions. It is anticipated that the works will be completed by the end of quarter 4.
Cemeteries	0.400	This investment funding relates to that approved by Council on 6th March 2019 for drainage works, wall and fencing repairs,

Investment Area	Investment Value[6] £M	Quarter 3 Update
		painting works and resurfacing works, and also the refurbishment of the south chapel at Glyntaff Crematorium. All works to be completed by 31st March, the investment allocation will fund various schemes across 13 cemeteries. Works have been completed at Penrhys, Treorchy, Ferndale, Trealaw, Maes Yr Arian, Abercynon, Aberdare, Bryn Yr Gaer, Ynysybwl, Glyntaff, Cefn Yr Parc and LLanharan.
Llanharan Bypass	1.500	This investment funding relates to that approved by Council on 29th November 2017 (£1.000M) and 24th October 2018 (£0.500M), and is supporting preliminary design work, ecology surveys (which are now complete) and the design / tender of ground investigation work. Cabinet agreed the route on 24th September 2019 after taking into consideration the feedback received during the public consultation.
A4119 Dualling (Stinkpot Hill)	5.000	This investment funding relates to that approved by Council on 29th November 2017 (£1.000M), 24th October 2018 (£1.500M), 6th March 2019 (£1.500M) and 23rd October 2019 (£1.000M) to support the dualling of this section of the highway. Preliminary designs are now complete and Cabinet agreed to progress with a number of key elements of the scheme on 18th July 2019. These include detail design of the dual carriageway together with a footbridge for pedestrians and cyclists to cross the A4119, and advanced works such as site clearance and public utility diversions. The purchase of land will also start to take place.
Community Hubs	0.750	This investment funding relates to that approved by Council on 29th November 2017 (£0.500M) and 24th October 2018 (£0.250M) to support the creation of community hubs: • Canolfan Pennar (Mountain Ash) - opened June 2019; • Rhondda Fach Hwb (Ferndale) - opened in July 2019; and • Porth Plaza – works are due to commence in January 2020 and are scheduled to be completed by the end of quarter 4.
Gelli/Treorchy Link Road	0.300	This investment funding relates to that approved by Council on 24th October 2018 (£0.200M) and 23rd October 2019 (£0.100M) for investigatory works for a solution which will help alleviate congestion at Stag Square. Feasibility and preliminary design options are ongoing.
Cynon Gateway (North), Aberdare Bypass	1.000	This investment funding relates to that approved by Council on 24th October 2018 for preliminary design for a bypass continuation from A4059 Aberdare to Hirwaun. Ecology, ground investigation, preliminary design and procurement is ongoing.
Bryn Pica Eco Park	1.400	This investment funding relates to that approved by Council on 24th October 2018 (£0.200M), 6th March 2019 (£0.200M) and

Investment Area	Investment Value[6] £M	Quarter 3 Update
		23rd October 2019 (£1.000M) to support enabling works, planning and ecology for the development of an Eco Park at the Waste Management Facility. Ground Investigation survey has been completed and a final report is awaited. A Business Case has been submitted to Welsh Government (feedback awaited). Works started on the first plateau and to the haul road into the site. RCT is now the lead Council for the Welsh Government Absorbent Hygiene Products project for the whole of Wales with Bryn Pica the chosen site for the plant in the South. The industry day is being held on 20th January 20, with continued progress on the energy for the Eco Park nearing completion.
Land Drainage	0.350	This investment funding was approved by Council on 6th March 2019 (£0.200M) and 23rd October 2019 (£0.150M) for drainage and culvert network works in Aberdare, Ton Pentre, Porth and Cymmer. The majority of the works have been completed and the new allocation will fund works at Hirwaun and Cwmbach which are at design stage.
Total	45.090	

LIVING WITHIN OUR MEANS (Section 5d)

The Council's Corporate Plan aims to apply a disciplined and planned approach to meeting the financial challenges ahead and has set a number of measures to gauge efficiency and the use of resources. These can be viewed by clicking here and a summary position is included below.

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
8	7	6	6	100	0	-	0	-

- **OVERALL SUMMARY OF CORPORATE PLAN PERFORMANCE INDICATORS**

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
98	77	61	35	57	12	20	14	23

Those performance indicators that were 'Not on Target' can be viewed by clicking here.

- **OTHER NATIONAL MEASURES** (Section 5e)

In addition, there are a number of national measures that do not form part of the Council's Corporate Plan. These can be viewed by clicking here. A summary is provided in the table below.

Progress in our KEY PERFORMANCE INDICATORS as at 31st December 2019								
Total no. of PIs	Total no. of PIs reported this Qtr	No. of PIs reported this Qtr with Target	On Target		Not on Target		Within 5% of Target	
			No.	%	No.	%	No.	%
16	10	10	8	80	1	10	1	10

- **TARGET SETTING** (Section 5f)

An analysis of 2019/20 targets set compared to previous year's performance and targets, and 'All Wales Average' performance levels, where collected, can be viewed by clicking here.

By virtue of paragraph(s) 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank