



AN AGENDA FOR A MEETING OF THE COMMUNITY LIAISON COMMITTEE

COMMITTEE SUMMONS

C Hanagan
Service Director of Democratic Services & Communication
Rhondda Cynon Taf County Borough Council
The Pavilions
Cambrian Park
Clydach Vale CF40 2XX

Meeting Contact: Sarah Daniel, Senior Democratic Services Officer (07385 086 169)

A meeting of the **COMMUNITY LIAISON COMMITTEE** will be held virtually on
Date:- Friday, 12th November, 2021
Time:- 10.00 am

ITEMS FOR DISCUSSION

1. WELCOME AND APOLOGIES

2. DECLARATIONS OF INTEREST

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

Note: 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 where Members withdraw from a meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chairman when they leave.

3. MINUTES

To receive as an accurate record the minutes of the meeting on the 16/07/2021

(Pages 3 - 6)

4. VERBAL UPDATE - SERVICE DIRECTOR OF DEMOCRATIC SERVICES AND COMMUNICATIONS

To receive an update from the Service Director of Democratic Services and Communications

5. DIVERSITY IN DEMOCRACY

(Pages 7 - 58)

6. LOCAL BOUNDARY CHANGES

(Pages 59 - 220)

7. URGENT ITEMS

Independent Remuneration Panel – Draft Annual Report 2022-23

(Pages 221 - 304)

Circulation - Members of the Community Liaison Committee:-

Deputy Leader of the Council, County Borough Councillor M.Webber (Chair) :and
County Borough Councillor D.R.Bevan Cabinet Member for Enterprise Development and
Housing.

Chairs and Clerks of the Town Council of Pontypridd and the Community Councils of
Ynysybwl & Coed y Cwm, Rhigos, Hirwaun & Penderyn, Llantwit Fardre, Llantrisant,
Llanharan, Llanharry, Tonyrefail, Gilfach Goch, Pontyclun and Taffs Well & Nantgarw

Officers for Information.

Mr C Hanagan – Service Director of Democratic Services & Communication

Mr .C.Bradshaw (Chief Executive),

Mr.A Wilkins (Director, Legal Services),



RHONDDA CYNON TAF COUNCIL COMMUNITY LIAISON COMMITTEE

Minutes of the meeting of the Community Liaison Committee held virtually on Friday, 16 July 2021
at 10.00 am

Community Liaison Committee Members in attendance:-

Councillor M Webber – Chairperson
Councillor R Bevan – Cabinet Member Enterprise, Development and Housing
Councillor B James – Llantwit Fadre Community Council
Councillor S Pritchard - Pontypridd Town Council
Mr T Graham – Pontypridd Town Council
Mr C Parker – Llantrisant Community Council

Officers in attendance

Mr C Hanagan, Service Director of Democratic Services & Communication
Mr D Batten, Head of Leisure
Mrs Sarah Daniel, Senior Democratic Services Officer

26 Welcome and Apologies

Apologies for absence were received from:

Cllr Margaret Griffiths - Pontyclun
Cllr Julie Barton – Llantrisant Community Council
Gill Lewis – Clerk to Llanharry Community Council
Emma Nelmes – Clerk to Hirwaun and Penderyn Community Council

27 Declarations of Interest

None

28 Minutes

RESOLVED: To approve the minutes of the meeting held on the 23rd April 2021 subject to the inclusion of Tony Graham from Pontypridd Twon Council being added to the list of attendees

29 The Queen's Green Canopy Project 2021-22

The Head of Leisure, Parks and Countryside presented the report to members to inform them of the Queens Green Canopy Project (QGC) following consideration by the Council's Climate Change Cabinet Steering Group and the Cabinet.

He advised Members that the campaign is focused on the role of trees and woodlands in enhancing our environment and includes elements of sustainable planting and the protection of ancient woodland and veteran trees. An Overview of the Project by the Queen's Green Canopy Board was also provided to members in Appendix 1. Individuals, schools, communities, groups, businesses,

and local authorities are being encouraged to get involved.

A Member thanked the officer for the report and stated that there are a number of town councillors who were keen to see tree planting happening on land owned by the Community Councils. He asked the Officer if there was any price variance in the trees that are planted

The Officer responded that the trees varied from between £5 and £15, depending on where and when they were purchased. He added that the Queens Canopy would seek to ensure they are British grown trees which is important as a lot can be imported from Italy. He further added that the Local Authority carefully selects the nurseries.

He advised members that if the Community Councils wanted to engage in the process then his team were more than happy to support and engage with them in the process

RESOLVED: Members noted the report

30 Draft Work Programme

The Service Director Democratic Services and Communications presented the report to members which detailed their work programme for the Municipal Year 2021-22. He advised members that it would be a shorter municipal year when taking into account the elections in 2022.

The Service Director Democratic Services and Communications added that there was capacity in the Work Programme for Members to identify any relevant training opportunities.

The Chairperson advised that members should take advantage of any training opportunities that arise as these can prove useful for members in carrying out their role as Community Councillors.

31 Local Government and Elections (Wales) Act 2021 - Virtual/ Hybrid Meetings update

The Service Director Democratic Services and Communications provided the Committee with an update in respect of the work being taking forward which is summarised below:

- A participation strategy for 16/17 year olds
- Boundary commission confirmed a review will take place, reports will be brought forward to members of the Committee over the next 12 months as necessary.
- First hybrid meeting will take place next week, will not be broadcast live but that will follow later in the year. A series of mock meetings would take place first to allow members to become familiar with the equipment and processes. Remote meetings would continue to be the default for the Authority.
- Democratic Services continue to be in dialogue with Community Council clerks through the clerks meetings as to how we can support them to meet the requirements of the Act

The Chairperson stated that any proposed changes made by the boundary commission has the full engagement of the Community Councils as the changes could affect all areas. She also offered that if any of the clerks wished to view the Councils new chamber facilities to contact the Democratic Services team. She informed members that since meetings had been held virtually the Authority had seen an increase in attendance at meetings.

One member mentioned that virtual meetings had been an advantage to their Community Council. He added that their Community Council was relatively small and they did not have a base as they did not own any property, therefore they would struggle to hold meetings of a hybrid nature which he felt would be an issue for a lot of other Community Councils.

One member stated that whilst hybrid/virtual meetings were advantageous he did express his concern at the cost and access implications and it would be a long process for his community council with lots of issues to resolve first to ensure they had the best tools available for their community.

The Chairperson thanked members for their comments and reassured them that where the Authority were able to support Community Councils they would be available to them and urged members to ask their clerks to reach out to the Democratic Services Team.

RESOLVED: Members noted the report

32 Urgent Items

None

**CIlr M Webber
Chairperson.**

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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

COMMUNITY LIAISON COMMITTEE

12 NOVEMBER 2021

DIVERSITY IN DEMOCRACY

REPORT OF THE SERVICE DIRECTOR OF DEMOCRATIC SERVICES & COMMUNICATION.

1. PURPOSE FOR THE REPORT

- 1.1 To advise Members of the work of the Council in respect of diversity in democracy, including details of the WLGA Council 'Diversity in Democracy' report.

2. RECOMMENDATIONS:

1. To note the work of RCT Council to promote the diversity agenda and to consider any aspects that could be taken forward by the Council's Town and Community Councils.

3. DIVERSITY IN DEMOCRACY

- 3.1 The diversity agenda has been growing across all aspects of public life and it is important that Rhondda Cynon Taf are committed to increasing diversity, which includes tackling the barriers which prevent an individual's active participation in local democracy.
- 3.2 A more diverse democracy means decision-makers with broader life-experiences and a greater understanding of the challenges faced by wider society. A diverse and more inclusive democracy leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and in turn better decision making and better governance.
- 3.3 The Welsh Government have been focusing heavily on the diversity agenda and following the evaluation of phase one of the Welsh Government's Diversity in Democracy work a number of key recommendations and actions were derived, with such actions being addressed through the Local Government and Elections (Wales) Act 2021. Further work by the WLGA Council has also strengthened the impetus for diversity actions to be considered and implemented now, to allow any improvement in diversity within democracy for the Local Government Elections in 2022 and beyond.

- 3.4 In light of the work undertaken by the Welsh Government and the importance seen by the Council as a whole of achieving diversity in democracy, the Council's Democratic Services Committee established a working group to look in detail at the proposed actions that have come forward from the above mentioned evaluation. The Working Group are also considering the opportunities and engagement which would benefit the future of diversity in advance of the 2022 local government elections to encourage participation as a principal authority and with both Community and Town Councils across the County Borough.

4 DIVERSITY IN DEMOCRACY – DEMOCRATIC SERVICES COMMITTEE INTERIM REPORT.

- 4.1 The Council's Democratic Services Committee Working Group have been focused with their work and are clear that their work will be an ongoing process to ensure that a more diverse democratic environment is created within Rhondda Cynon Taf. Their work included aspects of awareness raising for the recent Senedd Elections and the longer-term work that is needed for the Local Government Elections in 2022. It is important to emphasise that the Working Group were aware that some aspects of the diversity agenda were outside its remit and that of the Council and such areas needed to be taken forward by political parties and other stakeholder groups. The Working Group do however plan to meet with Group Leaders as part of their work to promote the actions needed to be taken forward, due to the important role that they play. The Working Group will look to seek the participation of Group Leaders to champion the diversity expectations within the selection processes of their political parties and also assist by promoting the advice available to future candidates or individuals considering standing for office at the earliest opportunity.
- 4.2 Through its initial findings the Working Group developed a range of interim recommendations which would assist in promoting the diversity agenda. These recommendations were endorsed at the meeting of the Democratic Services Committee on the 10th May 2021 and further supported by full Council on the 26th May 2021.
- 4.3 The interim report of the Democratic Services Committee Working Group is attached as Appendix A, which includes 16 recommendations to support the diversity agenda.
- 4.4 As part of the recommendations the working group recommended the following in relation to Town and Community Councils:-

RECOMMENDATION 4

To take forward the positive relations and opportunities to work with Town and Community Council's to ensure links with 'Democracy pages' are promoted on own website / social media platforms and for similar local 'role of a councillor' to be developed and promoted.

4.5 The Council are currently completing the amendments to the Council democracy pages and once completed, these pages will be shared with Town and Community Councils. It is suggested that aspects of these pages could be linked with each Community and Town Council's webpage for further promotion.

4.6 Work will soon commence with the undertaking of a 'Role of a Councillor' video with Town and Community Councillors to further promote the role which will be included on the Council's democracy webpages to further promote diversity and promotion of the role to any potential candidates.

RECOMMENDATION 7

To liaise with the Council's Employment, Education & Training team to establish the opportunity for a 'Democracy stall' at a future Council Career Fair to further promote the role of a Councillor and how democracy works within RCT and Wales.

4.7 Communication has been taken forward with the Manager of the Employment, Education & Training team and meetings will take place over the next month to discuss how best to engage in the Career Fairs. It will be important that the role of a community and town councillor is also promoted at such fairs.

RECOMMENDATION 10

Following the easing of lock down restrictions and when safe to do so take forward the opportunity for the promotion of 'open invites' to the Chamber for potential candidates so they can learn more about the role of a Councillor and work within a Council Chamber.

4.8 Although restrictions are easing the Council still want to continue a cautious approach to attendance in the Council Chamber, currently only inviting Elected Members and Officers to attend. However when such opportunities do arise the role of a Community and Town Councillor will also be promoted at such open invites.

5 WLGA COUNCIL

5.1 Like many Councils, the WLGA has committed to making a step change in local government diversity at the 2022 local elections. At a special meeting during April, the WLGA Council endorsed its 'Diversity in Democracy report' (attached at appendix B). The report was the culmination of the work of a cross-party working group and builds on the action plans and ambitions of both councils and partners.

- 5.2 It is advised that the WLGA will take forward several actions nationally, as outlined within the report such as:
- The launch of the beacouncillor.wales website already in place.
 - Representations will be made to political parties to take action and make progress
 - Representation to Welsh Government and the Independent Remuneration Panel that councillors should be entitled to 'resettlement grants' (effectively redundancy payments) should they lose their seat at an election.
- 5.3 At its meeting and through its report the WLGA Council recognised the diversity work already under way locally but called for concerted and ambitious local action. Through its report and resulting actions it asks Councils to prioritise action locally, promoting the take-up of members' allowances and progressing 'Diverse Council' declarations by the summer.
- 5.4 Members' allowances play a critical role in encouraging greater diversity; some councillors can be disproportionately affected if they are on low incomes or have caring responsibilities. Many councillors are dissuaded from claiming their full entitlements to allowances, such as reimbursements of costs of care or travel, due to peer or public pressure. The WLGA Council therefore unanimously agreed that there is a need to foster a culture where all councillors are encouraged and supported to claim any necessary allowances or expenses to which they are entitled.
- 5.5 The WLGA Council also unanimously agreed that all councils should commit to a declaration by July 2021 on becoming 'Diverse Councils' in 2022, to provide a clear, public commitment to improving diversity. The report includes an 'outline' Declaration to:
- Provide a clear, public commitment to improving diversity;
 - Demonstrate an open and welcoming culture to all;
 - Consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and
 - Set out an action plan of activity ahead of the 2022 local elections.
- 5.6 Councils may however wish to undertake further action or commitments within their Declarations according to local priorities.
- 5.7 The WLGA Council discussed the merits of positive action and there was support for the use of voluntary quotas in local elections; this is a matter for local groups and parties but where such voluntary approaches have been adopted in the past, there has been significant progress in terms of gender balance. The WLGA Council also unanimously agreed that councils should set targets to be representative of the communities they serve at the next elections.
- 5.8 Councils' local diversity work will be supported by a national awareness raising, publicity and support through the WLGA and Welsh Government. WLGA officials

will be meeting with Heads of Democratic Services to share ideas and approaches to develop local Diverse Council Declarations.

6 ACTIONS TAKEN FORWARD BY RCT COUNCIL.

- 6.1 At a special meeting of the Council on the 26th May 2021, the Council agreed that the Actions outlined within the WLGA Council report were to be added to the Action plan already developed by the Democratic Services Committee working group in respect of work already identified by the Council in respect of diversity.
- 6.2 In addition the Council pledged to become a diverse Council and to take forward a diversity declaration bespoke to the Council

7 EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 The work of the Democratic Services Committee Diversity working group and the WLGA looks to improve the equality and diversity across RCT and within the local democracy setting. The more representative of society and diverse our Councillors are the better understanding they will have of the needs of the local community and therefore are better equipped at carrying out their duties and responsibilities.

8 CONSULTATION

- 8.1 Democratic Services Committee – [10th May 2021.](#)

9. FINANCIAL IMPLICATION(S)

- 9.1 The awareness raising opportunities referenced within the interim report can be delivered through platforms already available to the Council. In respect of 'resettlement grants' proposed by the WLGA financial implications may be incurred.

10. LEGAL IMPLICATIONS

- 10.1 The Local Government and Elections (Wales) Act 2021 outlines a number of duties placed on Local Authorities in respect of the diversity agenda.

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

- 11.1 The work of a Councillor is fundamental to the Council's Corporate plan, as Councillors are the mouthpiece for the communities that they serve.

- 11.2 Ensuring that there are greater opportunities for a more diverse democracy across RCT links to the Wellbeing of Future Generations goals of a more equal Wales and a Wales of cohesive communities.

12 CONCLUSION

- 12.1 Trying to achieve a diverse culture is challenging and the Democratic Services Committee working group have, in a short period of time, already identified potential barriers that may dissuade members of the public to stand as a candidate for election.
- 12.2 All Councils need to ensure that any perceived barriers are eradicated and instead celebrate and promote the rewarding experiences of becoming a Councillor.

DIVERSITY IN DEMOCRACY

The Interim Update Report of the Diversity in Democracy Working Group.

2021.

Chairs Foreword – County Borough Councillor M Adams

Diversity within Local Government is all about creating an inclusive environment, accepting of every individual's differences, enabling all Councillors to achieve their full potential and as a result, allowing Council services to reach their fullest potential for the benefit of its residents. If you value each person's differences, regardless of age, disability, ethnic background, gender identify, religion or belief, political persuasion, or sexual orientation then you are allowing each person to contribute their unique experiences, which can have an extremely positive impact on the work of a Council as a whole and the people that we serve. The more representative of society and diverse our Councillors are the better understanding they will have of the needs of the local community and therefore are better equipped at carrying out their duties and responsibilities.

However, trying to achieve this diverse culture is challenging and as a working group we have, in a short period of time, already identified potential barriers that may dissuade members of the public to stand as a candidate for election. We need to ensure that any perceived barriers are eradicated and instead celebrate and promote the rewarding experiences of becoming a Councillor. We need to demonstrate the flexibilities of the Council to allow for a work life balance, which will further be enhanced through the potential for conducting hybrid meetings. We need to promote the remuneration available to Elected Members and the training opportunities and support provided, such as a carers allowance, so that any future candidate is aware of the support open to them. We need to engage with our communities and groups to educate and promote the democratic process to make it engaging to residents, who may feel inspired to attend and one day become that Councillor.

We recognise that Town and Community Councils provide a vital connection for communities into decision making and we need to work with our Community and Town Council colleagues to engage with potential candidates and support their elected members. It was therefore important as a working group looking at this issue that we had a Community Council representative as a member of the working group.

The work of the group is fast moving and already actions have been outlined as a response to the provisions in the Local Government & Elections (Wales) Act 2021 that will take forward the diversity agenda and the recent recommendations of the WLGA Council report. Our work will be ongoing until the 2022 Local Government Elections as we work to ensure that the Council achieves all it can to push the diversity agenda and develop a more diverse democratic profile. However, there are many things outside of our control and work will

need to be taken forward in conjunction with political parties and other stakeholders to push the agenda forward.

This interim report allows us to compile the work achieved to date and the recommendations we feel are necessary to positively start the engagement and educating of the democratic process within Rhondda Cynon Taf. We need to act now to reach out to potential candidates. We also need to continue our momentum of engaging with the youth voters through the voting awareness raising campaigns that have been taken forward for the Senedd elections as our young people are the mouthpiece and potential Councillors of the future.

Can I thank all the Members of the working group for their valuable contributions, especially my Vice Chair, Councillor Heledd Fychan. I would also like to thank officers for their attendance, especially the Council's Diversity and Inclusion Manager, representatives from the Youth Engagement & Participation Service and the Head of Democratic Services and his team.

Cllr. M.Adams.

Diversity in Democracy.

It is important for democratic institutions and public services to reflect the diversity of the population they represent and serve. A more diverse democracy means decision-makers with broader life-experiences and a greater understanding of the challenges faced by wider society. A diverse and more inclusive democracy leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and in turn better decision making and better governance. It is important that the people who make decisions on behalf of the people are in tune with and representative of their local communities, unfortunately this is not always the case.

The diversity agenda has been growing across all aspects of public life and it is important that we as a Council are committed to increasing diversity, which includes tackling the barriers which prevent an individual's active participation in local democracy.

The Welsh Government have been focusing heavily on the diversity agenda and following the evaluation of phase one of the Welsh Government's Diversity in Democracy work a number of key recommendations and actions have been derived, with such actions being addressed through the Local Government and Elections (Wales) Act 2021. Further work by the WLGA Council has also strengthened the impetus for diversity actions to be considered and implemented now to allow any improvement in diversity within democracy for the Local Government Elections in 2022 and beyond.

In light of this work undertaken by the Welsh Government and the importance seen by not only the Democratic Services Committee but the Council as a whole of achieving diversity in democracy, the Democratic Services Committee established a working group to look in detail at the proposed actions that have come forward from the above mentioned evaluation, the opportunities and engagement which would benefit the future of diversity in advance of the 2022 local government elections to encourage participation as a principal authority and with both Community and Town Councils across the County Borough.

Terms of Reference

The Terms of Reference agreed by the working group at its inaugural meeting are detailed below

"The Working Group will:

- Review the actions outlined within the Welsh Government Phase 2 Action Plan in relation to Diversity in Democracy in order to consider proposals to support these objectives;
- Consider what the Council can do to raise awareness and promotion of the role of Councillors, to reduce potential barriers to becoming a Councillor (County Borough / Community / Town) with the aim of encouraging future candidates from diverse backgrounds to come forward for Election.

Proposed Outcome from undertaking the review:

- To increase diversity within democracy at the local Government Elections 2022 and any future election.
- To reduce the barriers to attracting a more diverse pool of candidates
- To promote and raise awareness of the role of a Councillor and the work undertaken
- To consider Officer proposals to engage and support potential candidates
- To consider and comment upon engagement with 16 – 17 year old's in local government democracy.
- To consider proposals for the future training / information provided to Councillors in respect of diversity
- To inform discussions with Group Leaders ahead of the 2022 Local Government Elections

Membership of the Group

The membership of the group consisted of:

County Borough Councillor M Adams (Chair); County Borough Councillor H Fychan (Vice Chair), County Borough Councillor M Webber (Equalities Champion), County Borough Councillor J Bonetto, County Borough Councillor J Edwards, County Borough Councillor S Stephens, County Borough Councillor S Powderhill, County Borough Councillor L Walker.

Community Councillor J. Turner Llanharan Community Council.

Is there Diversity in Democracy? – Current Position.

People assume ‘diversity’ relates to the sex of a person or their ethnicity and this is generally how diversity is gauged, however *Diversity is more than gender or ethnic diversity; it is about different voices, not just different characteristics of people.*

There is no County Borough Council in Wales in which both sexes are equally represented. More often, women make up between 20 and 30% and sometimes less. The average age of councillors in Wales is around 60 and has remained stubbornly within that range for many years. The number of non-white councillors is miniscule even in areas of Wales with relatively large numbers of Black, Asian and Minority Ethnic citizens.

The 2017 local elections saw small improvements in gender balance across Wales: 29% of all candidates were women (up by 1% from 2012); 28% of councillors elected were women (up 2% from 2012) and 32% of all newly elected members were women. The gender balance of cabinet members also remains low and lower than the proportion of women councillors at 27.5%. The age profile of councillors did not change significantly remaining proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%). Only 1.8% of councillors were black or ethnic minorities compared to 4.7% for the Welsh population. 16% of candidates and 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process. The report on the Local Government Candidates Survey 2017 provides further information about both candidates and elected councillors.

Diversity within Democracy RCT?

There is currently no quantified profile on the diversity of Members within the Council membership, which is something the working group are looking to address. However, when looking at the gender balance within the democratic structure there is the following:

- Of the Council’s current 73 Elected Members (2 vacant seats as at April 2021) **39** are **Male** and **34** are **Female**
- RCT Cabinet: 5 Men / 4 Women
- Chairs/Vice Chairs: 18 Women have been appointed as either a Chair/Vice-Chair
15 Men have been appointed as either a Chair/Vice-Chair

When looking at the age profile of Members it is recognised that the majority of Member are above 60.

Age Group	No. Of Members
18 – 30:	4
31-40:	8
41 – 50:	12
51-60:	19
60+:	30

In light of the above information RCT Council favours well in comparison to many other Local Authorities with its gender balance ratio. However, there is still lots the Council must do to attract other diverse candidates in coming forward and engaging within the democratic process.

What are the barriers to democracy?

The role of a councillor is stimulating, rewarding and regarded as a privilege by many. The role however is a challenging and demanding one and is not one that should be considered lightly; it is a complex and demanding role, which requires a significant time commitment and can therefore have implications on people's family lives and work-life balance. It can impact on a professional career and on an individual's income and future financial security. It is also a role that can expose individuals (and their families) to regular personal criticism, insults and even threats, particularly through social media.

A number of studies have been compiled to look at the barriers to democracy with such studies highlighting:

- Child care and other caring responsibilities
- Time-commitment and meeting times
- Public criticism and online abuse
- Public's understanding of local government and the role and responsibilities of councillors and the Council itself is limited therefore portraying a political and organisational culture
- Remuneration and Employment
- Role models and incumbency

Members of the Group agreed with the above barriers and also considered the following as potential barriers within RCT:

- Disability access
- Technical / Digital Barriers
- Language Barriers
- Support and guidance for independent candidates

Members of the group spoke of their personal barriers to becoming a Councillor and it was considered important that such examples are highlighted to potential candidates to illustrate how those barriers can be broken down and the rewards that are brought by pursuing the role of a Councillor.

How can we improve? – *The Work and Findings of the Working Group.*

The Working Group have been focused with their work and are clear that their work will be an ongoing process to ensure that a more diverse democratic environment is created within Rhondda Cynon Taf. Their work has included aspects of awareness raising for the forthcoming Senedd Elections and the longer-term work that is needed for the Local Government Elections in 2022. It is important to emphasise that the Working Group were aware that some aspects of the diversity agenda were outside its remit and that of the Council and such areas needed to be taken forward by political parties and other stakeholder groups. The Working Group do however plan to meet with Group Leaders as part of their work to promote the actions needed to be taken forward, due to the important role that they play. The Working Group will look to seek the participation of Group Leaders to champion the diversity expectations within the selection processes of their political parties and also assist by promoting the advice available to future candidate or individuals considering standing for office at the earliest opportunity.

The Working Group were also conscious of the need to include Community and Town Councils within its work as it appreciates the role fellow colleagues play within the communities that they serve.

Awareness Raising – the Right to Vote.

Members felt it was crucial that as part of their work they look to promote the right to vote to the newly enfranchised 16 -17 year olds, who for the first time will be able to vote in the Senedd Elections and will be able to vote in the 2022 Local Government Elections Wales. Members also addressed the need to focus not only on the youth vote but also widen the campaign to engage with any disenfranchised voters. Awareness raising campaigns have also been undertaken by the Welsh Government and Electoral Commission and such materials have been promoted to youth groups within RCT via the YEPS service, as well as the service taking forward its own awareness raising campaign.

Welsh Government HWB resources – [Vote 16](#) ; [PleidLais /Voice2Vote](#) ; [Raise yourvoice](#)

The Welsh Government provided numerous resource materials to promote and help educate new young voters. The Voice2Vote resources pack developed by the Welsh Government included online resources aimed at young people aged 13 and over in Wales which brought to life why young people should vote. The vote16 resources provided online videos and access to events and activities that could be undertaken to again educate young people on the importance of voting and also how to vote. Dissemination of these materials were provided to YEPs and work by the Council was being undertaken in respect of dissemination to Schools. Due to the Covid Pandemic and the lockdown restrictions and closure of schools the dissemination within schools was not as productive as previously anticipated. However, going forward, with the easing of restrictions it is anticipated that future work with schools can be taken forward ahead of the Local Government Elections. The Working Group were keen for opportunities to still be made available for such engagement and awareness raising through the welsh baccalaureate and citizenship lessons.

Electoral Commission - [Welcome to your Vote](#)

The Electoral Commission have created a new set of educational resources for newly enfranchised 16 and 17 year olds in Wales, who are preparing to cast their votes for the first time. The tools, designed for use in classrooms and with youth groups across Wales, were intended to help young people who are voting for the first time at the Senedd elections. The handbooks, videos and quizzes cover three key topics – what you can vote for, campaigning and how to vote, - and aim to demystify the voting process for young voters.

YEPs – #Isityourfirsttime Voting Campaign.

The working group were pleased to welcome representatives from the YEPs service who advised of the positive engagement undertaken to date in respect of the awareness raising within young people in the County Borough on their rights to vote and the importance and impact of their vote. Their campaign 'isityourfirsttime' which was led by the young people has been pushed through a number of platforms via the service (facebook, twitter, snapchat, Instagram, ticktock), including use of the YEPs tv live (an online programme dedicated to the voting campaign). Members were advised that the youth Members were the mouthpiece to promoting the campaign to their peers and positive engagement had been received. In addition youth workers based within schools and colleges were also assisting with promoting the campaign message.

Youth Decide – RCT Council Campaign.

The Council's Communications Team in discussion with the working group developed a number of social media infographics highlighting the importance of the youth vote which was disseminated through the Council's social media platforms. A social media video entitled 'Don't leave yourself on mute' was also taken forward. It is suggested that the work done to date on these campaign materials be reviewed following the Senedd Election to ensure they are fit for purpose for the 2022 Local Elections. It is anticipated that a collaborated approach could be taken forward with Schools and YEPs to assist in the development of the campaign materials to ensure young people can relate to the messages within.

(Details and examples of the social media posts can be found in appendix 1 of the report.)

Diversity Action Plan – Council Driven Actions.

In September 2020, the Minister for Housing and Local Government provided an update on the 'Phase Two - Diversity in Democracy Programme Action Plan' developed by the Welsh Government. A number of the actions outlined by Welsh Government have been included within the Local Government & Elections (Wales) Act and will therefore naturally be taken forward by the Council as part of the Acts legislative requirements i.e Public Participation Strategy / webcasting requirements / hybrid meetings. The Working Group however utilised this key document and identified what actions would be driven by Welsh Government and those that could be taken forward by the Council to improve democracy within the Council. The actions outlined by Members resulted in a detailed 'Council Driven Action Plan' which resulted in a number of recommendations that could be taken forward in the first instance. Such areas highlighted by Members included work on the Council website to include videos and details of the 'life of a councillor', work to be taken forward in the Council Chamber to ensure accessibility and promotion of translation facilities. Another suggestion by Members

was the promotion of the Role of a Councillor through the RCT jobs fair. Members were keen to promote such advantages and opportunities to promote the work of a Councillor and to prevent any potential barriers that may be perceived by a prospective candidate.

The Action Plan of the Working Group is attached as Appendix 2 of the report.

Diversity & Inclusion Events – The working Group have utilised the knowledge and experience of the Council’s Equalities and Inclusion Manager who has provided details of the diversity and inclusion work of the Council’s Diversity and Inclusion (D&I) team to support the Council in fulfilling its responsibilities under [equalities law](#). This provided much valuable information to the group and it was noted that Elected Members should be proactively involved in the programmes and events supported and promoted by the Council.

Social Media and Standards & Ethics - Disrespectful Behaviour– Members of the group spoke passionately about their role as a Councillor highlighting both the positives and negatives that can come with the role. Often Members are subject to disrespectful behaviour, especially through Social Media. It was highlighted that further training would be taken forward with Members in respect of social media, providing Members with what ‘was and wasn’t’ acceptable behaviour for Members to contend with. It was also noted that on occasions, in the heat of debate the Council Chamber could potentially see moments of disrespectful behaviour towards Members of different political persuasions. Members felt strongly that such behaviour was unnecessary and could often be seen as a barrier to promoting the role of a Councillor. It was discussed that the open-door policy of the Head of Democratic Services and Monitoring Officer needed to be further promoted so that Members felt assured that they could report any such behaviour. A mutual respect policy or a statement of understanding could be developed for all Members to sign up too outlining their duties as a Councillor including the need to have mutual respect within the Council Chamber was suggested as a way forward.

Members Support – Ensuring Member’s mental health is more important now than ever as Members balance the demands of work life balance and their role as a Councillor during the Covid Pandemic and as the Council and residents of RCT recover from it . New demands have been placed on Members as they learn new ways of working to ensure they can fulfil all of their roles as a Councillor and are still able to meet the needs of their constituents. Further promotion of the ‘Time to Talk’ campaign to Members and the opportunities and support that Members can access through the Council’s Occupational Health Service needs to be taken forward for Elected Members. Working Group Members also discussed how the promotion of such services should be promoted to future candidates, and as picked up during their work in the Action Plan, the opportunities for reasonable adjustments should also be highlighted.

Members Training – Members of the Working Group are aware of the amendments being made to the Induction Curriculum Framework for Candidates and New Members in Wales for the Local Elections 2022 which is being developed by Local Authorities working with the WLGA. This framework outlines the curriculum for the induction of members in Wales leading up to and following the local elections in 2022. It sets out the suggested local and national

activities to support potential and new members. It is not designed to be prescriptive as the needs of each Council and Councillor are different. It should however provide a guide for what should be considered when developing local programmes. The Framework is being designed to fit with the *Development Framework for Members*, a competency framework for members which provides more information about the subjects which should be covered in both induction and ongoing member development. It also fits with the *Wales Charter for Member Support and Development* and takes account of the legislative requirements for members including those set out in the Local Government (Wales) Measure 2011 and the Local Government and Elections (Wales) Act 2021.

Following the delivery of an induction programme, further development for councillors should be informed by an annual personal development reviews (PDRs). Members of the Working Group were keen for aspects of diversity to be included in the framework and the Induction programme for RCT that would further be developed for all Members following the 2022 Local Elections. Members are keen for 'Unconscious Bias' to be taken forward as a training module as well as training on the menopause and social media. In addition the group discussed Members receiving timely 'bitesize' information in respect of 'diversity within RCT' which could be presented through the Members portal to assist Members in their understanding and promotion of diversity within their wards and across the County Borough.

Future Open days – Members felt it would be beneficial to take forward open day events at the Council Chamber (when covid restrictions allows) to allow potential candidates to have a feel for the Council Chamber and to learn more about the role of a Councillor and work within a Council Chamber. With the new ways of working Members will be able to attend Council meetings remotely or through a hybrid setting, which allows Members further flexibility and balance of other commitments. The provision of webcasting and the live streaming of meetings will also help to promote public participation in the democratic process and hopefully engage with future candidates. Such webcasting recordings provide a powerful demonstration of democracy and part of the role of a councillor and raise awareness of the work of the Council.

RECOMMENDATIONS

Through its initial findings the Working Group have developed a range of interim recommendations which will assist in promoting the diversity agenda, which they put forward to the Democratic Services for consideration. There is still further work for the Working Group to address, but it is felt timely that the work done to date is reported on and the suggested recommendations are considered to allow for them to be actioned if agreed. To assist in the Committees deliberations the recommendations also seek to illustrate the potential outcome such a recommendation would have so that its impact could be easily demonstrated and measured if successful.

Recommendation 1.

- To work collaboratively with the YEPS Service, Schools and Colleges in the run up to the 2022 Local Government Election to further promote and educate the importance of the youth vote and the democratic process. Utilising the opportunities for engagement and awareness raising and the educating of a 'role of a Councillor' through Key Stage 3, the welsh baccaulaureate and citizenship lessons within schools.

Outcome: Young people are better educated in the democratic processes, how democracy relates to the provision of Services and the role of a Councillor. Young people have an understanding on the importance of voting.

Outcome Measure: Survey of young people following such engagement / Registration drive/campaign to increase numbers of 16 and 17 year olds on the register.

Recommendation 2

- To review the effectiveness of the voting awareness raising campaigns following the Senedd Elections and to build upon these campaigns ahead of the Local Government Elections 2022, ensuring wider partnerships arrangements are taken forward to allow engagement with wider audiences.

Outcome: To establish the percentage of first-time youth voters who took part in the Senedd Elections and to build upon this number for future elections.

Outcome Measure: Number of first-time youth voters on the Electoral Register

Recommendation 3

- To review the Council Websites 'Democracy pages' to promote the role of a Councillor with details and videos of local Members, promote how the work of a Councillor links in with everyday services taken forward by the Council and provide details and links of the different tiers of government to assist in increasing the understanding of democracy within RCT and Wales. To ensure that the page demonstrates the features

available to Members – such as translation facilities, audio equipment within the Chamber, Hybrid meeting opportunities and promoting reasonable adjustments to prevent any perceived barriers for any future candidate

Outcome: Promoting and educating in respect of the role of a Councillor and the democratic process. Promoting the opportunities available to reduce any anticipated barriers

Outcome Measure: Website page viewing figures

Recommendation 4

- To take forward the positive relations and opportunities to work with Town and Community Council's to ensure links with 'Democracy pages' are promoted on own website / social media platforms and for similar local 'role of a councillor' to be developed and promoted.

Outcome: Promoting and educating in respect of the role of a Councillor and the democratic process. Promoting the opportunities available to reduce any anticipated barriers

Outcome Measure: Website page viewing figures

Recommendation 5

- To promote the remunerations and allowances that are available to Members on the Council's website and to candidates standing for Election by linking with the Council's Democracy page

Outcome: Promoting the opportunities available to reduce any anticipated barriers

Outcome Measure: Website page viewing figures

Recommendation 6

- To promote the Councils democracy pages and the role of a Councillor to established groups, such as School Governors who are often already active within their local communities and could potentially look to become candidates at a future election.

Outcome: Promoting the opportunities available to reduce any anticipated barriers

Outcome Measure: Website page viewing figures, survey of candidates.

Recommendation 7

- To liaise with the Council's Employment, Education & Training team to establish the opportunity for a 'Democracy stall' at a future Council Career Fair to further promote the role of a Councillor and how democracy works within RCT and Wales.

Outcome: Promoting the role of a Councillor and the opportunities available to reduce any anticipated barriers

Outcome Measure: Number of people who engage at the event

Recommendation 8

- Members welcome the introduction of a Public Participation Strategy and welcome the opportunity to drive forward further public engagement in democracy by seeking the public's view on items for consideration at scrutiny meetings, ensuring work programmes are dealing with issues that matter to residents of the County Borough. As part of the duty of the Act and to engage the public in local democracy the Council will need to provide a constitution guide to be developed and promoted on the Council website which the working group also welcomes.

Outcome: Improved public engagement to better inform the democratic process

Outcome Measure: webcasting viewing figures / more public engagement within the democratic process

Recommendation 9

- To continue to address the works needed at the Council Chamber to ensure that the Chamber is Fully accessible.

Outcome: Fully accessible to reduce any barriers for any disabled Member

Outcome Measure – Disabled Participants (members of the public) / Elected Members are able to engage at meetings in the Chamber

Recommendation 10

- Following the easing of lock down restrictions and when safe to do so take forward the opportunity for the promotion of 'open invites' to the Chamber for potential candidates so they can learn more about the role of a Councillor and work within a Council Chamber.

Outcome – Engagement opportunities and Promotion of the role of a Councillor and the work of the Council

Outcome Measure - Attendance at the event

Recommendation 11

- That the Member induction programme provides all Members with the skills and knowledge base to undertake their role. Ensure that a rolling programme of training is developed for each Member throughout their term of office and to provide the opportunity for mentoring for Newly Elected Members when requested.

Outcome – Members feel confident in performing their duties and have a wide knowledge base

Outcome Measure – Members annual survey / Members PDR process

Recommendation 12

- To undertake a diversity survey with Members which will provide a benchmark for future elections and allow the Council Business unit to review the support / barriers that may have been experienced by a Member during their term of office. The undertaking of such a review will help to deliver a positive and diverse environment for future Members to undertake their roles.

Outcomes -Provide a benchmark of the diversity of Members within RCT

Outcome Measure – Survey responses

Recommendation 13

- To ensure Members are advised of the support available to them through the Council Business unit and the Head of Democratic Services – providing contact details at the earliest opportunity during the Member Induction. Ensuring Members are aware of the ‘Open Door’ policy of the Head of Democratic Services.

Outcome – Members feel supported during their role

Outcome Measure – Members Annual Survey

Recommendation 14

- To consider introducing a ‘statement of understanding’ for Members outlining their duties as a Councillor including the need to have mutual respect within the Council Chamber.

Outcome – A demonstration of mutual respect to other people with varying political opinions, show of working together for the benefit of its communities.

Outcome Measure – Number of formal or informal complaints received in respect of Members behaviour

Recommendation 15

- That the Members Portal is utilised to provide Members with bitesize' information in respect of 'diversity within RCT' to assist Members in their understanding and promotion of diversity within their wards and across the County Borough.

Outcome – Supporting Members to deliver for the needs of the communities

Outcome Measure – Members annual survey

Recommendation 16

- To seeking the participation of Group Leaders to champion the diversity expectations within the selection processes of their political parties and to encourage Group Leaders to promote the advice available to future candidates or individuals considering standing for office at the earliest opportunity.

Outcome – Opportunities for a more diverse range of candidates selected

Outcome Measure - Survey of candidates standing for election.

WLGA SPECIAL COUNCIL

WLGA WORKING GROUP ON DIVERSITY IN LOCAL DEMOCRACY

Purpose

1. To report on the work undertaken by the WLGA Cross Party Working Group on Diversity in Local Democracy and seek Council's endorsement of proposals to achieve a 'step change' at the 2022 local elections.

Summary

2. WLGA Council agreed in September 2018 to take steps to advance gender equality and diversity in Councils before the 2022 elections. This was in recognition of the lack of diversity in Welsh Councils . A cross party working group was set up to explore broader underrepresentation in democracy.
3. It is now widely acknowledged that equal representation is not only an issue of representational fairness but essential for the quality of policy development and decision making. Decisions will be better when they are taken by people with lived experience of an issue. The 'right person for the job' of councillor needs to be a member of the community they serve, in order to fully and consistently understand the lives and needs of that community. Councils also need to demonstrate to underrepresented communities that they are valued and included in local democracy.
4. Much work has been undertaken in the last decade in Wales to measure and improve the diversity of councils. More work is in the pipeline in preparation for the 2022 elections. There is a national communications campaign to encourage people from underrepresented groups to vote, engage with local democracy and stand for office. New mentoring programmes are being delivered with the Womens' Equality Network Wales and the Ethnic Minorities and Youth Support Team Wales. Stonewall Cymru and Disability Wales will also soon be offering mentoring programmes. The Welsh Government and Senedd Commission are working with Councils, schools and youth councils and developing resources to encourage 16 and 17 yr olds to get involved and vote. The WLGA has a new Be a Councillor website and, is part of the Pan UK civility in public life campaign and are working with Councils to continue to improve the range of support and development provided to members.
5. In previous elections councils have worked hard to encourage underrepresented groups to stand with their own outreach, mentoring schemes and information days. They have done much to improve the support provided for serving councillors and provide them with guidance, development and better working

conditions. More recently we have worked together as a local government family to support members suffering abuse and harassment.

6. The Working Group found, and national and international research shows, that this comprehensive activity will not be enough to make change at the pace required. This report outlines the additional activities that could make a difference.
7. There are three main areas for action:
 - Encouraging councils to ensure all councillors receive their full entitlement to allowances and salaries, and encouraging the introduction of resettlement grants, so that all members receive fair remuneration for their work and that the role of member is not limited to those who can afford it
 - An agreement by councils to undertake new or developed work in this area and visibly commit to this by signing up to becoming Diverse Councils.
 - To discuss positions and making representation to political parties and acting locally to set quotas and/or voluntary targets for the election of councillors from underrepresented groups.

Background

8. WLGA Council first received this report at its meeting on 27th November 2020. Given the significance of the report and the issues considered and due to the congested agenda at the November Council, members agreed to defer the report to a later and dedicated meeting in early 2021.
9. At its meeting on 28th September 2018, WLGA Council committed to advance gender equality and diversity in local democracy ahead of the 2022 local elections.
10. WLGA Council agreed to establish a cross party working group to develop an action plan and to identify possible actions for consideration by WLGA Council. The Membership of the Group is at Annex A. Not all members were able to attend all meetings, however, contributed to the work via discussions with officers. The WLGA Equalities Cabinet Members Network has also fed into the work of the group.
11. The working group did not commission additional research or evidence gathering as there have been several reviews in recent years. The working group considered recommendations which have emerged from research undertaken in 2018-19 by the Women's Equalities Network, Chwarae Teg, the Senedd's Equality, Local Government and Communities Committee, the Welsh Government

including the review of its Diversity in Democracy programme, the Fawcett Society, the Electoral Reform Society, and the British Council. Further research and reports, including engagement and research through the Welsh Government's developing Race Equality Action Plan and Race Alliance Wales' 'Do the Right Thing' report (January 2021)¹, have informed this report.

12. The evidence base, barriers and challenges to attracting more diverse councillors were referenced in the WLGA's submission to the Senedd's Equality, Local Government and Communities Committee Inquiry into diversity in local government in September 2018². The barriers and challenges can broadly be summarised as:

- Time-commitment and meeting times;
- Political and organisational culture;
- Childcare and other caring responsibilities;
- Public criticism and online abuse;
- Remuneration and impact on employment; and
- Lack of diverse role models and incumbency

13. The working group also considered the legislation proposed in the Local Government and Elections (Wales) Act 2021 and considered the views from various groups through the Diversity in Democracy roundtables of stakeholders, convened by the Minister for Housing and Local Government, where the WLGA was previously represented by Cllr Debbie Wilcox and, subsequently, by Cllr Mary Sherwood.

14. The WLGA supported and participated in regional diversity in democracy stakeholder events held by the Welsh Government in the autumn of 2019 which sought views from under-represented groups from across Wales.

15. Senior WLGA and local government members also participated in an Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020 which sought to explore some of the barriers around diversity, including quotas.

Progress remains slow

16. Data shows that there remains a significant lack of diversity in Welsh councils. In Wales' local authorities:

- 28% of councillors and 29% of Cabinet members are women.

¹Race Alliance Wales 'Do The Right Thing' research report on racialised representation in public and political life (January 2021) - Full research paper (<https://bit.ly/3qpU4Rm>) Executive summary (<https://bit.ly/3bPtfCk>)

² <https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&fileid=1852&mid=665>

- Councillors are proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%).
 - Only about 1.8% of councillors are Black, Asian and Minority Ethnic (BAME) compared to 4.7% for the Welsh population and few hold senior positions.
 - 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process.
17. There has been some small progress, however, the leadership of Welsh local government is more diverse than ever before, though we recognise it is not fully reflective of wider society; there are 6 women leaders (up from 2 in 2017) and 6 women Deputy Leaders, a quarter of leaders are below the age of 45 and 2 leaders and several senior councillors have featured in Pride Cymru's 'Pinc List' in recent years.
18. The Black Lives Matter movement and wider Welsh Government commissioned working groups on the impact of COVID-19 on BAME people has demonstrated the barriers and challenges faced by of a significant proportion of society and highlighted the need to make visible progress in policy, leadership and, in particular, political representation.
19. The Report of the Welsh Government's BAME Covid-19 Socioeconomic Subgroup, chaired by Professor Emmanuel Ogbonna observed:
- "The overall theme that ran through the factors discussed in this report is the impact of longstanding racism and disadvantage and lack of BAME representation within decision making to effect better socio-economic outcomes. Although many of the issues highlighted have been identified and discussed previously, they have not been addressed in any systematic and sustained way. The coronavirus pandemic is, in some respects, revealing the consequences of such inaction on race equality."
20. The Socioeconomic Subgroup recommended that:
- "Welsh Government to encourage the political engagement of BAME communities by raising awareness and understanding of Welsh and UK democratic institutions and processes, with the overall aim of encouraging the increase of political representation of BAME communities by also encouraging voter registration from BAME communities."
21. The Welsh Government is also developing a Race Equality Action Plan, which will be published for consultation in the Spring 2021. This Plan will outline a vision, goals and actions to make Wales an anti-racist nation and will prioritise anti-racism and greater diversity in leadership and representation.
22. In advance of the Race Equality Action Plan, the actions and proposals in this report have been informed by WLGA engagement and participation in the Welsh Government's stakeholder and working groups and other race equality workstreams. Race Alliance Wales' 'Do the Right Thing' report outlines a range of

cultural and institutional barriers around participation of racialised people (it uses this term as it is argued that BAME people are racialised because of their ethnicity) and outlines several recommended actions and commitments for public bodies.

23. Local authorities are also undertaking local reviews or actions in response to the issues raised through Black Lives Matter and COVID-19 work reflecting the issues. The WLGA leadership has committed to building on local authorities' work and the WLGA will respond to the Race Equality Action Plan when it is published for consultation.
24. The lack of diverse representation in local authorities is a problem that has been recognised for decades. A more diverse democracy and elected representatives who are more reflective and understanding of their communities leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and better decision-making informed by a wider range of perspectives and lived experiences.
25. Prominent decision-makers from under-represented groups can be influential role models, empowering and encouraging others to aspire to follow in their footsteps and to contribute to public life. Similarly, more diverse senior political leaders who are more representative of an organisation's workforce can lead to improved workforce engagement, trust in leadership and a more confident organisational culture.

Diversity in Democracy 2017

26. Local authorities, the WLGA, Welsh Government and political parties have employed a range of measures to encourage greater diversity in candidates and councillors. The WLGA supported the Welsh Government-led Diversity in Democracy programme ahead of the 2017 elections.
27. The Diversity in Democracy programme was the biggest and most well-resourced programme of its type and was supported by a range of national partners including the main political parties. The programme included an awareness and promotional campaign, production of literature and online videos for candidates, businesses and mentees, working with employers to encourage them to encourage and support staff to be councillors and the roll-out of a mentoring scheme for people from under-represented groups.
28. A range of online materials were produced to provide information to candidates and councillors, including the WLGA's Be a Councillor guide and Councillor's Guide and the Welsh Government's Diversity in Democracy materials which included specific leaflets to encourage businesses to support staff in becoming councillors.

29. The Welsh Government produced a series of online videos with councillors as part of the Diversity in Democracy programme and several councils, including Gwynedd, Monmouthshire and Powys also produced excellent videos to explain the role of councillors and to encourage candidates to stand.
30. Several councils ran 'open days' ahead of the elections and mentoring and shadowing programmes are widely regarded as being beneficial, particularly in supporting people from under-represented groups to come forward to stand.
31. A mentoring campaign was the central project within the Diversity in Democracy programme and participants received extensive support, advice, training and access to serving councillors who acted as mentors. Of the 51 mentees who participated, only 16 stood for election and only 4 were elected. However, such a 'conversion rate' suggests that, in future, mentoring and support programmes may be a more effective use of resources if they are provided to people who had already committed to standing as a candidate.

Diversity in Democracy 2022

32. The cross party WLGA working group met three times to consider evidence and develop recommendations for consideration by WLGA Council. The working group has reviewed the existing evidence, considered what activities councils and the WLGA could do to improve diversity in democracy and the role of the Welsh Government and political parties.
33. The Minister for Housing and Local Government also convened a Diversity in Democracy roundtable of stakeholders which met twice. During the autumn of 2019, the Welsh Government organised 4 regional stakeholder events with 95 people attending, including councillors and officers from town and community councils and unitary authorities and third sector including charities, support organisations for the disabled, BAME, young people and religious organisations. WLGA Officials facilitated roundtable discussions. Key messages were:
- There was a general lack of awareness of the role and contribution made by councillors.
 - Social media abuse directed at councillors is getting worse. The abuse is predominately, but not exclusively aimed at women which has a direct effect on diversity in the role. There was increasing concern the abuse could be directed at members of the councillors' family, which was evidenced by some of the experiences of attendees.
 - Training and development are fundamental, but people were not always aware of what is available.
 - Time commitment was a barrier for many people, particularly people with family commitments or jobs.

- Providing help with costs to support individuals stand for election was a recurring theme, particularly for disabled people and other individuals from protected characteristics groups. Childcare costs were also seen as a barrier to campaigning.
- There was confusion about whether and what councillors are paid and on what basis. There were concerns about the determinations made and how individuals were impacted as a result of the interplay between the HMRC, the benefits system and the remuneration levels. Many attendees at the workshops felt remuneration of the councillor role does not cover the costs associated with the role particularly in town and community councils.

Action Plan 2020-22

34. A range of actions emerged from the Ministerial roundtable and the WLGA's working group which are being implemented or planned. These include the following (specific WLGA or local authority activity is included in italics):

Awareness/Value of Role

35. Councils and councillors have played a critical, central and prominent role during the COVID 19 pandemic during 2020. Councils have demonstrated that they are uniquely placed at the heart of their communities and public service delivery and councils and councillors have invariably been the first port of call for the most vulnerable or those in need of support or assurance. The crisis has demonstrated councils' ability to respond irrespective of scale and reaffirmed the importance of subsidiarity and localism, with elected members rooted in their local communities.

36. A broad-based communication campaign is in development with the Welsh Government and Senedd Commission. This will start with messages about the value of democracy and voting aimed at primarily at the newly enfranchised for the 2021 Senedd elections. This will develop to focus on the value and contribution made by councillors and encouraging participation in local democracy.

37. In parallel to the development of the national campaign Welsh Government will work with partners to identify key points/events throughout 2020 to promote positive stories about councillors' contributions and achievements.

38. Councils and WLGA to develop a consistent and coordinated campaign demonstrating how much councillors are valued, developed and supported.

39. WLGA has launched a Be a Councillor website <https://www.beacouncillor.wales/> which will be further developed in 2021 with pen portraits and 'day in the life' case study videos of councillors from a cross-section of characteristics. It will also include an e learning module for people interested in standing to enable them to

understand the role in more detail and "hit the ground running" should they be elected.

40. *Coordinated activity between authorities, including information and awareness campaigns and open days, linked to key events such as Local Democracy Week, International Women's Day, Black History Month, Disability Awareness Day, LGBT History Month etc.*
41. *Targeted WLGA promotional work through Welsh political party conferences in 2021*
42. *Targeted engagement work with third sector organisations to encourage discussion and interest in volunteers translating their informal community role into an elected community role. The COVID 19 Pandemic has increased the levels of voluntary and community-based work. The WLGA will engage with individuals and groups who may now wish to continue this work by standing for office.*

Candidate/Councillor Abuse

43. *The Local Government and Elections (Wales) Act 2021 will facilitate a change in the requirement to use personal addresses on ballot papers. The Act will also place a duty on political group leaders to promote high standards of conduct. It will also require councils to publish official rather than personal addresses for councillors.*
44. *The WLGA, in partnership with their colleagues in England, Scotland and Northern Ireland, are involved in developing the Civility in Public Life campaign to promote mutual respect and promote high standards of conduct. The WLGA, working with the LGA, has produced an online Councillors guide for handling intimidation <https://www.local.gov.uk/councillors-guide-handling-intimidation> .*
45. *The WLGA is working with authorities to encourage an informal but comprehensive duty of care for members.*
46. *The WLGA is also contacting and providing advice and support to individual councillors who receive online abuse and, where appropriate, issuing supportive messages challenging online abuse via social media.*

Training and Development

47. *The WLGA, with authorities, will continue to review current and future training provision. This will include a focus on new ways of delivering support and development post COVID 19.*
48. *Work will be undertaken to identify ways in which ex councillors can use their experience and skills to enhance their CVs or continue to use their skills and experience through involvement with training / support mechanisms.*

49. *The National "curriculum" for member induction is being updated. This overview of what members would find useful to learn is agreed with councils and includes subjects considered mandatory. As well as traditional subjects like Ethics and Standards, The Well-being of Future Generations and Scrutiny skills, this will now include unconscious bias, personal safety and remote working skills.*
50. *A new online Councillors Guide will be developed for Councillors for the 2022 elections.*
51. *The suite of National e Learning modules specifically developed for members which is freely available via the NHS learning@wales website will be updated for the 2022 elections. This work is being undertaken by authorities working together with the WLGA and is particularly important as a result of the changes to working and learning practice as a result of the Pandemic.*
52. *The national Competency framework for elected members is now being developed prior to the 2022 elections to include new requirements such as the understanding of unconscious bias, civility, remote meeting attendance and ICT skills.*
53. *Councils undertake personal development review with members to personalise training support. WLGA offers guidance and training in how to conduct PDRs*
54. *The Leadership programme for elected members developed and delivered with LGA and Academi Wales is being re commissioned and refreshed. There are challenges associated with delivering the programme in the current climate which will be addressed as part of the commission.*

Mentoring

55. *Welsh Government officials are working with disability and equality organisations such as the Ethnic Minorities and Youth Support Team Wales, Disability Wales and Stonewall Cymru to scope the requirement for a Wales wide mentoring scheme which includes all protected characteristics. Several mentoring schemes are already organised by a range of third sector organisations, these will be aligned and coordinated, with resources and learning shared.*
56. *Work will be undertaken to explore work shadowing/apprenticeships and other opportunities to expose individuals to the work of councils which taken together will form a pathway to participation.*
57. *The WLGA has promoted and is supporting mentoring schemes run by EYST and the Women's Equality Network Wales. Several councillors have participated as mentors in these programmes.*
58. *Newly elected members are offered mentors when they join the council (WLGA provides guidance and training for member mentors).*

59. There are opportunities for individual councils/councillors to provide shadowing and mentoring opportunities for people interested in standing for office ahead of the 2022 local elections.

Flexibility

60. The Local Government and Elections (Wales) Act 2021 includes a range of provisions to support flexible ways of working including making provision for job sharing and strengthening the remote attendance arrangements.

61. Welsh Government Officials are now working with WLGA and LA officials to consider how the legislation and arrangements made for meetings to be held remotely could be extended to improve flexibility and access for a wider range of councillors.

62. Local authorities' rapid adoption of virtual meetings via platforms such as Teams, Webex or Zoom during COVID 19 has transformed the way councils do business. Meetings are more accessible for many members, significantly reducing travel commitments and time, allowing members to attend meetings from work and, in the main, from home. Whilst there are potential impacts on 'work-life' balance and setting boundaries between council work and home-life, this approach has provided greater flexibility for members with caring responsibilities. Virtual meetings have also encouraged a less formal and flexible approach to meetings. Councils have bid for WG funding to facilitate digital engagement through the Digital Democracy Fund.

63. The LGA have produced a tool to enable women, parents and carers to become councillors and has a range of ideas that could be adopted in councils including a way of assessing the councils support for diverse councillors. <https://www.local.gov.uk/twenty-first-century-councils>

Supporting individuals with protected characteristics

64. The Welsh Government plans to introduce an Access to Elected Office fund to assist disabled people to stand for elected office in Wales at the 2021 Senedd and 2022 local elections.

65. The Welsh Government recently consulted on this proposal and the WLGA and several authorities were supportive. The Working Group also suggested that learning from this initiative could be used to inform any future access funds such as for childcare for candidates.

Education

66. Welsh Government and Senedd Commission has developed a set of educational resources to accompany the extension of the franchise to 16- and 17-year olds in Wales which will focus on knowledge of and

participation in democracy in Wales. This is freely available to schools and other education settings via an online resource Hwb

67. Work is being undertaken to identify ways in which schools in Wales can use the new curriculum to highlight and promote participation and engagement with local democracy.

68. Councils will continue to engage with schools, including links with school councils and Youth Councils.

69. Councils are also using the Electoral Reform Support Grant to engage with newly enfranchised groups to help them understand the democratic process and encourage them to register and vote.

Remuneration

70. In response to concerns raised by WLGA Leaders, the Independent Remuneration Panel is identifying the key issues in relation to taxation and benefits applying to members and will prepare a paper for Welsh Government.

71. The Minister for Housing and Local Government has raised the tax issues with the Independent Remuneration Panel for Wales to explore potential solutions.

72. The Welsh Government has committed to explore with the Independent Remuneration Panel for Wales the case for payments in respect of councillors who lose their seats at election and present options to Ministers. This is an issue that has been raised as a concern by leaders, as councillors (and in particular full-time senior councillors), are at significant personal, financial risk if they lose their seat.

Making a Step Change in 2022

73. The above proposed work programme outlines a range of awareness raising, engagement and support activities. Many similar activities were delivered during the Diversity in Democracy programme ahead of the 2017 elections.

74. However, despite some progress, improvement was marginal at the at the 2017 elections:

- the number of candidates increased by 5.6% (3,463 candidates compared to 3,279 in 2012 (including Anglesey candidates in 2013).
- 29% of all candidates were women (up by 1% from 2012).
- 28% of councillors elected were women (up 2% from 2012).
- 32% of all newly elected members were women).

75. Uncontested seats at the 2017 elections remained high at 92 (7%) seats uncontested. This was fewer than in 2012, when there were 99 (8%) seats uncontested, but this continues to undermine local democracy.
76. Compared to the 2017 programme, Diversity in Democracy 2022 will include refinements and more targeted activity based on evaluations and lessons learned, along with some new, additional work such as the Civility in Public Life campaign.
- 77. The WLGA working group has shaped and is supportive of the proposed programme of activities outlined above, however it concluded that the programme on its own is unlikely to see significant improvements, particularly without clear leadership, commitment and coordinated actions from the main political parties.**
- 78. The working group has considered several more significant proposals which might have a more positive impact on diversity and the number of candidates in 2022.**
- 79. The views of Council are therefore sought on the following additional actions.**

The Role of Political Parties

80. The working group recognised that independent councillors were a key feature of Welsh local government. It also recognised that political parties provided the majority of candidates at local elections and therefore play a key role and have significant responsibility in encouraging a more diverse range of candidates.
81. The working group noted that political parties have different policies and views about the introduction of quotas, all women shortlists, selection of diverse candidates in winnable seats or other positive-action initiatives.
82. There are, however, a range of good practice initiatives that political parties could undertake to encourage and support more diverse candidates both locally and nationally:
- Review party selection criteria e.g. reducing the length of membership before members can stand for office.
 - Local parties can establish fora and run events/socials/training sessions for underrepresented groups. Helping these groups understand what the role of councillor is about, that their participation is required and how to stand plus the support that will be available once in office.

- Parties could establish 'Diversity Grants' to support people from underrepresented groups (who will not benefit from the Access to elected office fund) to stand.
- Existing councillors from underrepresented groups can be put forward for public events on panels, as speakers or as chairs to raise the profile of members from underrepresented groups and enable them to be role models for their communities.
- Talent spotting and engaging with communities working with community leaders from underrepresented groups, encouraging people shadow, be mentored and stand for election.
- Promoting and signposting of information and materials, such as those available via parties or national bodies such as the WLGA.
- Establish respect protocols for behaviour within the Group reflecting that required in councils and for the Code of Conduct with sanctions for people not meeting standards or undertaking training in respect.
- Encourage political parties and local groups, including officials those with a responsibility in the selection process to undertake unconscious bias training.
- Encourage political parties to provide by-stander training for candidates and party members, to understand how to provide support to diverse candidates and challenge any abuse, such as disability hate crime or racism, that may be experienced on the doorstep (this was a proposal that emerged from the Electoral Reform Society roundtable in October 2020),

83. It is recommended that WLGA Council agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed at paragraph 80 above to improve diversity in local government democracy.

Resettlement grants or 'parachute payments'

84. Councillors are one of the only paid public roles that do not have financial protection and are not entitled to receive a 'redundancy' payment if they lose office at an election. Members of the Senedd and Members of Parliament receive a significant resettlement grant should they lose office at an election. Redundancy payments are also a protected right for public sector employees.

85. In particular, senior councillors tend to be full-time, often have to give up careers to focus on their councillor role and many have family as well as

other financial commitments; the personal risk of a sudden and significant loss of a salary is inconsistent and unfair compared to other public roles. It is also a disincentive for more diverse people with careers or family responsibilities to consider taking on the most senior roles in local government.

86. The Independent Remuneration Panel has committed to consider this matter and explore whether the Welsh Government would need to introduce any legislative amendment to empower the Panel to introduce any such payments in future.
87. The 'cost of politics' and councillors' remuneration is a controversial matter and is subject to significant media and public scrutiny and political pressure. Any proposals would therefore have to carefully balance equality, fairness and costs and public acceptability.
88. WLGA leaders have previously raised the matter with the Independent Remuneration Panel previously, however the WLGA does not have a formal position on resettlement grants for senior salary holders.
- 89. It is recommended that WLGA Council adopts a formal position calling for the introduction of resettlement grants for senior salary holders.**

Councillors' allowances and expenses

90. The Independent Remuneration Panel and some WLGA Leaders have previously expressed concern that many members entitled to receive specific expenses, such as travel allowances, or reimbursements of costs of care do not make claims. Several councillors also decide to forgo parts of their salaries; the Independent Remuneration Panel recently wrote to the WLGA noting "...that it is an individual's right to decide that they can take a lesser amount than that prescribed as long as there is no pressure applied either directly or subliminally", noting concern, however, that 12% of councillors decided to forgo last year's salary increases. There are concerns that this is partly to do with austerity, public and media perception but anecdotally, it is clear that there is also local peer or political group pressure or organisational cultural norms.
91. These allowances are provided to meet councillors' legitimate costs incurred in undertaking their duties and also play a role in encouraging greater diversity; some councillors can be disproportionately affected if they are on low income or have caring responsibilities. The Independent Remuneration Panel and several leaders have expressed concerns about this practice as it

may disadvantage members who cannot afford to forgo expenses and acts as a disincentive to stand/re-stand.

92. As noted above, the 'cost of politics' and councillors' remuneration is subject to significant media and public scrutiny.

93. It is recommended that the WLGA Council agrees to encourage all councillors to claim any necessary allowances or expenses incurred.

Diverse Councils

94. The Welsh Government has committed to making Wales a Gender Equal Wales and the Cabinet to becoming a Feminist Government, which is a government that is:

- Committed to equality of outcome for all women, men and nonbinary people and actively works to drive cultural and structural change
- Pro-actively works to advance equality and remove the barriers against all women's participation in the economy, public and social life
- Puts a gender perspective at the heart of decision-making, resource and budget allocation
- Takes an intersectional approach to all of its work and ensures diversity of representation, participation and voice
- Is people-focused and collaborative, ensuring that all communities are meaningfully engaged in its work
- Is open, transparent and accountable and welcomes scrutiny through a gender lens
- Makes use of policy development and analysis tools to embed gender equality into all of its work and actively monitors progress towards equality using a robust evidence base
- Leads by example and supports other public bodies to take action to deliver equality.

95. The Black Lives Matter movement has highlighted global concerns about racism and COVID-19 pandemic has exposed the health and socio-economic impacts of inequality. Increased representation from BAME people on councils is essential to ensure that BAME people are represented and contribute their lived experiences to the decision-making process.

96. Councils' Strategic Equality Plans outline objectives which demonstrate their commitments and planned actions to promote equality and diversity, including as employers and representative bodies. Many councils will also undertake a range of activities in promoting diversity in democracy ahead of the 2022 local elections, as outlined above.
97. The Local Government and Elections (Wales) Act 2021 will introduce a new 'public participation' duty on local authorities which will include encouraging people to participate in decision-making and promoting awareness of how to become a member of the council. Further details of the aspects of the Act 2021 which contribute to diversity can be found in Annex C
98. Council meeting times are regularly highlighted as an issue for many serving councillors and, occasionally, as a disincentive for some people to stand. Councils review their meeting times at least once per term and several allow committees to have more flexibility to suit the committee members.
99. Councillors however have diverse backgrounds and varying personal, caring and professional commitments; it is therefore unlikely that council meeting times are ever going to be convenient for all members. For example, a councillor who has a young child might find it easier to meet during the day, whereas another may prefer to meet in the evening, depending on work commitments, schooling arrangements or childcare availability.
100. An option suggested at the Equality Cabinet Members Network, was that meetings of any one committee should be varied over the year between day and evening so that members were not always having to take the same time off work or arrange childcare. It was also noted that people should be advised before standing that meeting times may vary and could be changed, depending on the views of the newly elected councillors.
101. The potential permanent changes to meeting arrangements so that they can be held remotely may reduce the time required for travelling to meetings, however members with caring responsibilities may still require staggered meeting times as it is still not possible to provide care and attend a meeting simultaneously.
102. The Senedd and Parliament traditionally have recess periods, including a long Summer Recess. Approaches to the scheduling of meetings and official council business vary across authorities. Some councils have an official Summer recess, some do not schedule or scale down council meetings during school holidays. Councillors with children in school may be disadvantaged if council meetings are scheduled in the holidays, which may also prove to be a disincentive to stand.
103. The working group have suggested that Councils might, in addition to their Strategic Equality Plans commit to becoming Diverse Councils, publishing a 'Diversity Declaration' or a Council Motion outlining their

intentions to secure equal outcomes for all by working actively to drive cultural and structural change and pro-actively working to advance equality and remove the barriers to any individual's participation in the economy, public and social life. This commitment would focus on ensuring that under-represented groups are more active participants in engagement and decision making. Demonstrating a public commitment to improving diversity and an open and welcoming culture to all in advance of the 2022 elections.

104. A commitment by each local authority to becoming a Diverse Council could include
- Establishing 'Diversity Ambassadors' for each political group in the council who, working with each other and their local party associations could encourage recruitment of members from underrepresented groups.
 - Encouraging and supporting Heads of Democratic Services, Elections officers/ Communications teams and /or Democratic Services Committees to undertake democratic outreach to promote the role of local councillor in, for example, schools or with underrepresented communities.
105. **A draft example of what could be included in a Diverse Council Declaration is included at Annex D. It is proposed a draft Declaration, to be adapted and adopted locally, is developed in consultation with local authorities and partner organisations.**
106. **It is recommended that Council**
107. **Agrees to encourage a declaration by July 2021 from councils in Wales, on becoming 'Diverse Councils'; to commit to:**
- **provide a clear, public commitment to improving diversity;**
 - **demonstrate an open and welcoming culture to all;**
 - **consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and**
 - **set out an action plan of activity ahead of the 2022 local elections.**

Diversity Targets

108. Political parties were encouraged, through the Diversity in Democracy programme, to commit to gender targets at the 2017 elections and Welsh Labour, for example, committed to fielding women in 40% of winnable seats.

109. Other initiatives, such as 50-50 by 2020 have previously adopted targets and the Welsh Government's recently published 'Diversity and inclusion strategy for public appointments'³ includes an action for:
- 'Welsh Government to consult and if desired set overall targets across all Boards in Wales for BAME, disabled, LGBT+ and young people and socioeconomic groups, recognising that individual Boards have varying specific requirements.'
110. Targets could be included in any 'Diversity Declaration' (if such an approach is agreed).
111. There are however mixed views on the value of targets. Targets provide a focus, demonstrate an organisation's ambition and commitment and provide a useful 'hook' for promotional and public relations purposes. However, targets need to be realistic and, as we are starting from a low base in terms of diversity of candidates and councillors, such targets may not appear ambitious enough.
112. Furthermore, whilst councils and the WLGA may seek to set targets to demonstrate ambition and commitment and can deliver a range of activities and reforms to encourage more candidates, other organisations notably political parties have the biggest influence over whether those targets can be achieved. Should councils determine local targets, they could therefore be criticized for not meeting targets which are largely not in their control.
113. At a recent meeting of WLGA Group Leaders it was suggested that whilst targets at Ward level are difficult, due to recruitment challenges, global targets for a whole authority area might be achievable.
114. **It is recommended WLGA Council provides views on the adoption of local or national diversity targets.**

Quotas or Reserved Seats

115. The Local Government Commission in 2017 concluded that "Incumbency in local councils disproportionately benefits men...[and]...the slow pace of change is significantly driven by incumbency." According to the Elections Centre, in Wales' local elections in 2017, 895 incumbents stood for election (across 71% of seats) with 693 or 77% being successfully re-elected. In summary, incumbents are more likely to be re-elected than other candidates due to their profile, reputation, or track-record and, as

³ https://gov.wales/sites/default/files/publications/2020-02/diversity-and-inclusion-strategy-for-public-appointments-action-plan-year1-2020-21_0.pdf

most councillors are older, white men, most successful incumbents are therefore older white men. The impact of incumbency has therefore led some campaigners to call for term-limits, quotas, or all-women shortlists.

116. The Welsh Government has previously controversially sought to tackle the issue of incumbency with the Golden Goodbye Scheme in 2002 and the 2015 White Paper proposal to introduce term limits for councillors, a proposal which was roundly rejected by local government.
117. According to the International Institute for Democracy and Electoral Assistance, there are four types of quota in use across the world today. Legal or voluntary candidate quotas and legal or voluntary reserved seats, reserved seats can be used for example to regulate the number of women elected. These can be introduced as a temporary measure and can be used at local and national level.
118. The WLGA has never proposed the adoption of quotas as a formal WLGA policy, although gender quotas were supported by the WLGA's former Leader, Baroness Wilcox of Newport, and the WLGA has previously outlined two 'Reserved Seats' models for discussion:
- a. localised and targeted All Women Reserved Seats for all by-elections during a municipal term. If such vacancies were targeted through a voluntary agreement between the main political parties to field only all women candidate lists, gender balance could improve by up to 5% during a municipal term.
 - b. A wider approach, which might require some changes to electoral law regarding the nomination process, could see a similar approach adopted for 'vacant' seats, where councillors had decided to stand down or retire at the election. If such councillors were able to commit to or notify of their intention to stand-down by an early-enough deadline, political parties could agree to voluntarily field all-women candidate lists in such 'vacancies', which could see as much as a 10-15% swing in terms of gender balance at an election. With such an immediate electoral impact, gender balance could potentially be achieved in local government over a 5-year period over the course of 2 elections.
119. Proposals such as quotas are controversial and there remain uncertainties regarding the legal basis for statutory quotas and political appetite for voluntary quotas. The Welsh Government plans to consider whether gender quotas should be introduced in Wales. The Ministerial Round-table has been informed that there may be legal limitations around the Senedd's competence which may prevent statutory quotas being introduced, even if the Welsh Government adopted quotas as a policy. Race Alliance Wales' 'Do the Right Thing' concludes that '...it is illegal to reserve all places for any particular characteristic, with exception made for women, and that quotas can legally only be made in regard to women, not other protected characteristic.'

120. More formal voluntary or statutory quotas have traditionally been recommended as a method of rapidly addressing imbalances in diversity and the effects of incumbency in perpetuating a lack of diversity. The Electoral Reform Society, Fawcett Society and British Council, call for legislation to be introduced for quotas (about 40-45%) for women candidates at elections. Others, such as the Women's Equality Network Wales, Chwarae Teg and the Expert Group on Diversity in Local Government also call for this but do not stipulate that it should be established in legislation.
121. Extensive research undertaken by the above organisations and the Senedd committee, all point to some of the causes of underrepresentation being about how candidates are selected and elected and call for direct action to level the playing field so that women initially can be better represented.
122. The issues they describe are selectorate bias and processes, electorate bias and party group culture. The playing field is not level for some, due to conscious or unconscious bias, fostered by the image of incumbents and the culture of political groups and parties. The image of the *best person for the job* is often, whether consciously or not assumed to be a white middle class, middle aged man because this traditionally has been what a typical councillor looks like. The routes to and process of selection traditionally support this position.
123. Research undertaken by the Women's Equality Network Wales (Annex B indicates that –
- "Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...half had introduced legal quotas. By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.
 - 100 Countries world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women."
124. The International Institute for Democracy and Electoral Assistance has outlined several 'pros and cons' of quotas:

Cons:

- Quotas are against the principle of equal opportunity for all, since women are given preference over men.
- Quotas are undemocratic, because voters should be able to decide who is elected.
- Quotas imply that politicians are elected because of their gender, not because of their qualifications and that more qualified candidates are pushed aside.

- Many women do not want to get elected just because they are women.
- Introducing quotas creates significant conflicts within the party organization.
- Quotas violate the principles of liberal democracy.

Pros:

- Quotas for women do not discriminate but compensate for actual barriers that prevent women from their fair share of the political seats.
 - Quotas imply that there are several women together in a committee or assembly, thus minimizing the stress often experienced by the token women.
 - Women have the right as citizens to equal representation.
 - Women's experiences are needed in political life.
 - Election is about representation, not educational qualifications.
 - Women are just as qualified as men, but women's qualifications are downgraded and minimized in a male-dominated political system.
 - It is in fact the political parties that control the nominations, not primarily the voters who decide who gets elected; therefore, quotas are not violations of voters' rights.
 - Introducing quotas may cause conflicts but may be only temporary.
 - Quotas can contribute to a process of democratisation by making the nomination process more transparent and formalised.
125. The main arguments for introducing quotas are not just about ensuring equality and to better reflect wider society, but because more diverse life experiences lead to better, more rounded decision-making; it would not just amplify the voice of women but also impact on the nature of debate and the decisions taken. Several organisations argue that quotas are the only way to see a step-change in diversity based on the evidence of impact where they have been introduced, but also the slow progress in changing local government diversity and diversity in UK politics generally. Quotas however remain a contested concept and have not been universally supported when previously considered in a Welsh context. There were mixed views among the working group members and several leaders expressed reservations about the introduction of quotas during the Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020.
126. The Equality Cabinet Members network also considered the risk around the language of 'quotas', particularly in terms of public perception as diverse candidates could be perceived as being tokenistic, undermining the credibility of high-caliber candidates.
127. **It is recommended that Council provides views on the introduction of statutory or voluntary quotas for Welsh local elections.**

Diversity of the WLGA

128. Representation on the WLGA Council is one area where local authorities could make a positive difference and signal their commitment to change. It is not possible to state with certainty the percentage of underrepresented groups on the Council as this should be identified by each person themselves and this exercise has not been done, however, although there are more women leaders than ever before, the Council does not have proportionate representation of women or BAME councillors.

129. Some local authorities have delegations of only two or three members to the Council and it will therefore be challenging for them to significantly change their membership, however, members may consider that there is an opportunity for authorities to proactively nominate more diverse members to the WLGA Council. The WLGA Council could also seek to appoint more diverse members as role models in Spokesperson or Deputy Spokesperson roles or involve wider councillors as Champions in the work of the WLGA.

130. Recommendations

It is recommended that WLGA Council:

127.1 recognises the work of the WLGA's Cross-Party Working Group on Diversity in Democracy;

127.2 agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed at paragraph 80 above to improve diversity in local government democracy;

127.3 Adopts a formal position calling for the introduction of resettlement grants for senior salary holders;

127.4 agrees to encourage all councillors to claim any necessary allowances or expenses incurred;

127.5 agrees to encourage a declaration by July 2021 from councils in Wales, on becoming 'Diverse Councils'; to:

127.5.1 provide a clear, public commitment to improving diversity;

127.5.2 demonstrate an open and welcoming culture to all;

127.5.3 Consider staggering council meeting times and agreeing recess periods to support councillors with other commitments; and

127.5.4 set out an action plan of activity ahead of the 2022 local elections.

127.6 provides views on the adoption of local or national diversity targets; and

127.7 provides views on the introduction of statutory or voluntary quotas for Welsh local elections.

Report cleared by:

Cllr Mary Sherwood, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-Poverty & Co-Chair of Working Group

Cllr Susan Elsmore, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty & Co-Chair of Working Group

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ANNEX A

WLGA working group on Diversity in Local Democracy

Members who have fed into the working group:

- Co-Chair - Cllr Mary Sherwood (Labour), WLGA spokesperson for Equalities, Welfare Reform and Anti-Poverty, City and County of Swansea
- Co-Chair - Cllr Susan Elsmore (Labour), WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty, Cabinet Member for Social Care, Health and Well-being, Cardiff Council
- Cllr Cheryl Green (Liberal Democrat), Chair Corporate Overview Scrutiny Committee, Bridgend CBC
- Cllr Daniel De'Ath (Labour) Lord Mayor, Cardiff Council
- Cllr Lisa Mytton (Independent) Deputy Leader, Merthyr Tydfil CBC
- Cllr Sara Jones (Conservative), Cabinet Member for Social Justice and Community Development, Monmouthshire County Council
- Cllr Cefin Campbell (Plaid Cymru), Executive Board Member for Communities and Rural Affairs, Carmarthenshire County Council
- Cllr Nicola Roberts (Plaid Cymru) Chair Licensing and Planning Committee, Isle of Anglesey Council
- Cllr Dhanisha Patel (Labour) Cabinet Member for Wellbeing and Future Generations, Bridgend County Borough Council
- Cllr Ann McCaffrey (Independent), Conwy County Borough Council
- Cllr Jayne Cowan (Conservative) Cardiff Council
- Cllr Bablin Molik (Liberal Democrat) Cardiff Council
- Baroness Wilcox of Newport (Labour), Newport Council who chaired the working group initially in her capacity as WLGA Leader

Views have also been provided through discussions with members and officers in:

- Equalities Cabinet Members' Network
- Chairs of Democratic Services Network
- Heads of Democratic Services Network

Officer Support

- Daniel Hurford, Head of Policy (Improvement and Governance) WLGA
- Sarah Titcombe, Policy and Improvement officer (Democratic Services) WLGA
- Dilwyn Jones Communication Officer, WLGA
- Huw Evans, Head of Democratic Services, City and County of Swansea

ANNEX B

EXTRACT FROM A WOMENS EQUALITY NETWORK (WEN) WALES BRIEFING PAPER

The case for quotas to deliver equal and diverse representation

February 2020

Evidence supporting quotas

- Research shows that quotas are the **“single most effective tool for ‘fast tracking’ women’s representation in elected bodies for government.”**⁴
- Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...**half had introduced legal quotas. By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.**⁵
- There is international backing for gender quotas. Various international institutions, including the United Nations Committee on the Elimination of Discrimination (**CEDAW**), the Beijing Platform for Action, the EU and the Council of Europe support their use.
- **Ireland** has successfully used quotas requiring that at least 30 per cent of the candidates each party stands nationally are female (rising to 40 per cent after seven years). **The percentage of women candidates increased 90 per cent at the 2016 election** compared to the 2011 election, with a corresponding **40 per cent increase in the number of women elected—35 in 2016 compared with 25 in 2011.**⁶
- **100 Countries** world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women.
- A report published by the United Nations in 2012 found that **out of the 59 countries that held elections in 2011, 17 of them had quotas.** In those countries, women **gained 27% of parliamentary seats compared to 16% in those without.**⁷

⁴ Drude Dahlerup et al., Atlas of Electoral Gender Quotas, International Institute for Democracy and Electoral Assistance [IDEA], IPU and Stockholm University, 2013.

⁵ Norris, P. and Krook, M. for OSCE, Gender equality in elected office: a six-step action plan, 2011

⁶ Brennan, M. and Buckley, F. ‘The Irish legislative gender quota: the first election’, Administration, vol 65(2), May 2017

⁷ <https://www.theguardian.com/politics/2013/aug/20/quotas-women-parliament-authors-edinburgh-book-festival>

Types of Quota

Different types of gender quota have been used in different countries, depending on the electoral system and local circumstances. The Expert Panel on Electoral reform⁸ describes the three main types as:

- **Candidate quotas which introduce a 'floor'** for the proportion of male or female candidates a party stands for election. These could be applied in the form of constituency twinning for First Past The Post (FPTP) seats. They could also be applied to multimember systems such as STV or Flexible List at a constituency or a national level. Parties in Scandinavia, Spain and Austria have voluntarily adopted similar quotas, ranging from 33 per cent to 50 per cent.
- Requirements for **the ordering of candidates on any list** element of the system. Voluntary quotas of this nature have been used by parties in Wales in Assembly elections, for example zipping of regional candidate lists. (I.e. listing candidates alternately according to their gender)
- **'Reserved seats'** to which only female candidates could be elected. This type of quota is widely used in South Asia, the Arab region and sub Saharan Africa.

Examples of Incentives used:

- **Croatia** has legally binding quotas and uses incentives - for each MP representing an underrepresented gender, political parties receive an **additional 10 per cent of the amount envisaged** per individual MP;
- **Bosnia and Herzegovina**: where 10 per cent of the funding provided to political parties is distributed to parties in proportion to the number of seats held by MPs of the gender which is less represented in the legislature,
- **Two for the price of one deposits** for two candidates of different genders could be used in Wales —this would appear to us to be proportionate in the context of seeking to ensure that the gender balance in the Assembly reflects the gender balance in the communities it serves.⁹

www.wenwales.org.uk / @wenwales

⁸ A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017

⁹ A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017

ANNEX C

LOCAL GOVERNMENT AND ELECTIONS (WALES) ACT 2021

The Local Government and Elections (Wales) Act 2021 includes provisions which will contribute to diversity in local government democracy. These are:

- Entitlement to Job sharing for executive members and committee chairs
- A duty on principal councils to produce a Public Participation Strategy and for it to be reviewed regularly. This will include encouraging people to participate in decision making and promoting awareness of how to become a member of the council.
- A duty on political group leaders to promote and maintain high standards of conduct by members of their group.
- Electronic broadcasting of full Council meetings initially, and other meetings to be announced later, following ongoing consultation by WG with Councils.
- The provision of multi-location attendance at council meetings including physical, hybrid and remote attendance.
- Provisions enabling the maximum period of absence for each type of family absence for members of local authorities to be specified within regulations and for adoptive leave to reflect that which is available to employees.

ANNEX D (DRAFT) DIVERSE COUNCIL DECLARATION

The following provides a draft declaration. It is proposed that this is further developed in consultation with authorities, representative organisations and will be informed by emerging priorities from councils' own diversity and equality action plans and emerging priorities from the Welsh Government's Race Equality Action Plan.

This Council commits to being a Diverse Council. We agree to

- Provide a clear public commitment to improving diversity in democracy
- Demonstrate an open and welcoming culture to all, promoting the highest standards of behaviour and conduct
- Set out a local Diverse Council Action Plan ahead of the 2022 local elections. Including:
 - Appoint Diversity Ambassadors for each political group on the council to work with each other and local party associations to encourage recruitment of candidates from underrepresented groups.
 - Encourage and enable people from underrepresented groups to stand for office through the provision of activities such as mentoring and shadowing programmes and information and learning events for people interested in standing and official candidates.
 - Proactive engagement and involvement with local community groups and partner organisations supporting and representing under-represented groups
 - Ensure that all members and candidates complete the Welsh Government candidates' and councillors' survey distributed at election time.
 - Set ambitious targets for candidates from under-represented groups at the 2022 local elections
- Work towards the standards for member support and Development set out in the *Wales Charter for Member Support and Development*.
- Demonstrate a commitment to a duty of care for Councillors by:
 - providing access to counselling services for all councillors
 - having regard for the safety and wellbeing of councillors whenever they are performing their role as councillors.
 - taking a zero-tolerance approach to bullying and harassment by members including through social networks.
- Provide flexibility in council business by
 - regularly reviewing and staggering meeting times
 - encouraging and supporting remote attendance at meetings and
 - agreeing recess periods to support councillors with caring or work commitments.
- Ensure that all members take up the allowances and salaries to which they are entitled, particularly any reimbursement for costs of care, so that all

members receive fair remuneration for their work and that the role of member is not limited to those who can afford it.

- Ensure that councillors from under-represented groups are represented whenever possible in high profile, high influence roles.

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RHONDDA CYNON TAFF COUNTY BOROUGH COUNCIL

JOINT REPORT OF THE DIRECTOR OF LEGAL AND THE SERVICE DIRECTOR DEMOCRATIC SERVICE AND COMMUNICATIONS

REVIEW OF ELECTORAL ARRANGEMENTS BY THE LOCAL DEMOCRACY AND BOUNDARY COMMISSION FOR WALES

COMMUNITY LIAISON COMMITTEE

12TH NOVEMBER 2021

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to present the Electoral Arrangements Order 2021 which implements the recommendations of the Local Democracy and Boundary Commission for Wales which was reported in March 2020 on its review of the electoral arrangements for the County Borough of Rhondda Cynon Taf.

2. RECOMMENDATION

- 2.1 It is recommended that members note the content of the report

3. BACKGROUND AND CONTEXT

- 3.1 The Local Democracy and Boundary Commission for Wales (the Commission) has conducted a review of the electoral arrangements of the County Borough of Rhondda Cynon Taf.
- 3.2 This review was conducted in accordance with the Local Government (Democracy) (Wales) Act 2013 (the Act), specifically Sections 29, 30 and 34-36.
- 3.2 Attached at **Appendix A** is a copy of the Local Democracy and Boundary Commission for Wales final recommendations report which was published in March 2020.
- 3.4 The Commission received 76 representations from: Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, **six community councils**, one Assembly Member, 11 County Councillors, **two town and Community Councillors**, the South Wales Police and Crime Commissioner, two political party groups and 52 members of the public. A summary of the representations received is detailed in **Appendix A**

4. LEGAL IMPLICATIONS

4.1 The Electoral Review was conducted by the Boundary Commission under the provisions of the Local Government (Democracy) (Wales) Act 2013.

5. CONSULTATION

5.1 The Boundary Commission published its draft proposals report on 19 June 2019 and requested views on the proposals. This consultation ran from 26 June 2019 to 17 September 2019.

5.2. The Commission publicised the review on its website and social media channels. Rhondda Cynon Taf County Borough Council also publicised the review with a number of public notices to display. These were also provided to the community and town councils in the area.

5.3 In addition, the Commission made a presentation to both county, and town and community councillors to explain the review process and the Commission's policies. The County Borough Council was invited to submit a suggested scheme for new electoral arrangements.

6. EQUALITY AND DIVERSITY IMPLICATIONS

6.1 A full equality and diversity assessment is not required at this time. This position will be re-evaluated on an ongoing basis as related actions are delivered.

7. FINANCIAL IMPLICATIONS

7.1 There are no financial implications aligned to this report

LOCAL DEMOCRACY AND BOUNDARY COMMISSION FOR WALES



Comisiwn Ffiniau a
Democratiaeth Leol
Cymru

Local Democracy and
Boundary Commission
For Wales

Review of the Electoral Arrangements of the County Borough of Rhondda Cynon Taf

Final Recommendations Report

March 2020

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FOREWORD

The Commission is pleased to present this Report to the Minister for Housing and Local Government, which contains its recommendations for revised electoral arrangements for the County Borough of Rhondda Cynon Taf.

This review is part of the programme of reviews being conducted under the Local Government (Democracy) (Wales) Act 2013, and follows the principles contained in the Commission's Policy and Practice document.

The issue of fairness is at the heart of the Commission's statutory responsibilities. The Commission's objective has been to make recommendations that provide for effective and convenient local government, and which respect, as far as possible, local community ties. The recommendations are aimed at improving electoral parity, so that the vote of an individual elector has as equal a value to those of other electors throughout the County, so far as it is possible to achieve.

The Commission is grateful to the Members and Officers of Rhondda Cynon Taf County Borough Council for their assistance in its work, to the Community and Town Councils for their valuable contributions, and to all who have made representations throughout the process.

Ceri Stradling

Deputy Chair

LOCAL DEMOCRACY AND BOUNDARY COMMISSION FOR WALES
REVIEW OF THE ELECTORAL ARRANGEMENTS OF THE COUNTY BOROUGH OF
RHONDDA CYNON TAF
FINAL RECOMMENDATIONS REPORT

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The Commission welcomes correspondence and telephone calls in Welsh or English.
Mae'r ddogfen ar hon ar gael yn y Gymraeg.
This document has been translated into Welsh by Trosol.

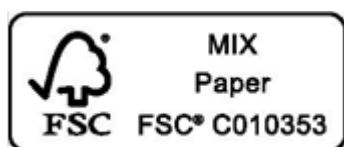
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Welsh Government

Chapter 1. INTRODUCTION

1. The Local Democracy and Boundary Commission for Wales (the Commission) has conducted a review of the electoral arrangements of the County Borough of Rhondda Cynon Taf. This review was conducted in accordance with the Local Government (Democracy) (Wales) Act 2013 (the Act), specifically Sections 29, 30 and 34-36.
2. Pursuant to the Act, the Commission has completed the review of the electoral arrangements for the County Borough of Rhondda Cynon Taf and presents its final recommendations for future electoral arrangements.
3. This programme of reviews has come as a result of the former Cabinet Secretary for Finance and Local Government's Written Statement of 23 June 2016, where the Commission was asked to restart its programme of reviews, with an expectation that all 22 electoral reviews be completed in time for the new arrangements to be put in place for the 2022 local government elections. The Written Statement can be found at Appendix 6. The rules and procedures the Commission follows can be found in the Commission's *Electoral Reviews: Policy and Practice* [2016] and outlined in Appendix 4. A Glossary of Terms can be found at Appendix 1, providing a short description of some of the common terminology used within this report.
4. Section 35 of the Act lays down the procedural guidelines which are to be followed in carrying out a review. In compliance with Section 35 the Commission wrote to Rhondda Cynon Taf County Borough Council, all the community and town councils in the area, the mandatory consultees and other interested parties on 25 July 2018 to inform them of the Commission's intention to conduct the review and request their preliminary views. This consultation ran from 1 August 2018 to 23 October 2018. The Commission also made copies of its *Electoral Reviews: Policy and Practice* [2016] document available.
5. The Commission published its Draft Proposals Report on 19 June 2019 and requested views on the proposals. This consultation ran from 26 June 2019 to 17 September 2019.
6. The Commission publicised the review on its website and social media channels and asked Rhondda Cynon Taf County Borough Council to publicise the review and provided the Council with a number of public notices to display. These were also provided to the community and town councils in the area. In addition, the Commission made a presentation to both county, and town and community councillors to explain the review process and the Commission's policies. The County Borough Council was invited to submit a suggested scheme for new electoral arrangements.

Chapter 2. THE DRAFT PROPOSALS

1. Prior to the formulation of the draft proposals, the Commission received 37 representations from: Rhondda Cynon Taf County Borough Council (which included representations from one town and community council, three Members of Parliament, three Assembly Members, 11 county councillors and two residents), four town and community councils, one Assembly Member, six county borough councillors, one community councillor, four political party groups and six residents.
2. These representations were taken into consideration and summarised in the Draft Proposals Report published on 19 June 2019. The listed mandatory consultees and other interested parties were informed of a period of consultation on the draft proposals which commenced on 26 June 2019 and ended on 17 September 2019. The Commission asked Rhondda Cynon Taf County Borough Council to display copies of the report alongside public notices in the area. The Commission's draft proposals proposed a change to the arrangement of electoral wards that would have achieved a significant improvement in the level of electoral parity across the County Borough of Rhondda Cynon Taf.
3. The Commission proposed to retain a council of 75 members. This resulted in a proposed county average of 2,302 electors per member. The Commission proposed 45 electoral wards, a reduction from 52 existing electoral wards.
4. The largest under-representation (in terms of electoral variance) was proposed to be in Taffs Well and Treorchy (23% above the proposed county average). At present the greatest under-representation is in Tonyrefail West (108% above the proposed county average).
5. The largest over-representation (in terms of electoral variance) was proposed to be in Ynysybwl (25% below the proposed county average). At present the greatest over-representation is in Rhigos (39% below the proposed county average).
6. The Commission proposed 26 multi-member wards in the County Borough consisting of 22 two-member electoral wards and four three-member electoral wards.
7. The Commission proposed no changes to 18 electoral wards.
8. The Commission proposed to have one electoral ward within the County Borough which combined a part of a warded community along with its neighbouring community. This community split is proposed within the Community of Llanharry.
9. The Commission recommends making a number of boundary changes in the Town of Pontypridd and the Communities of Llantwit Fardre, Pont-y-clun and Trehafod.

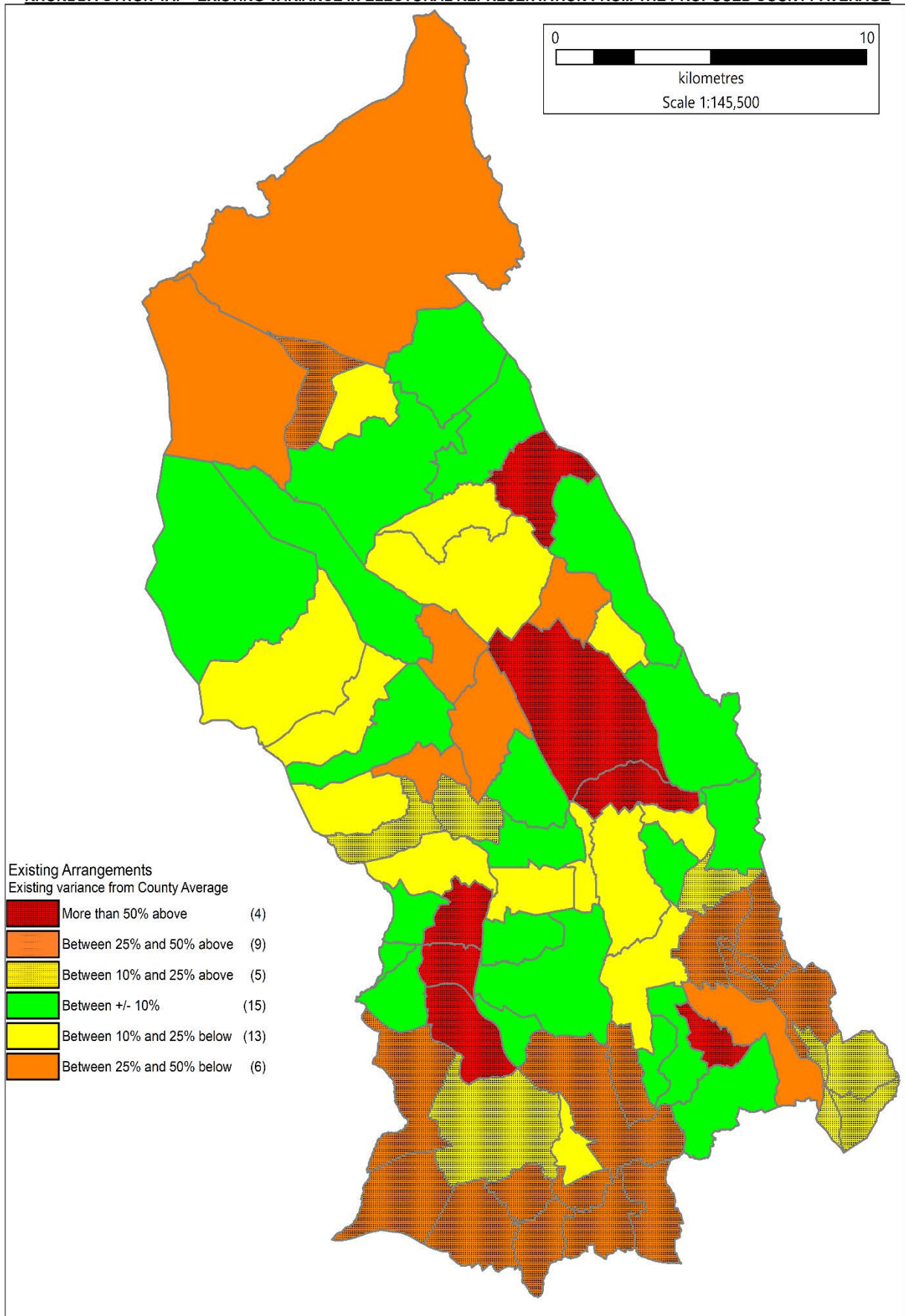
Chapter 3. SUMMARY OF FINAL RECOMMENDATIONS

- The Commission received 76 representations from: Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, six community councils, one Assembly Member, 11 county councillors, two town and Community Councillors, the South Wales Police and Crime Commissioner, two political party groups and 52 members of the public. The Commission considered all these representations carefully before it formulated its recommendations. A summary of those representations can be found at Appendix 5.
- The Commission recommends a change to the arrangement of electoral wards that will achieve a marked improvement in the level of electoral parity across the County Borough of Rhondda Cynon Taf.
- The Commission recommends a council of 75 members, unchanged from 75. This results in a recommended county average of 2,302 electors per member.
- The Commission recommends 46 electoral wards, a reduction from 52 existing wards.
- The Commission has recommended no changes to 20 electoral wards.
- The largest under-representation (in terms of electoral variance) is recommended to be in **Treforest** (26% above the proposed county average). At present the greatest under-representation is in Tonyrefail West (108% above the proposed county average).
- The largest over-representation (in terms of electoral variance) is recommended to be in **Ynysybwl** (25% below the proposed county average). At present the greatest over-representation is in Rhigos (39% below the proposed county average).
- The Commission is recommending 26 multi-member wards in the county: consisting of 23 two-member electoral wards and three three-member electoral wards.
- The Commission recommends having one electoral ward within the county which combine a part of a warded community, along with its neighbouring community. This community split is present within the Community of Llanharry.
- The Commission recommends making a number of boundary changes in the Town of Pontypridd and the Communities of Llantwit Fardre, Pont-y-clun and Trehafod. The Commission has recommended consequential changes to Pontypridd Town Council, Pont-y-clun Community Council and Llantwit Fardre Community Council as a result of these boundary changes.

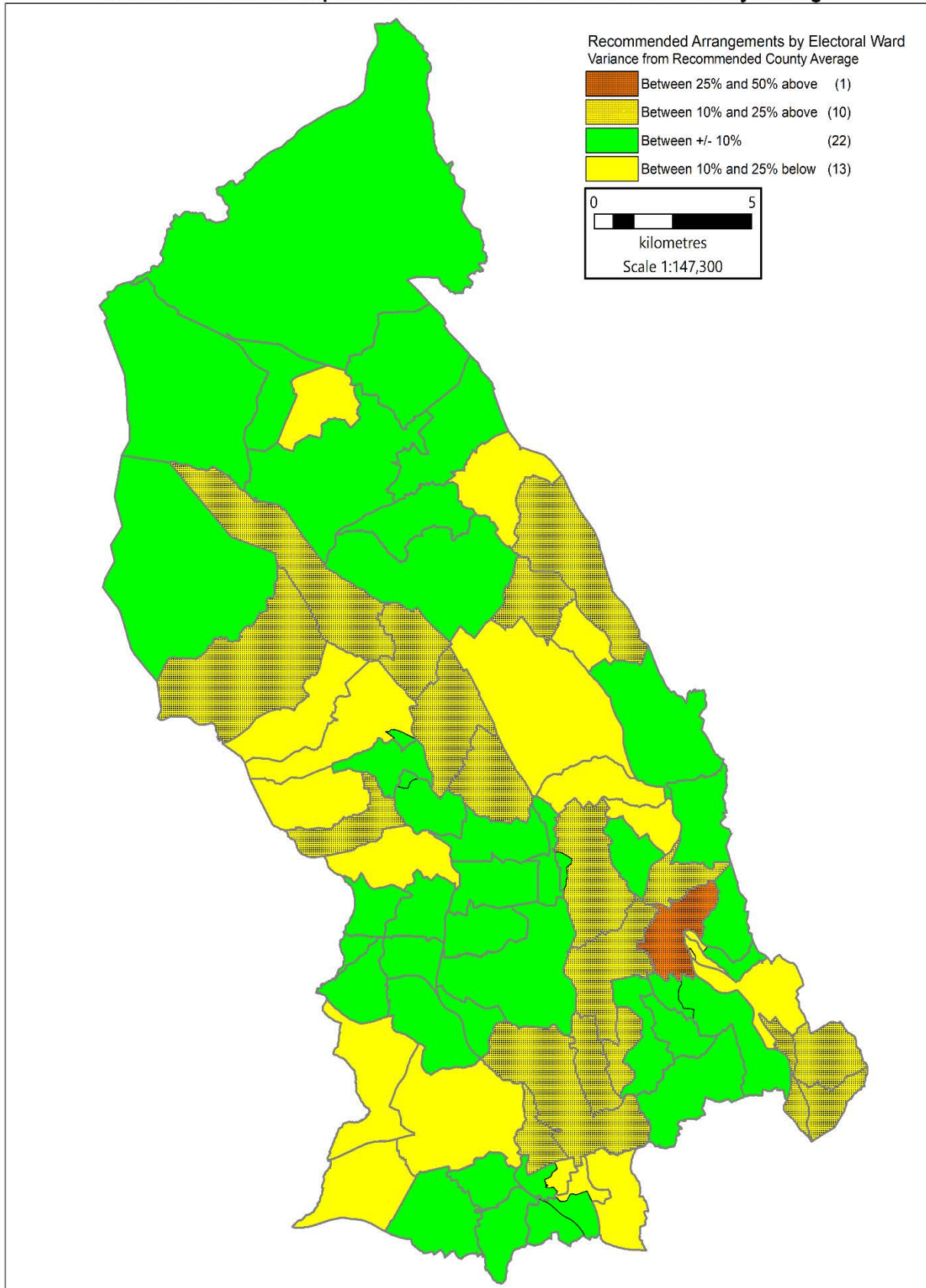
Summary Maps

1. On the following pages are thematic maps illustrating the current and recommended arrangements and their variances from the recommended county average. Those areas in green are within $\pm 10\%$ of the county average; yellow and hatched yellow between $\pm 10\%$ and $\pm 25\%$ of the county average; orange and hatched orange between $\pm 25\%$ and $\pm 50\%$ of the county average; and, finally, those in red are over $\pm 50\%$ of the county average.
2. As can be seen from these maps, the new arrangements provide for a marked improvement in electoral parity across the County.

RHONDDA CYNON TAF - EXISTING VARIANCE IN ELECTORAL REPRESENTATION FROM THE PROPOSED COUNTY AVERAGE



County Borough of Rhondda Cynon Taf
Variance in Electoral Representation From the Recommended County Average



Chapter 4. ASSESSMENT

Council size

3. The council size for the County Borough of Rhondda Cynon Taf has been determined by our council size policy and methodology. This policy can be found in our *Electoral Reviews: Policy and Practice* [2016] document. The methodology sets out a council size of 75 for the County Borough of Rhondda Cynon Taf. At present the size of the council at 75 members is equal to the methodology aim.
4. The Commission reviewed the electoral arrangements for the County Borough of Rhondda Cynon Taf in light of our methodology and took account of the representations which had been made. For the reasons given below, we consider that in the interests of effective and convenient local government, a council size of 75 would be appropriate to represent the County Borough of Rhondda Cynon Taf.

Number of electors

5. The numbers shown as the electorate for 2018 and the estimates for the electorate in the year 2023 are those submitted to the Commission by Rhondda Cynon Taf County Borough Council. The forecast figures supplied by Rhondda Cynon Taf County Borough Council show a forecasted increase in the electorate from 172,673 to 178,294.
6. The Office for National Statistics (ONS) has also provided its estimated number of persons eligible to vote but who are not on the electoral register. This showed an estimated 15,733 more people eligible to vote than the 2018 electorate.
7. The Commission is aware that the Welsh Government is legislating to extend the franchise to include 16 and 17 year olds and foreign nationals, not currently eligible to vote, at the 2022 local government elections. The Commission's Council Size Policy utilises the entire population to determine council size and these two groups were included in the Council Size deliberations.
8. While current 16 and 17 year olds are not in the existing electoral figures provided by Rhondda Cynon Taf County Borough Council, those individuals will have been included in the forecasted figures provided by the Council. Consideration of these figures has been included in the Commission's deliberations on its recommendations.
9. Foreign nationals are included in the census data provided by the ONS. Consideration of this data has been included as part of the Commission's deliberations on its recommendations.

Councillor to electorate ratio

10. In respect of the number of electors per councillor in each electoral ward, there is a wide variation from the current county average of 2,302 electors per councillor ranging from 39% below (1,399 electors) (Rhigos) to 108% above (4,790 electors) (Tonyrefail West). The determination of the council size above results in an average of 2,302 electors being represented by each councillor.
11. In its deliberations the Commission considered the ratio of local government electors to the number of councillors to be elected, with a view to proposing changes to ensure that the number of local government electors shall be, as near as may be, the same in every ward in the principal area. The Commission considered the size and character of the council and a wide range of other factors including local topography, road communications, and local ties.

Judgement and Balance

12. In producing a scheme of electoral arrangements, the Commission must have regard to a number of issues contained in the legislation. The Commission's recommended scheme has placed emphasis on achieving improvements in electoral parity whilst maintaining community ties wherever possible. The Commission has made every effort to ensure that the revised electoral wards, in the Commission's view, are an appropriate combination of existing communities and community wards.
13. In some areas, because of the number of electors in a community or community ward, the Commission has considered the retention or creation of multi-member wards in order to achieve appropriate levels of electoral parity. This issue often arises in urban areas where the number of electors is too high to form a single-member ward. It also may arise in more rural wards where the creation of single-member wards would result in substantial variances in electoral parity. The Commission acknowledges the established practice of multi-member wards within the County Borough of Rhondda Cynon Taf and this is reflected in the Commission's proposals.
14. The Commission has looked at each area and is satisfied that it would be difficult to achieve electoral arrangements that keep the existing combination of communities and community wards, without having a detrimental effect on one or more of the other issues that the Commission must consider.

Electoral Ward Names

15. The Commission is naming electoral wards and not the places within the proposed electoral wards. In the creation of these final recommendations, the Commission has considered the names of all the electoral wards proposed in Welsh and English, where appropriate. For these final recommendations the Commission has considered names of either electoral wards or communities that appear in Orders, where they exist; those recommended by the Welsh Language Commissioner; and, in the representations it has received.
16. The Commission consulted with the Welsh Language Commissioner on the suitability of the names in their draft form prior to the publication of these final recommendations, with a particular focus on the Welsh language names. This recognises the Welsh Language Commissioner's responsibility to advise on the standard forms of Welsh place-names and specialist knowledge in the field. It must be clear that these recommendations are not proposals for changes to any place names. At each recommendation an indication is given of the Welsh Language Commissioner's recommended alternative and, where they differ, the specific recommendation and why the Welsh Language Commissioner has proposed an alternative to the Commission's recommended name.

Community and Town Council Arrangements

17. The Commission received a number of representations during the draft proposals consultation period which included a misunderstanding as to the scope of the review. The Commission therefore wishes to highlight that this review of electoral arrangements is seeking to make improvements to electoral representation within Rhondda Cynon Taf County Borough Council. This process, except where specifically described in Chapter 7, is independent from any changes to arrangements concerning community or town councils. Where combinations of communities are used to create single electoral wards, the individual communities in question will retain their existing community council arrangements. These

councils will remain independent following the outcome of this review, any precepts generated or assets contained within a community council, will remain part of that community council.

18. Changes to community arrangements are dealt with under a separate part of the legislation, as part of a community review led by Rhondda Cynon Taf County Borough Council.

Chapter 4. THE FINAL RECOMMENDATIONS

1. The Commission's recommendations are described in detail in this chapter. For each new proposal the report sets out:
 - The name(s) of the existing electoral wards which wholly or in part constitute the recommended ward;
 - A brief description of the existing electoral wards in terms of the number of electors now and projected, and their percentage variance from the recommended county average;
 - Key arguments made during the draft consultation (if any). Although not all representations are mentioned in this section, all representations have been considered and a summary can be found at Appendix 5;
 - The views of the Commission;
 - The composition of the recommended electoral ward and the recommended name;
 - A map of the recommended electoral ward (please see key on page 11).

Retained Electoral Wards

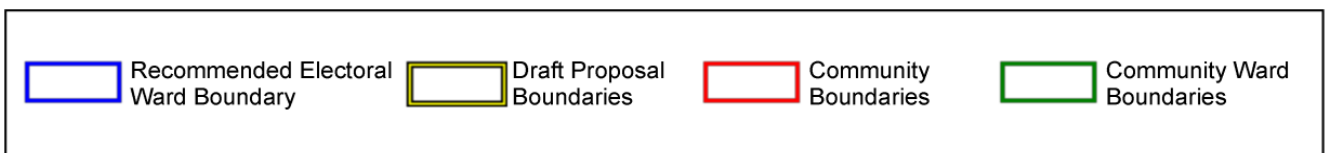
2. The Commission has considered the electoral arrangements of the existing electoral wards and the ratio of local government electors to the number of councillors to be elected. It is recommended that the existing arrangements should be retained within the following electoral wards. Names displayed in **bold** within the list below denote the electoral wards where the existing geography and electoral ward names have been prescribed within Orders, and which the Commission is recommending to retain.

<ul style="list-style-type: none"> • Abercynon • Aberdare East • Aberdare West/Llwydcoed • Cilfynydd • Cwm Clydach • Gilfach Goch • Glyncoch • Llantwit Fardre • Penrhiwceiber • Pentre 	<ul style="list-style-type: none"> • Pen-y-Graig • Pen-y-Waun • Pontypridd Town • Porth • Taffs Well • Treforest • Tonypandy • Tonyrefail East • Trallwng • Treherbert
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3. Whilst the Commission is recommending to preserve the geographical arrangements within the electoral wards listed above, it is recommending to introduce new electoral ward names for the following (names displayed in **bold** throughout the remainder of this report denote the Commission's recommended electoral ward names):
 - I. The Electoral Ward of Aberdare West/Llwydcoed to be given the Welsh language name of **Gorllewin Aberdâr a Llwydcoed**; and the English language name of **Aberdare West and Llwydcoed**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.

- II. The Electoral Ward of Gilfach Goch to be given the single name of **Gilfach-goch**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.
 - III. The Electoral Ward of Glyncoch to be given the single name of **Glyn-coch**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.
 - IV. The Electoral Ward of Penrhiwceiber to be given the single name of **Penrhiw-ceibr**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.
 - V. The Electoral Ward of Pen-y-Graig to be given the single name of **Pen-y-graig**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.
 - VI. The Electoral Ward of Pen-y-Waun to be given the single name of **Pen-y-waun**. The Welsh Language Commissioner considered the name and is in agreement with the proposed name.
 - VII. The Electoral Ward of Taffs Well to be given the Welsh language name of **Ffynnon Taf**; and the English language name of **Taff's Well**. The Welsh Language Commissioner considered the name and is in agreement with the proposed Welsh Language name.
4. In its Draft Proposals report the Commission proposed to combine the Graig and Treforest electoral wards to form an electoral ward by the name of Graig and Treforest. In light of the representations received the Commission has recommended that the existing arrangements for Treforest be retained.
5. In its Draft Proposals Report the Commission proposed to split the Pentre electoral ward into two single-member wards of Pentre and Tonpentre. In light of the representations received the Commission has recommended that the existing arrangement for Pentre be retained.

Proposed Electoral Wards

6. The Commission considered changes to the remaining electoral wards. Details of the current electoral arrangements can be found at Appendix 2. The Commission's recommended arrangements can be found in Appendix 3.



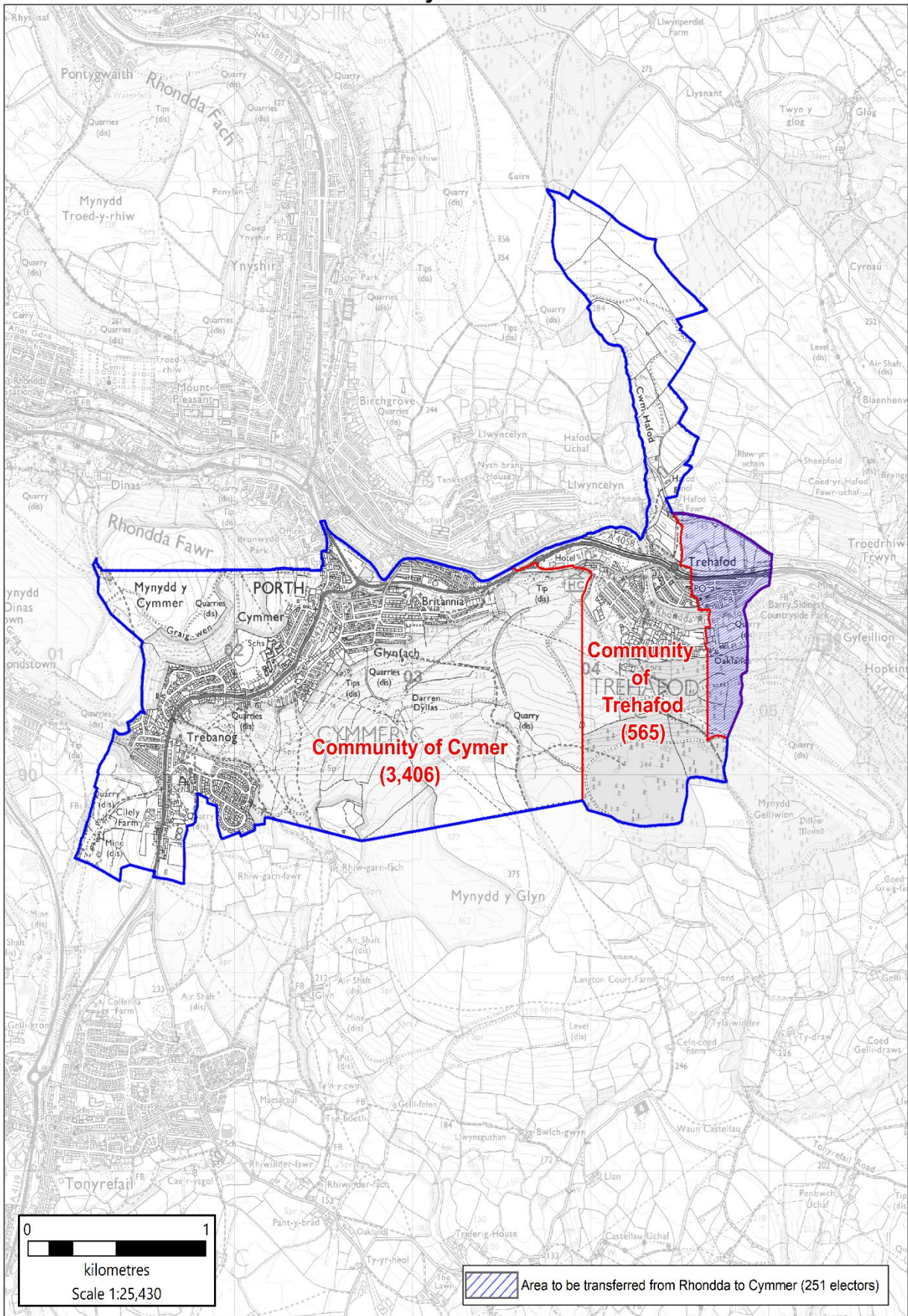
Cymmer, Graig and Rhondda

7. The existing Cymmer electoral ward is composed of the Communities of Cymmer and Trehafod. It has 3,971 electors (4,012 projected) represented by two councillors which is 14% below the proposed county average. The electoral ward has an estimated population of 4,417 eligible voters.
8. The existing Graig electoral ward is comprised of the Graig ward of the Town of Pontypridd. It has 1,853 electors (1,910 projected) represented by one councillor which is 20% below the proposed county average. The electoral ward has an estimated population of 1,901 eligible voters.
9. The existing Rhondda electoral ward is comprised of the Rhondda ward of the Town of Pontypridd. It has 3,481 electors (3,520 projected) represented by two councillors which is 24% below the recommended county average. The electoral ward has an estimated population of 3,703 eligible voters.
10. In its Draft Proposals the Commission proposed to transfer the Trehafod area of the Rhondda ward to the Cymmer electoral ward and a section of Maes-y-coed from the Rhondda ward to the Graig ward as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage. The Commission proposed to combine the resulting Graig ward with the Treforest ward.
11. The Commission received five representations in response to the Draft Proposals regarding this area from Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Councillor Eleri Griffiths (Rhondda), The Rhondda Cynon Taf Labour Group, Pontypridd Town Councillor Jeffrey Baxter (Rhydfelen Central) and a resident of Maes-y-coed.
12. The Rhondda Cynon Taf County Borough Overview and Scrutiny Committee and Pontypridd Town Councillor Jeffrey Baxter supported the Commission's Draft Proposals for the Rhondda and Cymmer electoral wards but stated a preference for retaining the existing arrangements for the Graig and Treforest electoral wards.
13. Councillor Eleri Griffiths (Rhondda) suggested that combining the electoral wards of Graig and Rhondda would be more logical than the proposal to combine Graig and Treforest. However, Councillor Griffiths states that this is a less than ideal solution due to the very different natures of Graig and Maes-y-coed, and that there is a natural boundary along the bottom of the valley between the Graig and Maes-y-coed, which the Commission's proposal would cut across.
14. The Rhondda Cynon Taf Labour Group supported the Commission's proposal to unite the Community of Trehafod with the Cymmer electoral ward, and the proposal to transfer a section of Maes-y-coed into the Graig ward in order to improve electoral variance. However, the Group opposed the Commission's proposal to combine the electoral wards of Graig and Treforest. The Labour Group stated a preference for each ward maintaining its individual representation and also suggested re-naming the Rhondda electoral ward to 'Pontypridd South' in order to avoid confusion with the Rhondda constituency and to strengthen the sense of identity that residents have with Pontypridd.
15. The resident of Maes-y-coed opposed the Commission's proposal to transfer a section of Maes-y-coed from the Rhondda electoral ward to the Graig electoral ward, and to then combine the resulting Graig electoral ward with Treforest. The resident stated that the dividing feature between Maes-y-coed and the Graig has always been the valley floor

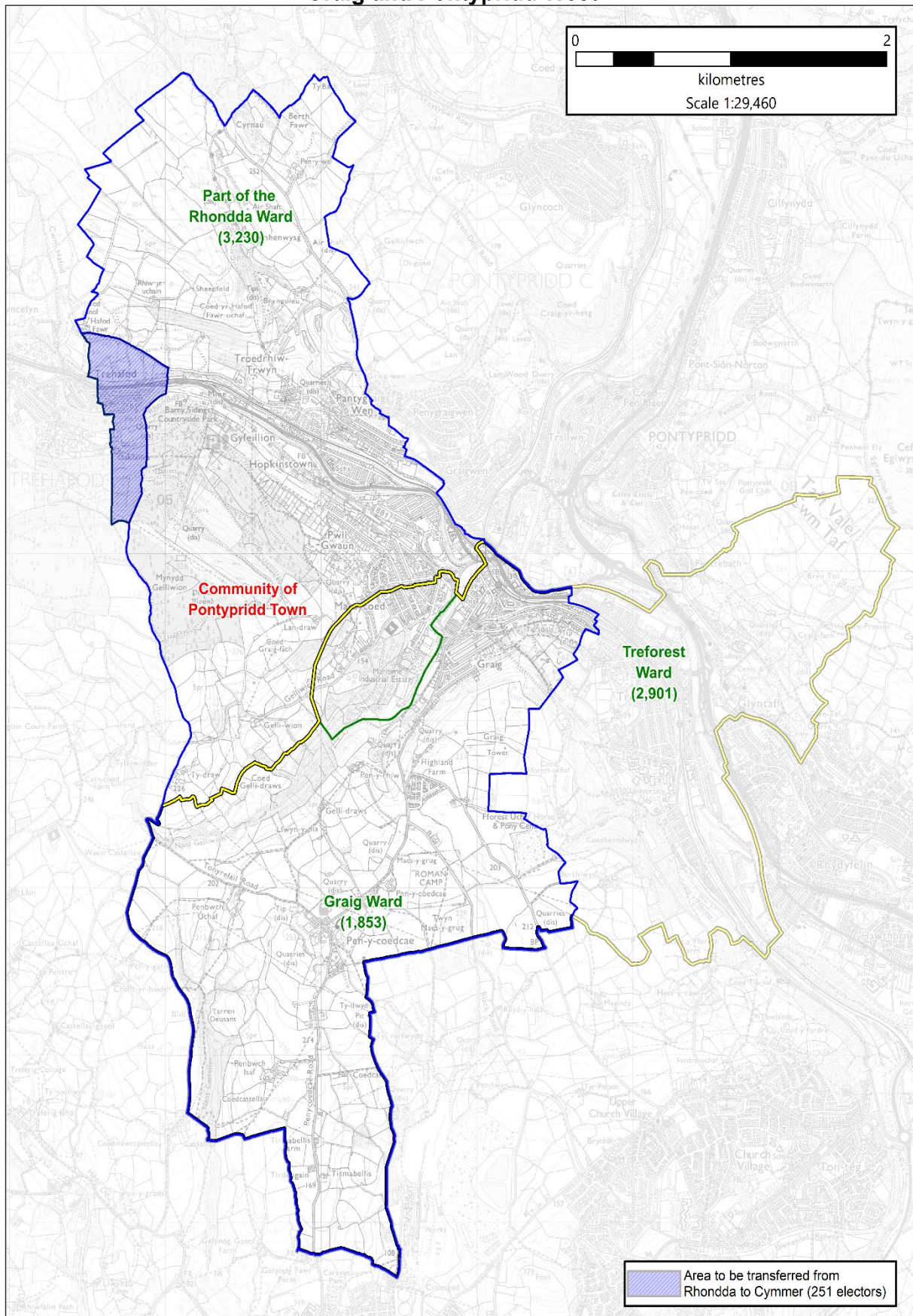
between the two areas. The resident stated a preference for the County Borough Council's alternative suggestion to combine the electoral wards of Graig and Rhondda, which would at least keep Maes-y-coed together even with the reduction in representation.

16. The Commission recommends that the boundaries as illustrated on Page 14 are applied to the Cymmer electoral ward to form an electoral ward with 4,222 electors (4,259 projected) which, if represented by two councillors, would result in a level of representation that is 8% below the recommended county average.
17. The Commission proposed the single name Cymmer in the Draft Proposals. The Welsh Language Commissioner considered the name and proposed the single name of Cymer as this is the form recommended in the national standard framework. If the difference between the Welsh form and the 'English' form consists of only one or two letters, the use of a single form is recommended, with preference being given to the Welsh form. This accords with the recommendations of the Ordnance Survey and the Highway Authorities.
18. The Commission has given the recommended electoral ward the single name of **Cymer**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
19. The Commission recommends that the remainder of the Rhondda electoral ward be combined with the Graig electoral ward to form an electoral ward with 5,083 electors (5,179 projected) which, if represented by two councillors, would result in a level of representation that is 10% above the recommended county average.
20. The Commission has given the recommended electoral ward the Welsh language name of **Y Graig a Gorllewin Pontypridd**; and the English language name of **Graig and Pontypridd West**, based on the representation received from the Rhondda Cynon Taf Labour Group. The Welsh Language Commissioner agreed with the proposed name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
21. The Commission agrees with the recommendation made by Councillor Griffiths (Rhondda), the other representations received and the improvement in electoral parity. It is the view of the Commission that this scheme best addresses the existing levels of electoral variance, retains a significant proportion of existing arrangements and addresses a number of the representations received.
22. The Commission acknowledges that the Treforest electoral ward would retain an inappropriate level of electoral variance, however, based on the evidence received in representations, it is the view of the Commission that the nature of the Treforest electoral ward should result in the area retaining its individual representation.
23. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.
24. The Commission has also recommended changes to the electoral arrangements for Pontypridd Town Council, which can be seen at Chapter 7.

Cymer



Graig and Pontypridd West

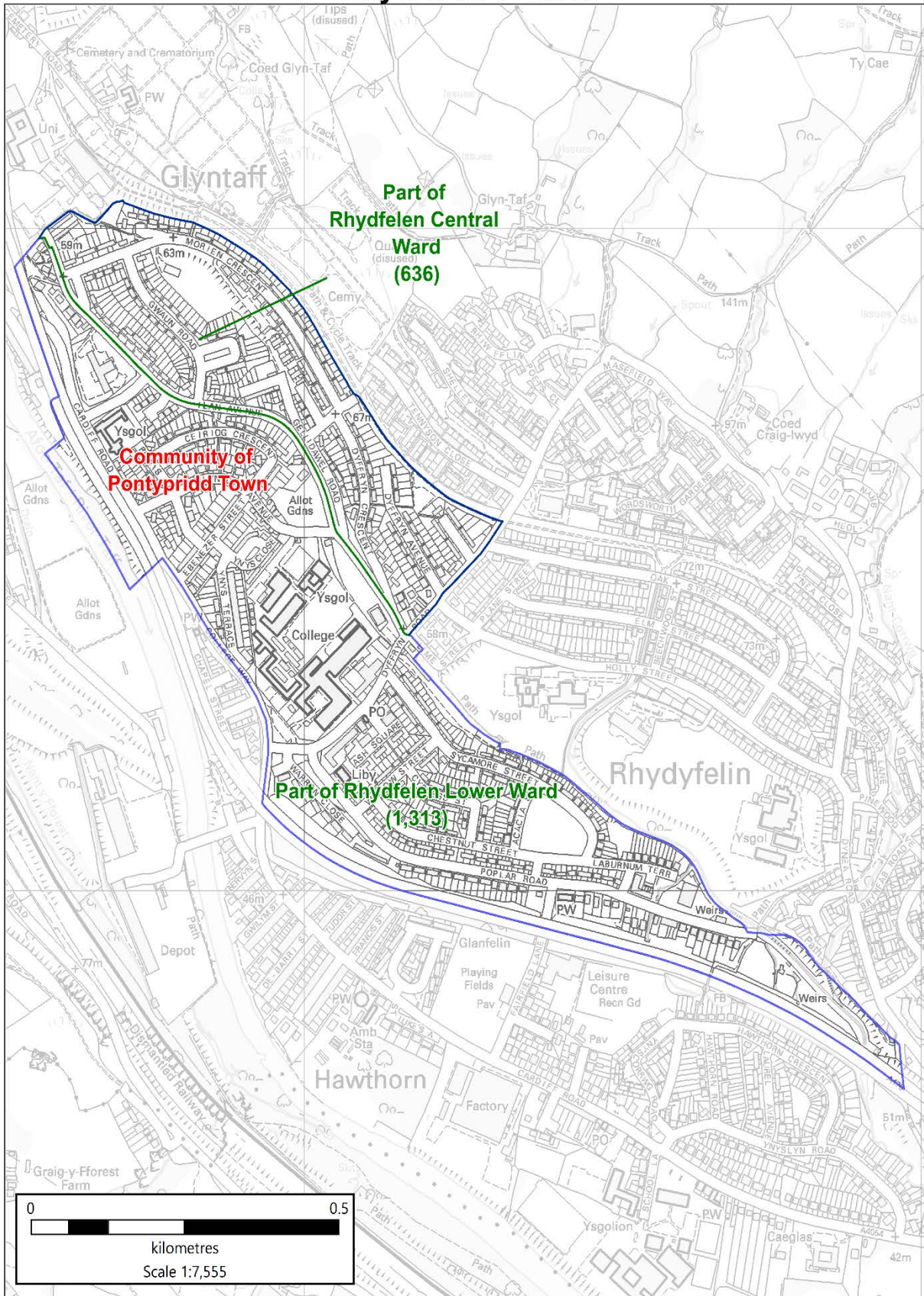


Hawthorn and Rhydfelen Central/Ilan

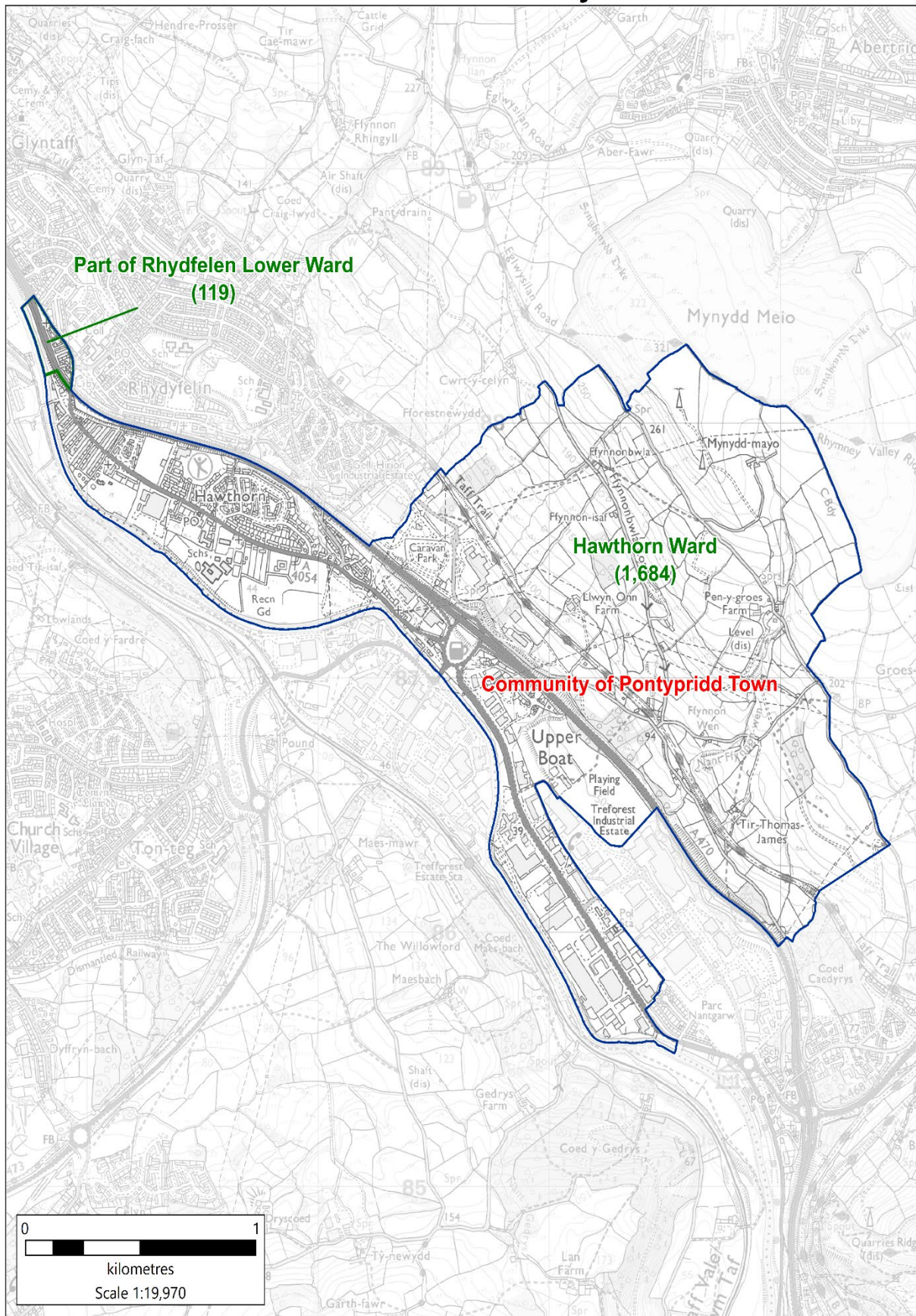
25. The existing Hawthorn electoral ward is composed of the Hawthorn and Rhydfelen Lower wards of the Town of Pontypridd. It has 3,116 electors (3,116 projected) represented by one councillor which is 35% above the recommended county average. The electoral ward has an estimated population of 3,138 eligible voters.
26. The existing Rhydfelen Central/Ilan electoral ward is composed of the Ilan and Rhydfelen Central wards of the Town of Pontypridd. It has 3,033 electors (3,035 projected) represented by one councillor which is 32% above the recommended county average. The electoral ward has an estimated population of 3,435 eligible voters.
27. In its Draft Proposals the Commission proposed to create a new single member electoral ward encompassing the Rhydfelen Central area by utilising elements of the existing Hawthorn and Rhydfelen Central electoral wards as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
28. The Commission received two representations in response to the Draft Proposals regarding this area from Councillor Martin Fidler-Jones (Hawthorn) and Councillor Maureen Webber (Rhydfelen Central).
29. Councillor Martin Fidler-Jones (Hawthorn) opposed the Commission's Draft Proposals for the area and stated that the proposals made no use of natural boundaries and would be impossible to describe to residents going forward. Councillor Fidler-Jones suggested that, if the Commission continues with its proposals, then the Hawthorn electoral ward should be re-named 'Hawthorn and Lower-Rhydfelen' in order to acknowledge the significant portion of lower Rhydfelen that sits within the revised ward. Councillor Fidler-Jones proposed that the boundary changes submitted by him at the initial stage be taken forward as an alternative to the Commission's Draft Proposals.
30. Councillor Maureen Webber (Rhydfelen Central) supported the Commission's Draft Proposals. Councillor Webber advised that locally elected members of Pontypridd Town Council and Hawthorn and Lower Rhydfelen were fully supportive of the proposals. Councillor Webber also wrote that residents are pleased that Rhydfelen will now be recognised as an electoral ward as many felt it was not aligned to Hawthorn.
31. The Commission recommends to apply the boundaries as proposed at the Draft stage and as illustrated on page 18 to form a new single member electoral ward of 1,949 electors (1,949 projected) which, if represented by one councillor would result in a level of representation that is 15% below the recommended county average.
32. The Commission proposed the Welsh language name of Canol Rhydfelen; and the English language name of Rhydfelen Central. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations regarding the names.
33. The Commission has given the recommended electoral ward the Welsh language name of **Canol Rhydfelen**; and the English language name of **Rhydfelen Central**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
34. The Commission, as a consequence, recommends that the remaining part of the Hawthorn electoral ward form an electoral ward of 1,803 electors (1,805 projected) which, if represented by one councillor, would result in a level of representation that is 22% below the recommended county average.

35. The Commission proposed the Welsh language name *Y Ddraenen Wen*; and the English language name of Hawthorn in the Draft Proposals. The Welsh Language Commissioner agreed with the proposed names. The Commission received one representation regarding the name from Councillor Martin Fidler-Jones. Councillor Fidler-Jones recommended using the name of *Hawthorn and Lower Rhydfelen*.
36. The Commission has given the recommended electoral ward the Welsh language name of **Y Ddraenen-wen a Rhydfelen Isaf**; and the English language name of **Hawthorn and Lower Rhydfelen**. The Welsh Language Commissioner agreed with the recommended name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
37. The Commission, as a consequence, recommends that the remaining part of the Rhydfelen Central/Ilan electoral ward form an electoral ward of 2,397 electors (2,397 projected) which, if represented by one councillor, would result in a level of representation that is 4% above the recommended county average.
38. The Commission proposed the Welsh language name of **Rhydfelen Uchaf a Glyn-taf**; and the English language name of **Upper Rhydfelen and Glyn-taf**. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations regarding these names.
39. The Commission agrees with the recommendation made in the initial consultation period by Rhondda Cynon Taf County Borough Council and supported by Councillor Maureen Webber (Rhydfelen Central) and the improvement in electoral parity. It is the view of the Commission that this scheme best addresses the existing levels of electoral variance in the area.
40. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.
41. The Commission has also recommended changes to the electoral arrangements for Pontypridd Town Council, which can be seen at Chapter 7.

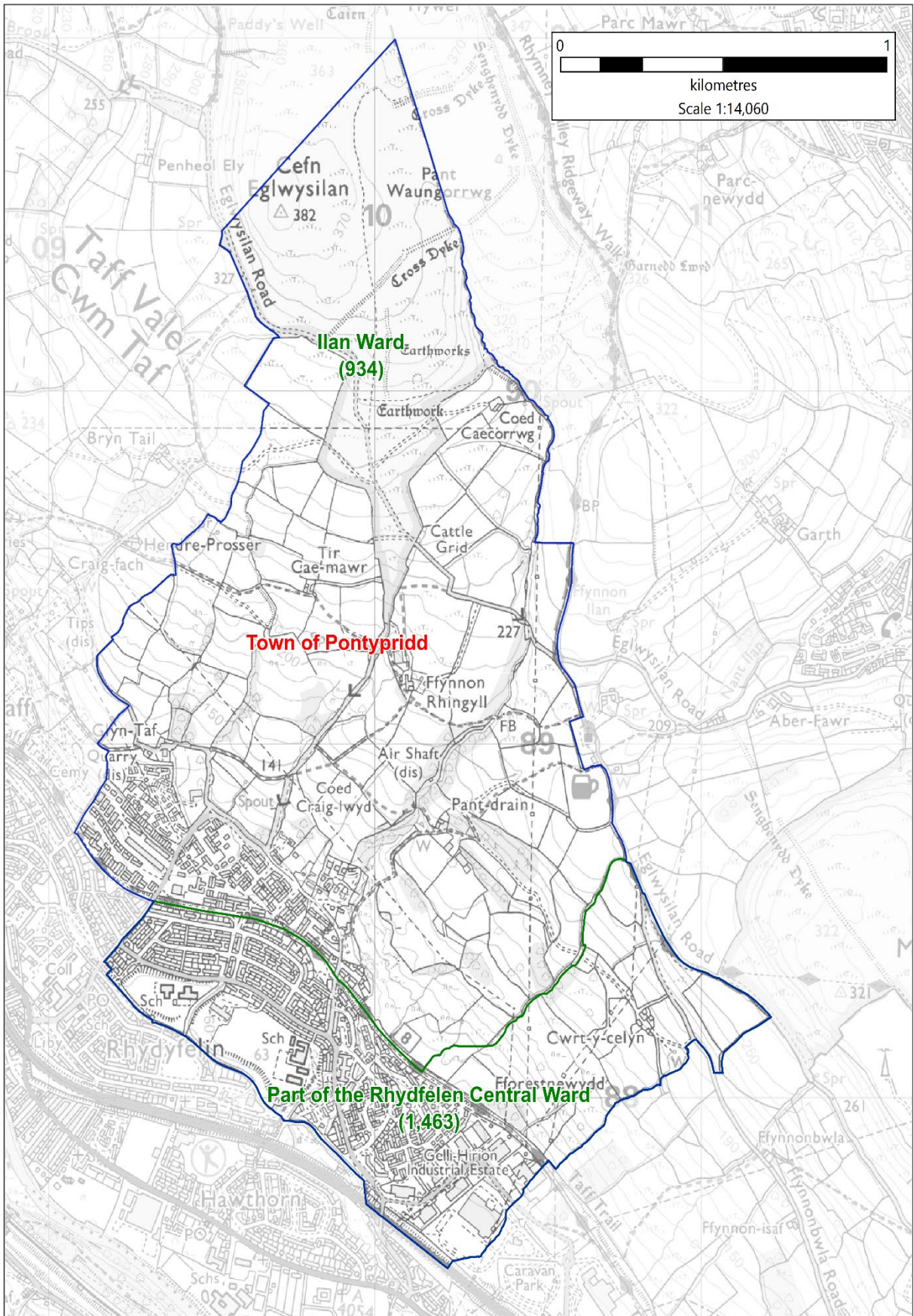
Rhydfelen Central



Hawthorn and Lower Rhydfelen



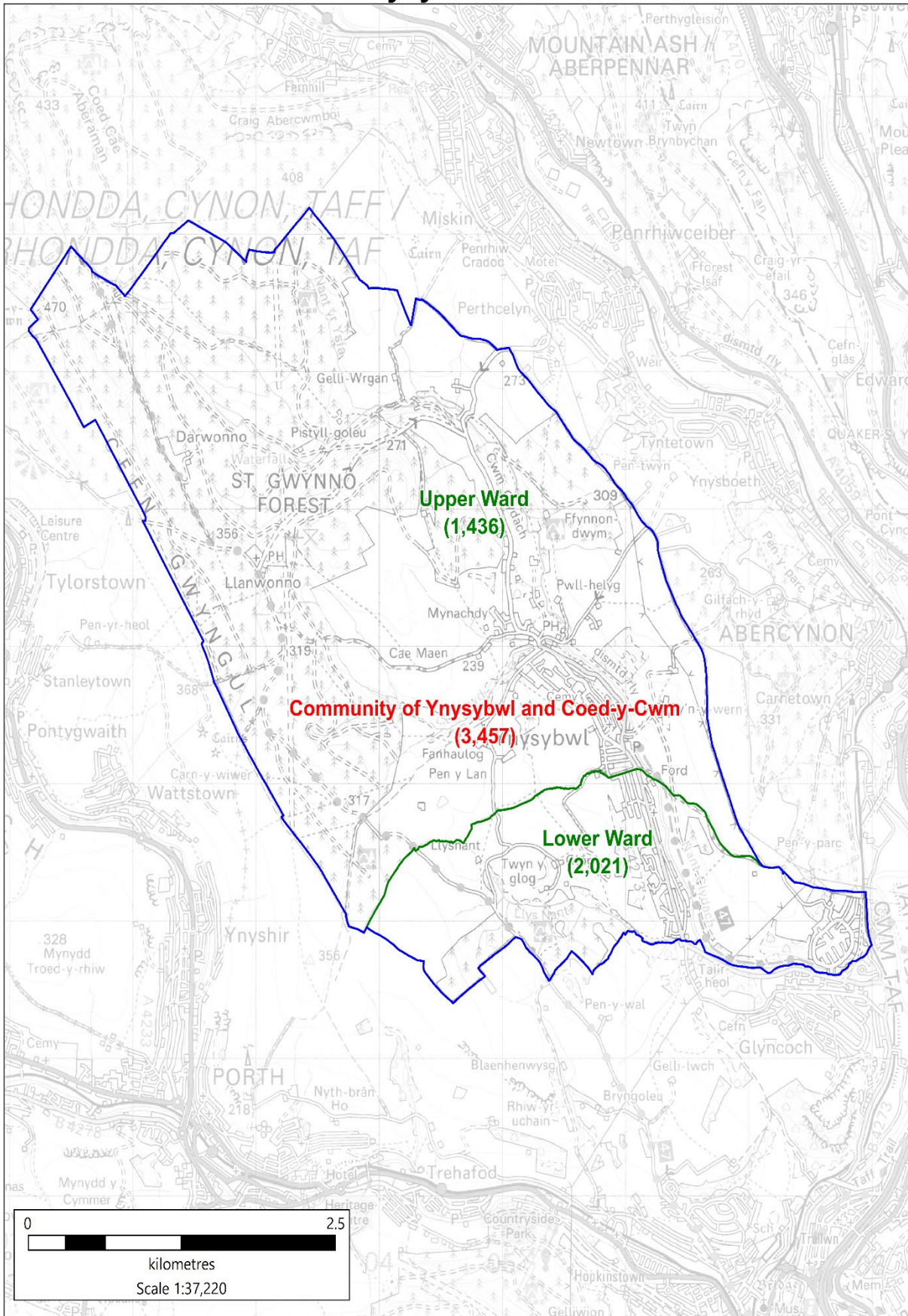
Upper Rhydfelen and Glyn-taf



Ynysybwl

42. The existing Ynysybwl electoral ward is comprised of the Community of Ynysybwl and Coed-y-Cwm. It has 3,457 electors (3,485 projected) represented by one councillor which is 50% above the recommended county average. The electoral ward has an estimated population of 3,619 eligible electors.
43. In its Draft Proposals the Commission proposed that the Community of Ynysybwl and Coed-y-Cwm be represented by two councillors (an increase of one) to form a two-member electoral ward.
44. The Commission received no representations in response to the Draft Proposals regarding this area.
45. The Commission recommends the Community of Ynysybwl and Coed-y-Cwm form an electoral ward with 3,457 electors (3,485 projected) which, if represented by two councillors (an increase of one), would result in a level of representation that is 25% below the recommended county average.
46. The Commission proposed the single name of Ynysybwl. The Welsh Language Commissioner suggested the single name of Ynys-y-bwl. The Welsh Language Commissioner stated that the hyphen is used in Welsh place-names when the Welsh definite article (y/yr) occurs before the final monosyllable; hyphens are used before and after the definite article in order to highlight the individual elements and aid pronunciation. The Commission received no representations with regards to the name in response to the Draft Proposals.
47. The Commission has given the recommended electoral ward the single name of **Ynysybwl**. The Welsh Language Commissioner considered the name and recommended the single name of Ynys-y-bwl. The Welsh Language Commissioner notes the hyphen is used in Welsh place-names when the Welsh definite article (y/yr) occurs before a final monosyllable; hyphens are used before and after the definite article in order to highlight the individual elements and aid pronunciation. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
48. It is the view of the Commission that providing Ynysybwl with an additional councillor successfully addresses the existing inappropriate level of variance within the ward.
49. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.

Ynysybwl

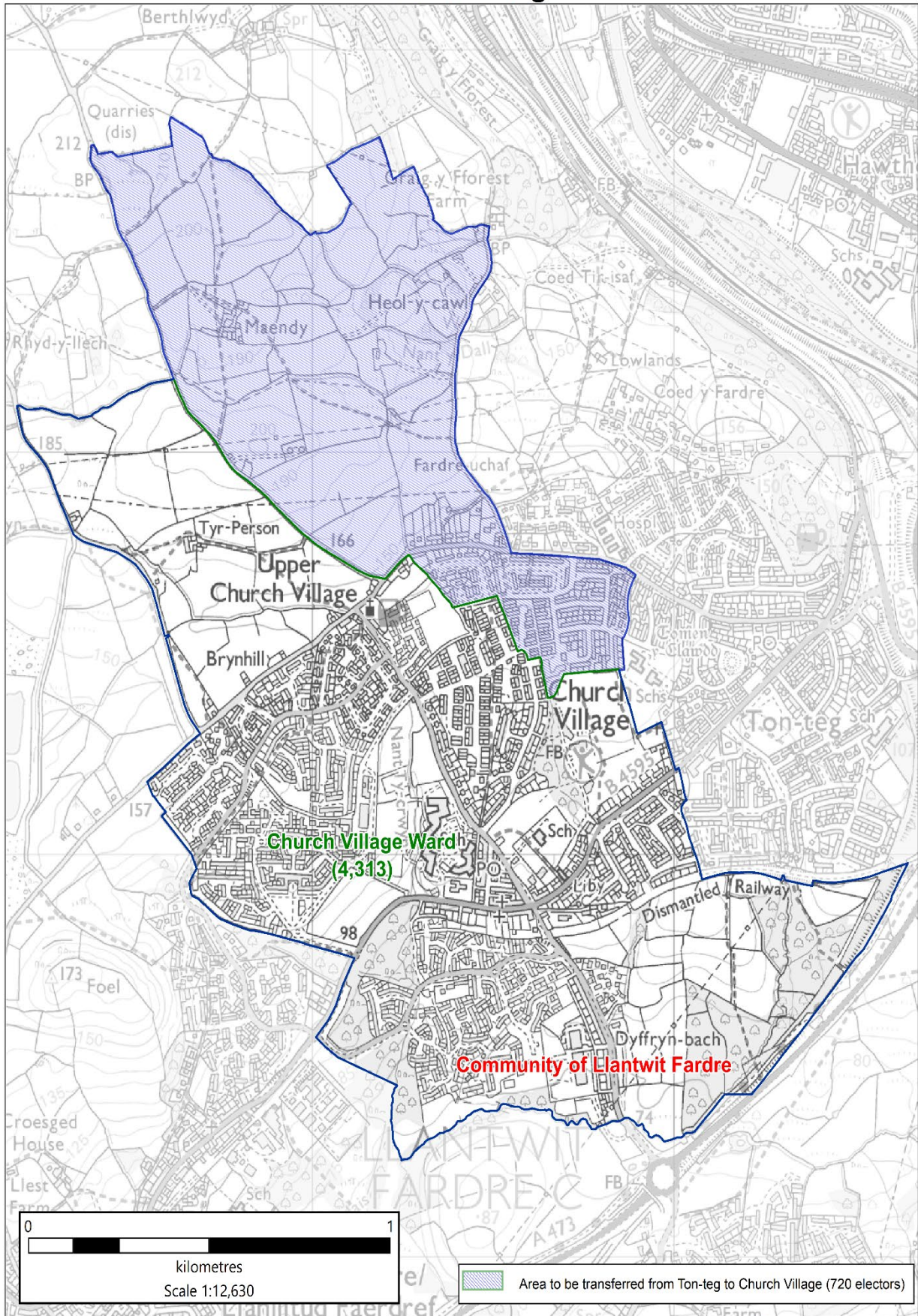


Church Village and Ton-teg

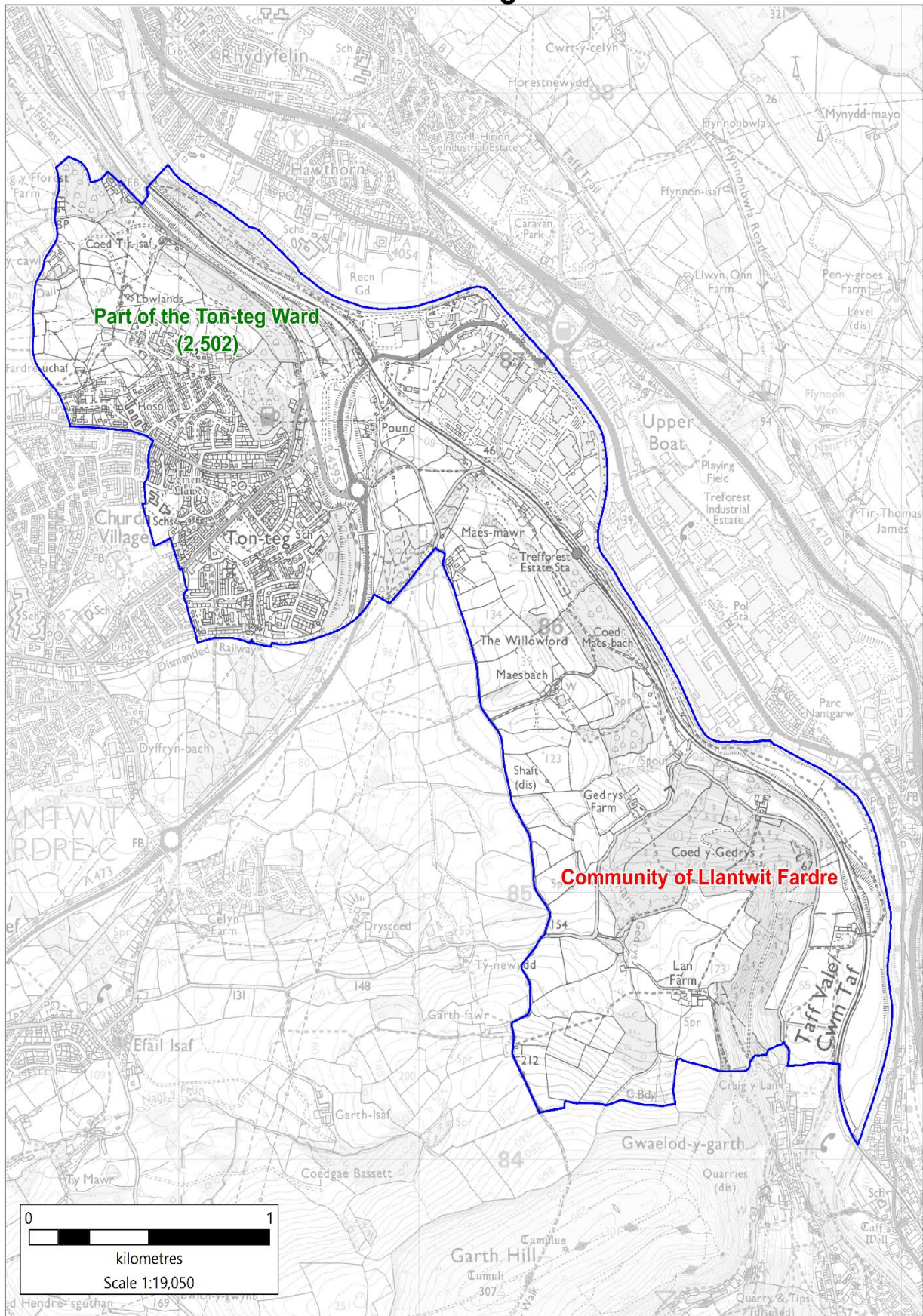
50. The existing Church Village electoral ward is comprised of the Church Village ward of the Community of Llantwit Fardre. It has 4,313 electors (4,350 projected) represented by one councillor which is 87% above the recommended county average. The electoral ward has an estimated population of 3,898 eligible electors.
51. The existing Ton-teg electoral ward is comprised of the Ton-teg ward of the Community of Llantwit Fardre. It has 3,222 electors (3,222 projected) represented by two councillors which is 30% below the recommended county average. The electoral ward has an estimated population of 3,282 eligible voters.
52. In its Draft Proposals the Commission adopted the proposal made to it by Rhondda Cynon Taf County Borough Council. It proposed to re-align the boundary between Church Village and Ton-teg in order to transfer the area known as 'Upper Church Village' into the Church Village electoral ward. This proposal transfers 720 electors into the Church Village electoral ward. The Commission also proposed to allocate an additional councillor to the Church Village ward to form a two-member electoral ward.
53. The Commission received three representations in response to the Draft Proposals regarding this area from: The Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Councillor Joel James (Llantwit Fardre) and Councillor Lewis Hooper (Ton-teg).
54. All of the representations received supported the Draft Proposal. The Rhondda Cynon Taf Overview and Scrutiny Committee's submission supported the proposal, however, included comments from Councillor Lewis Hooper. Councillor Hooper requested clarification that the boundary alteration proposed by the Commission did not transfer the areas of Bryn Rhedyn, The Rise and a small section of Church Road be retained in Ton-teg. Councillor Joel James was supportive of the Commission's Draft Proposals, provided they adhered to the boundary alteration requested by Councillor Lewis Hooper.
55. The Commission recommends that the boundary of the Church Village electoral ward be re-aligned as proposed in its Draft Proposals (and as illustrated on page 25) to form an electoral ward with 5,033 electors (5,070 projected) which, if represented by two councillors (an increase of one), would result in a level of representation that is 9% above the recommended county average.
56. The Commission proposed the Welsh language name of *Pentre'r Eglwys*; and the English language name of Church Village. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations regarding the name.
57. The Commission has given the recommended electoral ward the Welsh language name of **Pentre'r Eglwys**; and the English language name of **Church Village**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
58. The Commission, as a consequence, proposes that the remainder of the Ton-teg electoral ward, as illustrated on page 26, would form an electoral ward with 2,502 electors (2,502 projected) which, if represented by one councillor (a reduction of one), would result in a level of representation that is 9% above the recommended county average.
59. The Commission proposed the single name of Ton-teg. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations regarding the name.

60. The Commission has given the recommended electoral ward the single name of **Ton-teg**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
61. The Commission considers that this recommendation would provide for a significant improvement in electoral parity. The Commission also considers that the ward would build on the existing community, communication and social links.
62. The Commission has recommended the boundaries as suggested originally by Rhondda Cynon Taf County Borough Council and Councillor Lewis Hooper.
63. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.
64. The Commission has also recommended changes to the electoral arrangements for Pontypridd Town Council, which can be seen at Chapter 7.

Church Village



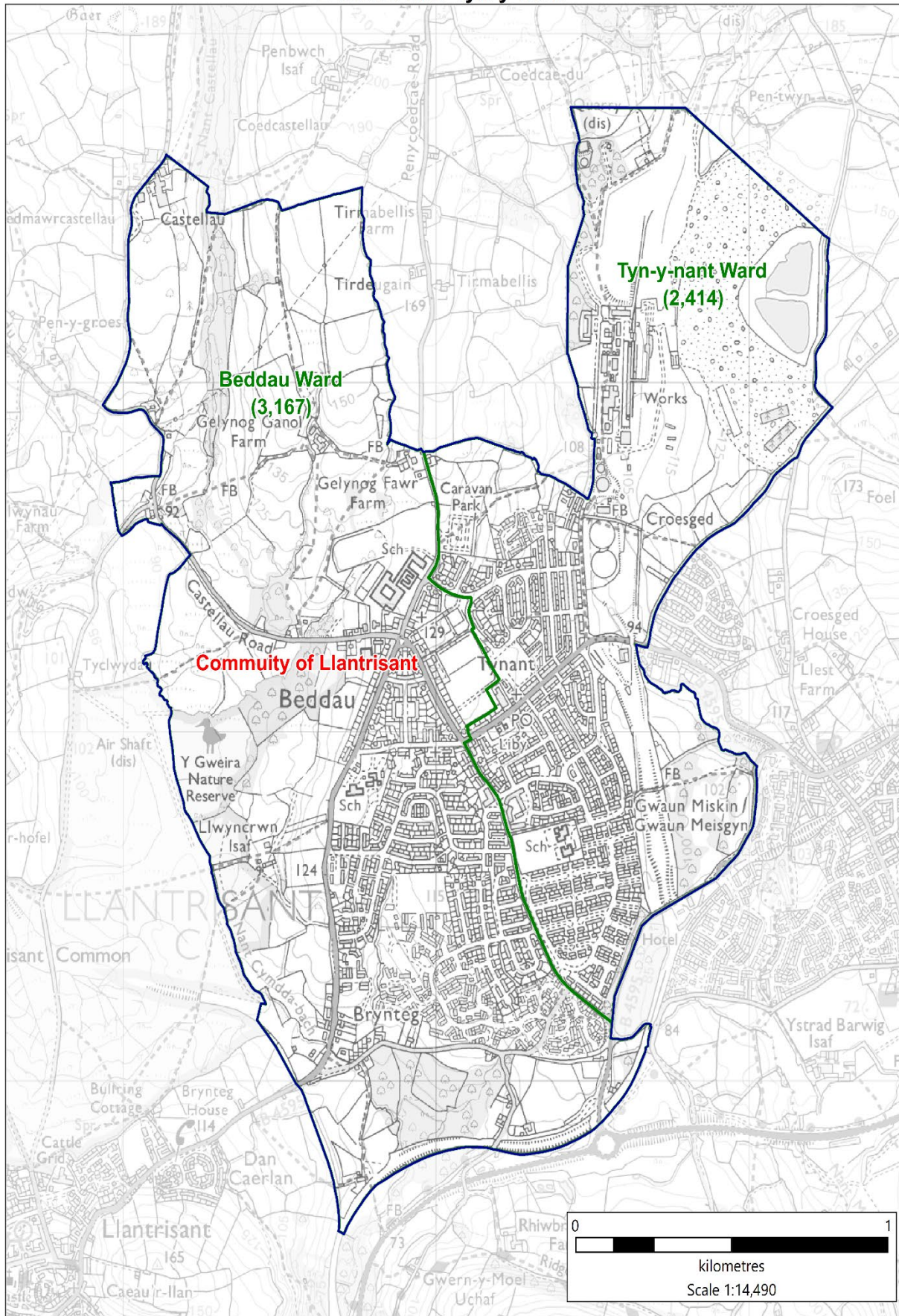
Ton-teg



Beddau and Tyn-y-nant

65. The existing Beddau electoral ward is comprised of the Beddau ward of the Community of Llantrisant. It has 3,167 electors (3,174 projected) represented by one councillor which is 38% above the recommended county average. The electoral ward has an estimated population of 3,575 eligible voters.
66. The existing Tyn-y-nant electoral ward is comprised of the Tyn-y-nant ward of the Community of Llantrisant. It has 2,414 electors (2,414 projected) represented by one councillor which is 5% above the recommended county average. The electoral ward has an estimated population of 2,657 eligible voters.
67. In its Draft Proposals the Commission proposed to combine the electoral wards of Beddau and Tyn-y-nant to form a two-member electoral ward as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
68. The Commission received one representation in response to the Draft Proposals regarding this area from Llantrisant Community Council.
69. Llantrisant Community Council proposed to include an additional (third) member to the proposed Beddau and Tyn-y-nant electoral ward to reflect the expanding housing development in the area.
70. The Commission recommends that the electoral wards of Beddau and Tyn-y-nant be combined to form an electoral ward with 5,581 electors (5,588 projected) which, if represented by two councillors, would result in a level of representation that is 21% above the recommended county average.
71. The Commission proposed the Welsh language name of Beddau a Thyn-y-nant and the English language name of Beddau and Tyn-y-nant. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations with regards to the name in response to the Draft Proposals.
72. The Commission has given the recommended electoral ward the Welsh language name of **Beddau a Thyn-y-nant** and the English language name of **Beddau and Tyn-y-nant**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
73. The Commission considers that this recommendation provides significant improvements to electoral parity for the area whilst maintaining the same level of representation.
74. The Commission considered the representation received from Llantrisant Community Council to include an additional (third) member in the electoral ward. However, it is the view of the Commission that the recommended ward provides an appropriate solution to electoral variance in the ward and assists the Commission in attaining the Council Size Aim for the Review.
75. It is the view of the Commission that this recommendation would be desirable in the interests of effective and convenient local government.

Beddau and Tyn-y-nant

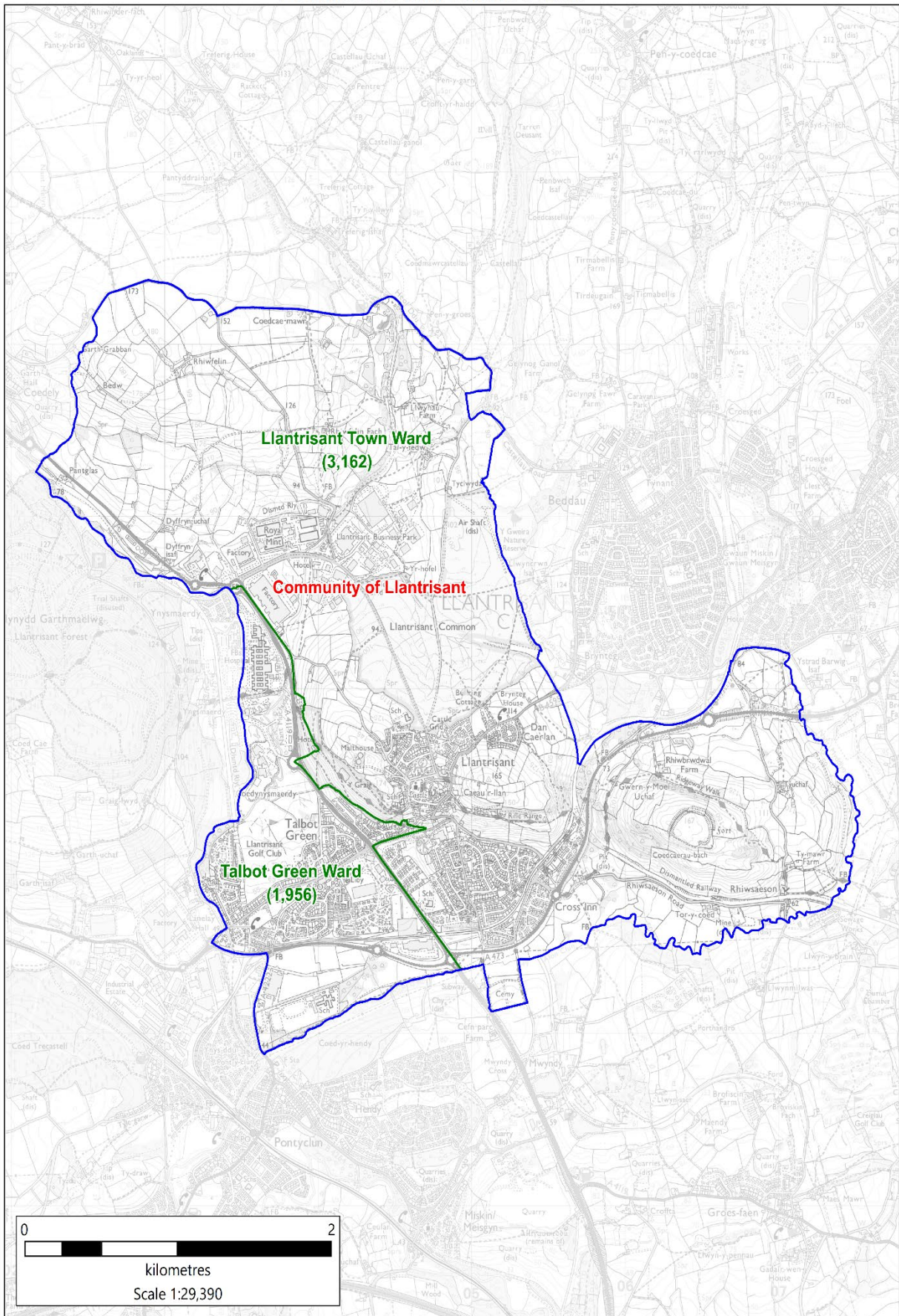


Llantrisant Town and Talbot Green

76. The existing Llantrisant Town electoral ward is comprised of the Llantrisant Town ward of the Community of Llantrisant. It has 3,162 electors (3,247 projected) represented by one councillor which is 37% above the recommended county average. The electoral ward has an estimated population of 3,935 eligible electors.
77. The existing Talbot Green electoral ward is comprised of the Talbot Green ward of the Community of Llantrisant. It has 1,956 electors (1,991 projected) represented by one councillor which is 15% below the recommended county average. The electoral ward has an estimated population of 2,302 eligible electors.
78. In its Draft Proposals the Commission proposed to combine the electoral wards of Llantrisant Town and Talbot Green to form a two-member electoral ward.
79. The Commission received two representations in response to the Draft Proposals regarding this area from: Llantrisant Community Council and Councillor Joel James (Llantwit Fardre).
80. Llantrisant Community Council suggested that the proposed Llantrisant Town and Talbot Green electoral ward be given the single name of Llantrisant.
81. Councillor Joel James (Llantwit Fardre) was broadly supportive of the Commission's Draft Proposals but asked for consideration to be given to including the development of Lanelay Hall within the electoral ward. Councillor James stated that the majority of Lanelay Hall's residents identify themselves as residents of Talbot Green and not Llanharan, which is some considerable distance away.
82. The Commission recommends that the Llantrisant Town and Talbot Green wards of the Community of Llantrisant be combined to form an electoral ward of 5,118 electors (5,238 projected) which, if represented by two councillors would result in a level of representation that is 11% above the recommended county average.
83. The Commission proposed the Welsh language name of Tref Llantrisant a Thonysguborion; and the English language name of Llantrisant Town and Talbot Green. The Welsh Language Commissioner proposed the Welsh language name of Tonysguboriau. The Commission received one representation regarding the name from Llantrisant Community Council who proposed the single name of Llantrisant be used.
84. The Commission has given the recommended electoral ward the Welsh language name of **Llantrisant a Thonysguboriau** and the English language name of **Llantrisant and Talbot Green** to reflect the representations received and the advice of the Welsh Language Commissioner regarding Talbot Green. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
85. The Commission considered the representation received from Councillor Joel James (Llantwit Fardre) regarding the inclusion of the Lanelay Hall development as part of the recommended Llantrisant Town and Talbot Green electoral ward. It is the view of the Commission that, since no public consultation takes place on its Final Recommendations, it is inappropriate to propose such changes which would involve external community boundaries. The Commission felt that this change would best be addressed as part of a community review under Section 31 of the Act, led by Rhondda Cynon Taf County Borough Council.

86. The Commission considers that this recommended ward would provide significant improvement in electoral parity. The Commission also considers that the ward builds on the existing community, communication and social links.
87. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.

Llantrisant and Talbot Green



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Llanharry and Pont-y-clun

88. The existing Llanharry electoral ward is comprised of the Community of Llanharry. It has 3,121 electors (3,167 projected) represented by one councillor which is 36% above the recommended county average. The electoral ward has an estimated population of 2,999 eligible electors.
89. The existing Pont-y-clun electoral ward is comprised of the Community of Pont-y-clun. It has 6,014 electors (6,873 projected) represented by two councillors which is 31% above the recommended county average. The electoral ward has an estimated population of 6,470 eligible electors.
90. In its Draft Proposals the Commission proposed to transfer the Tyle-garw ward of the Community of Llanharry to the Pont-y-clun electoral ward to form a three-member electoral ward as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
91. The Commission received 48 representations in response to the Draft Proposals regarding this area from: Llanharry Community Council, Pont-y-clun Community Council, Councillor Joel James (Llantwit Fardre), Councillor Margaret Griffiths (Pont-y-clun), the Rhondda Cynon Taf Labour Group and 43 local residents.
92. Pont-y-clun Community Council and Councillor Margaret Griffiths (Pont-y-clun) were broadly supportive of the Commission's Draft Proposals but requested that the electoral ward be divided into three single-member electoral wards of Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East.
93. The Community Council and Councillor Griffiths proposed that the electoral ward of Pont-y-clun West include the town centre and the villages of Tyle-garw, Maesyfelin, Brynsadler and Talygarn.
94. Pont-y-clun Central would lie East of the railway line and include properties on Llantrisant Road including Ynys Ddu and houses lying off Heol Miskin, including Miskin village.
95. Pont-y-clun East would include residences approached from Ffordd Cefn yr Hendy and the village of Groes-faen. Most of the land with development potential in Pont-y-clun would lie within this ward.
96. The Community Council and Councillor Griffiths also proposed the ward names be *Pontyclun* as this form is widely accepted locally in both languages.
97. Councillor Joel James (Llantwit Fardre) supported the Commission's Draft Proposals for the area and supports the transfer of Tyle-garw to Pont-y-clun. Councillor James did not support the proposals put forward by other parties to create three single-member electoral wards for the revised Pont-y-clun electoral ward.
98. The Rhondda Cynon Taf Labour Group opposed the Commission's Draft Proposals for the area. The Labour Group proposes that the revised Pont-y-clun electoral ward be divided into three single-member electoral wards for Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East, as suggested by Pont-y-clun Community Council.
99. Llanharry Community Council and 40 local residents of Rhondda Cynon Taf submitted a pro-forma letter of objection in opposition to the Commission's Draft Proposals. The pro-forma, issued by Llanharry Community Council, stated that the Commission's Draft Proposals

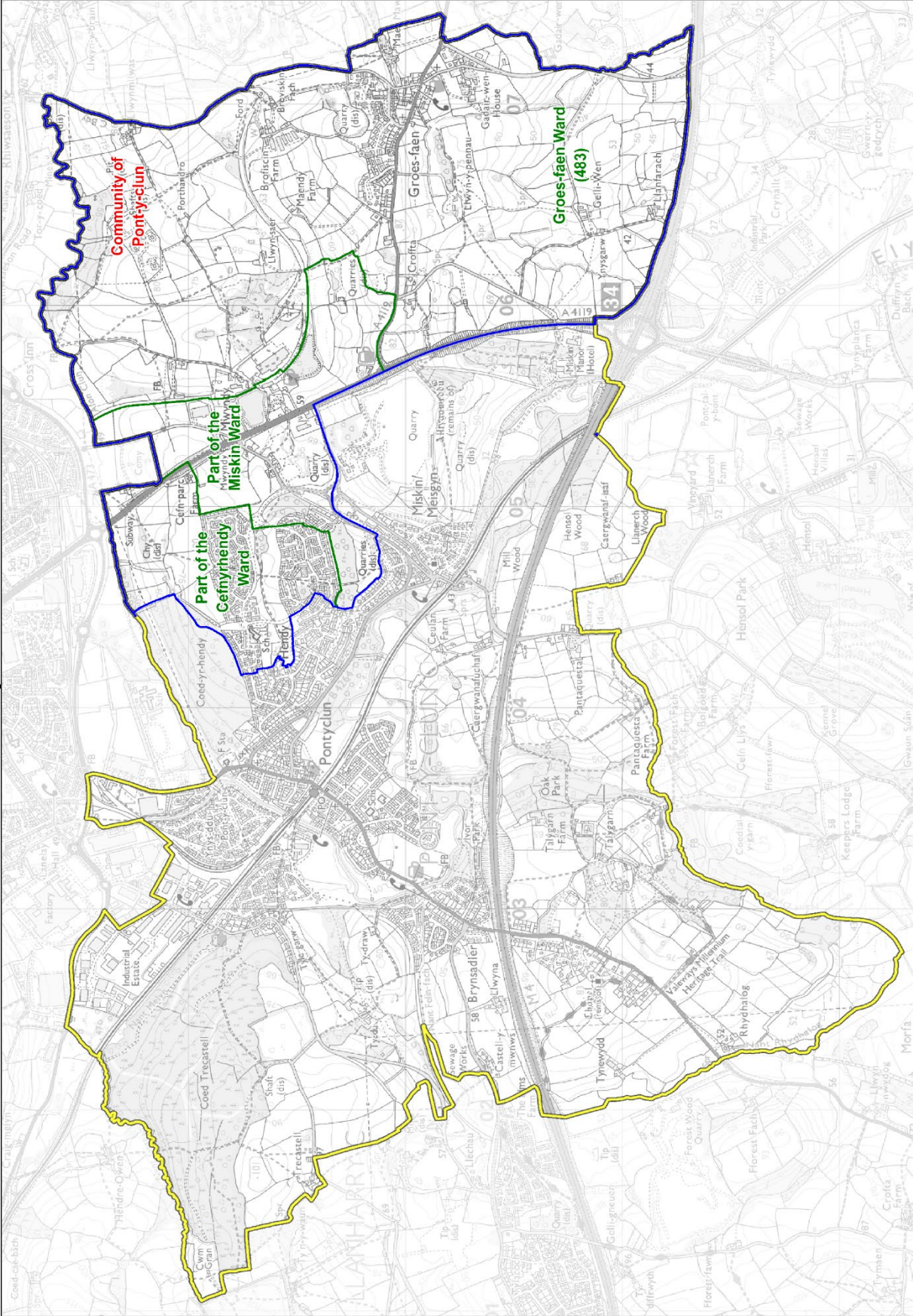
involved transferring the Community Ward of Tyle-garw to Pont-y-clun Community Council for representation. The pro-forma stated that this would impact the community council's ability to provide services to their residents and that the Council Tax precepts from Tyle-garw would be collected by Pont-y-clun Community Council in the future. The residents also cited numerous factors including community ties, historical links and local initiatives as reasons to retain Tyle-garw as part of Llanharry Community Council.

100. Three residents submitted representations in support of the Commission's Draft Proposals for Pont-y-clun.
101. The Commission responded individually to the letters of objection to explain that the proposals set out in this Review are for electoral wards and County Borough Council representation only and that Tyle-garw is to remain part of the Community of Llanharry. The Commission also released an article on its website which was highlighted on the Commission's social media accounts to clarify the situation. The Commission wrote to the community councils to clarify the proposals and asked them to update the information they provided to their residents.
102. The Commission recommends applying the boundaries as described in paragraph 94 above and as shown on page 36 to form an electoral ward of 1,778 electors (2,631 projected) which, if represented by one councillor, would result in a level of representation that is 23% below the recommended county average.
103. The Commission has given the recommended electoral ward the Welsh language name of **Dwyrain Pont-y-clun**; and the English language name of **Pont-y-clun East**. The Welsh Language Commissioner agreed with the proposed name. The Commission received two representations concerning the ward name from Pont-y-clun Community Council and Councillor Margaret Griffiths (Pont-y-clun) who requested that the form of *Pontyclun* be used in both languages. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
104. As a consequence, The Commission recommends applying the boundaries as described in paragraph 93 above and as shown on page 37 to form an electoral ward of 2,312 electors (2,312 projected) which, if represented by one councillor, would result in a level of representation that meets the recommended county average.
105. The Commission has given the recommended electoral ward the Welsh language name of **Canol Pont-y-clun**; and the English language name of **Pont-y-clun Central**. The Welsh Language Commissioner agrees with the proposed name. The Commission received two representations concerning the ward name from Pont-y-clun Community Council and Councillor Margaret Griffiths (Pont-y-clun) who requested that the form of *Pontyclun* be used in both languages. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
106. As a further consequence, The Commission recommends applying the boundaries as shown on page 38 and combining the area with the Tyle-garw ward of the Community of Llanharry to form an electoral ward of 2,522 electors (2,528 projected) which, if represented by one councillor, would result in a level of representation that is 10% above the recommended county average.
107. The Commission has given the recommended electoral ward the Welsh language name of **Gorllewin Pont-y-clun**; and the English language name of **Pont-y-clun West**. The Welsh

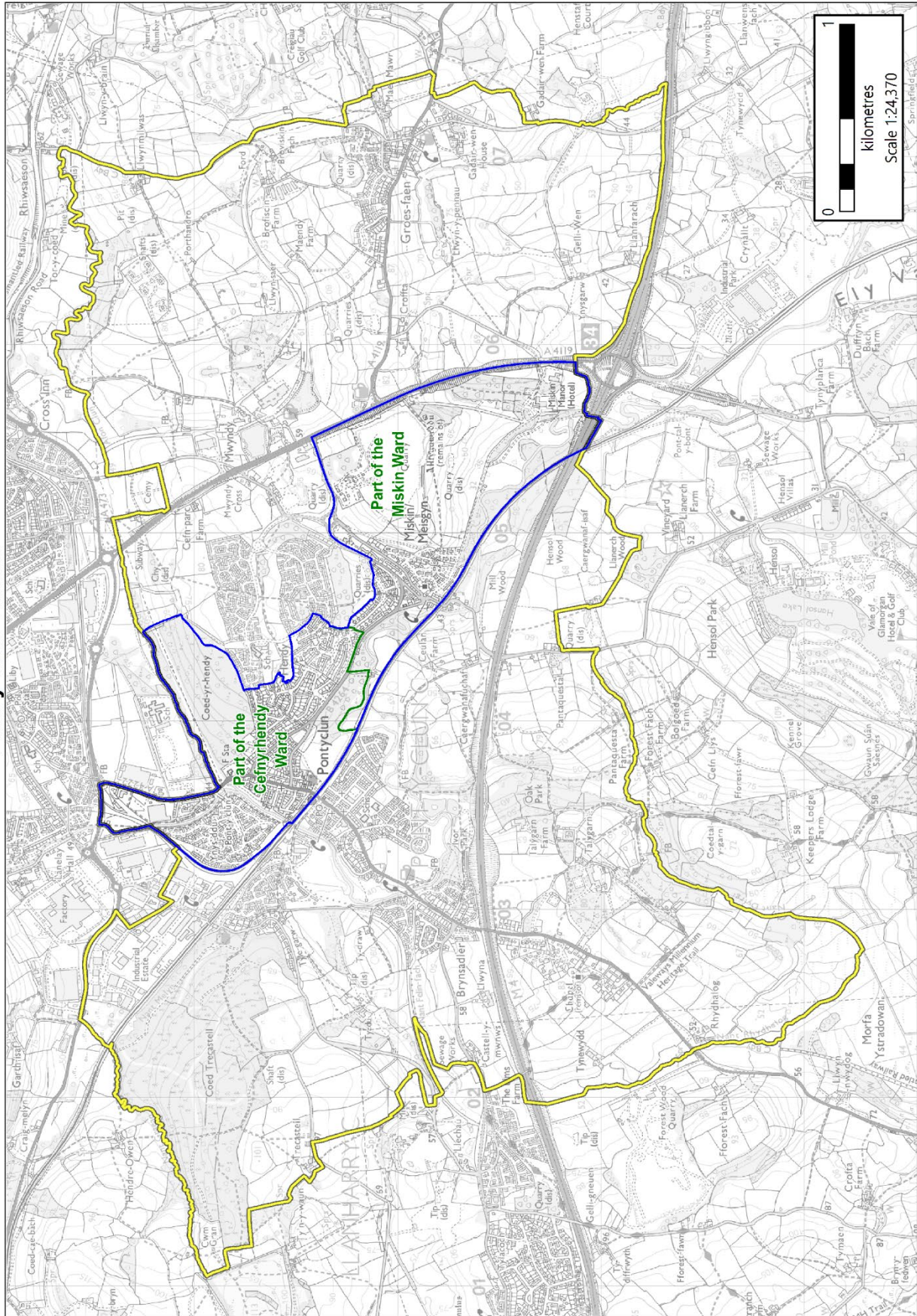
Language Commissioner agrees with the proposed name. The Commission received two representations concerning the ward name from Pont-y-clun Community Council and Councillor Margaret Griffiths (Pont-y-clun) who requested that the form of *Pontyclun* be used in both languages. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.

108. The Commission, as a consequence, recommends that the Llanharry ward of the Community of Llanharry form an electoral ward of 2,523 electors (2,569 projected) which, if represented by one councillor, would result in a level of representation that is 10% above the recommended county average.
109. The Commission proposed the Welsh language name of Llanhari; and the English language name of Llanharry. The Welsh Language Commissioner considered the name and proposed the Welsh language name of Llanhari as Llanhari is the form recommended in the national standard reference work. The Commission received no representations with regards to the name in response to the Draft Proposals.
110. The Commission has given the recommended electoral ward the Welsh language name of **Llanhari**; and the English language name of **Llanharry**. The Welsh Language Commissioner agreed with the proposed name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
111. The Commission agrees with the representations received from Pont-y-clun Community Council, Councillor Margaret Griffiths (Pont-y-clun) and three local residents who proposed to create three single-member electoral wards for Pont-y-clun.
112. The Commission considers that these arrangements provide for an improvement in electoral parity and could provide for effective electoral wards which could build on the community, communication and social links within the area.
113. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.
114. The Commission has also recommended changes to the electoral arrangements for Pont-y-clun Town Council, which can be seen at Chapter 7.
115. The Commission is aware of the significant opposition to the proposal to include the Tylegarw ward of the Community of Llanharry in an electoral ward with part of the Pont-y-clun Community. However, this proposal is the only viable alternative to address the existing inappropriate level of electoral variance. The Commission would also like to reiterate that the arrangements proposed in this report are for electoral wards for representation at County Borough Council level only and do not affect existing community arrangements.

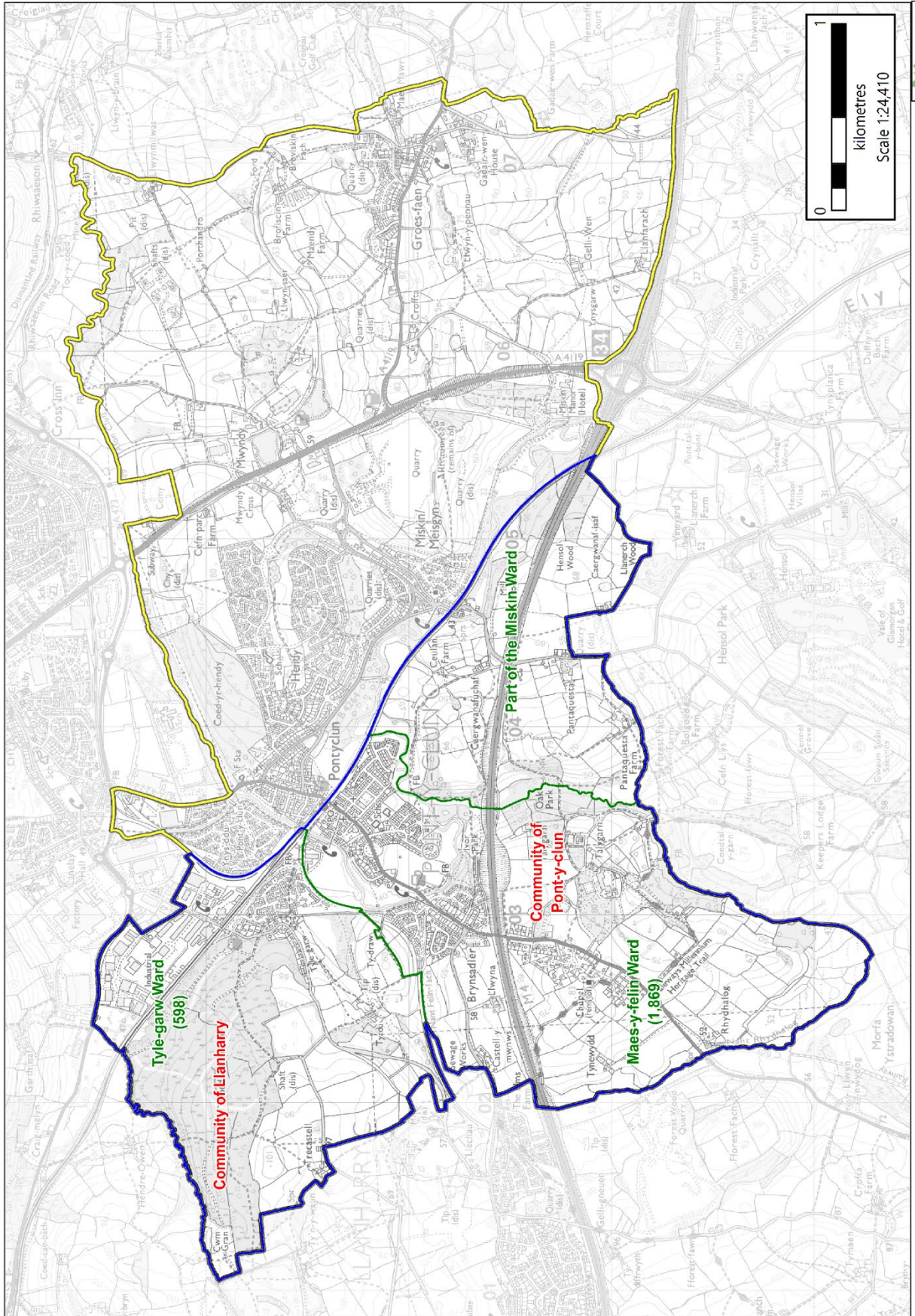
Pont-y-clun East



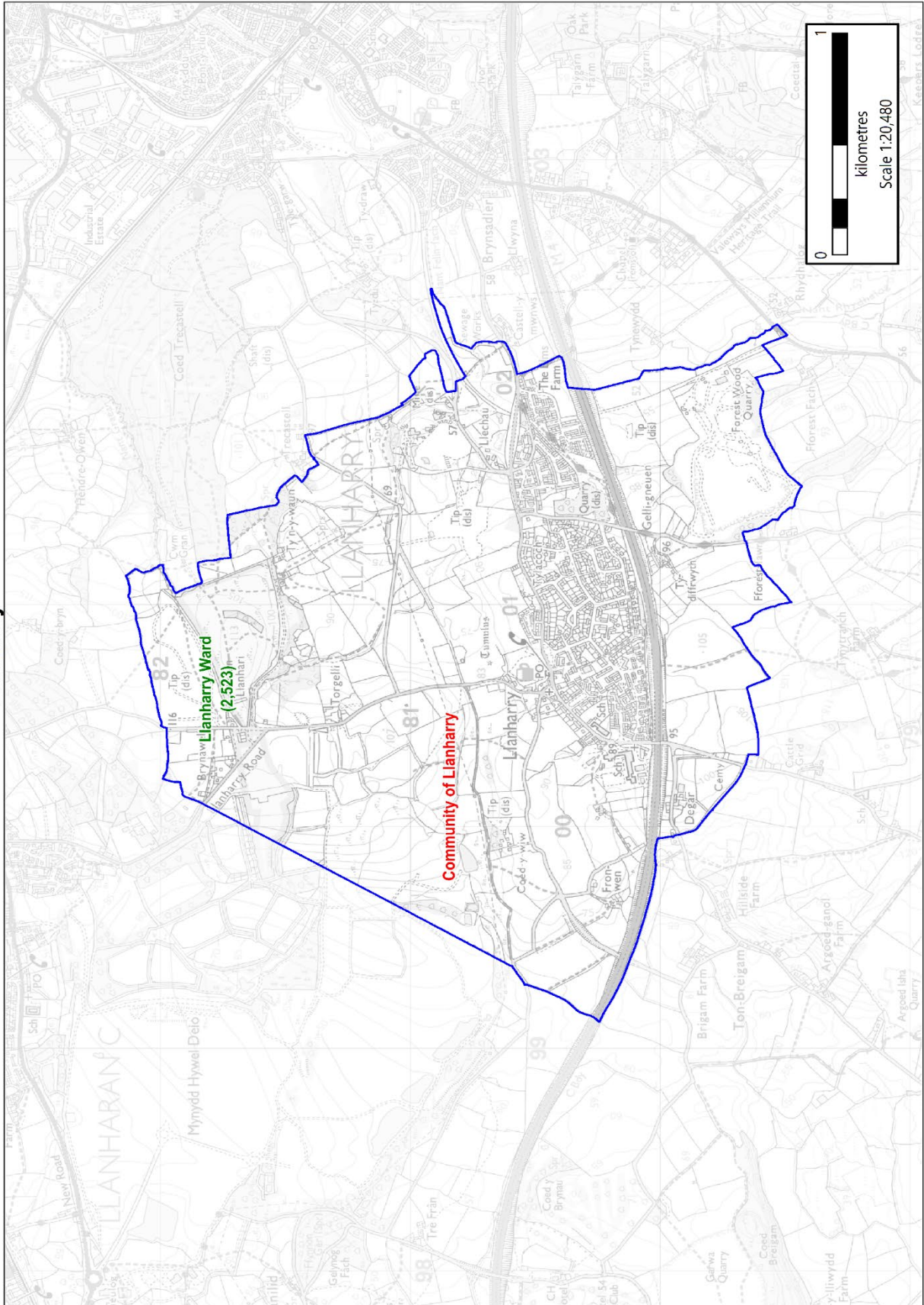
Pont-y-clun Central



Pont-y-clun West



Llanharry



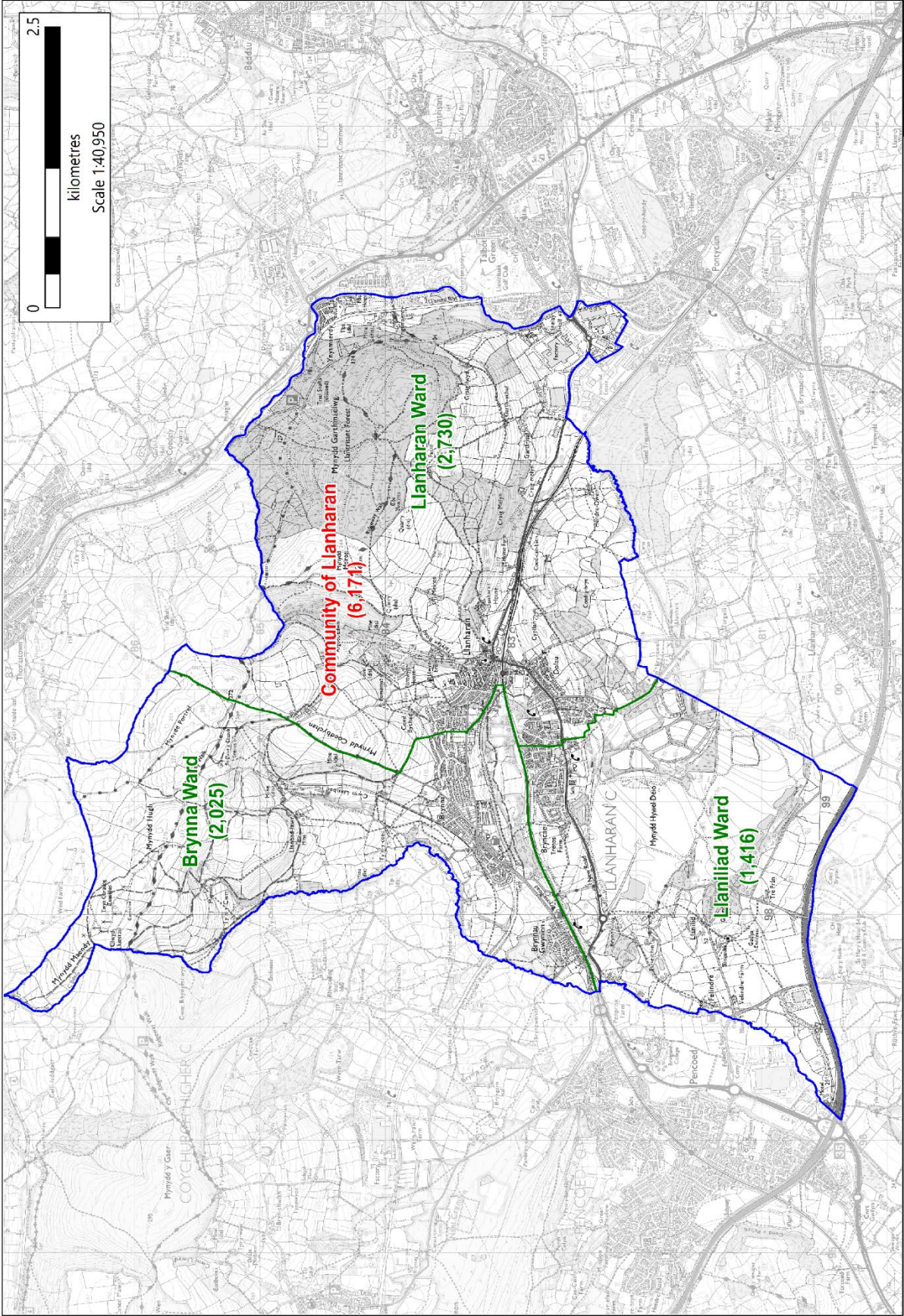
Brynna and Llanharan

116. The existing Brynna electoral ward is composed of the Brynna and Llaniliad wards of the Community of Llanharan. It has 3,441 electors (4,237 projected) represented by one councillor which is 49% above the recommended county average. The electoral ward has an estimated population of 3,496 eligible electors.
117. The existing Llanharan electoral ward is comprised of the Llanharan ward of the Community of Llanharan. It has 2,730 electors (2,783 projected) represented by one councillor which is 19% above the recommended county average. The electoral ward has an estimated population of 2,717 eligible electors.
118. In its Draft Proposals the Commission proposed that the entirety of the Community of Llanharan form an electoral ward represented by three councillors in-line with Rhondda Cynon Taf County Borough Council's alternative proposal submitted in the Initial Consultation stage.
119. The Commission received six representations in response to the Draft Proposals regarding this area from: the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Llanharan Community Council, Councillor Roger Turner (Brynna), Councillor Joel James (Llantwit Fardre), Llanharan Community Councillor Jeff Williams and the Rhondda Cynon Taf Labour Group.
120. Rhondda Cynon Taf County Borough Council's Overview and Scrutiny Committee, Llanharan Community Council, Councillor Roger Turner and the Rhondda Cynon Taf Labour Group all opposed the Commission's Draft Proposal to create a single three-member ward for the Community of Llanharan. All the respondents advocated the creation of three single-member electoral wards for the community wards of Brynna, Llanharan and Llaniliad.
121. Councillor Joel James (Llantwit Fardre) requested that consideration be given to transferring the development of Lanelay Hall from Llanharan to the recommended Llantrisant Town and Talbot Green electoral ward as he stated that many residents identify more closely with Talbot Green than Llanharan, which is some considerable distance away.
122. Llanharan Community Councillor Jeff Williams supported the Commission's Draft Proposal for the area. Councillor Williams stated that members of Llanharan Community Council work well together and run a community shop which donates its earnings equally among the Brynna, Bryncae, Llanharan and Ynysmaerdy areas.
123. The Commission recommends that the Community of Llanharan form an electoral ward with 6,171 electors (7,020 projected) which, if represented by three councillors, would result in a level of representation that is 11% below the recommended county average.
124. The Commission proposed the Welsh language name of Brynna a Llanharan; and the English language name of Brynna and Llanharan. The Welsh Language Commissioner agreed with the name. The Commission received no representations with regards to the name in response to the Draft Proposals.
125. The Commission has given the recommended electoral ward the Welsh language name of **Brynna a Llanharan**; and the English language name of **Brynna and Llanharan**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
126. The Commission considered the representations to create three single-member wards for the area, however, the Commission considers that the level of variance in the proposed Llaniliad

ward at 38% below the recommended county average would be inappropriate. It is the view of the Commission that this proposal provides for the best level of parity for the area and would build on the existing community, communication and social links within the ward.

127. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.

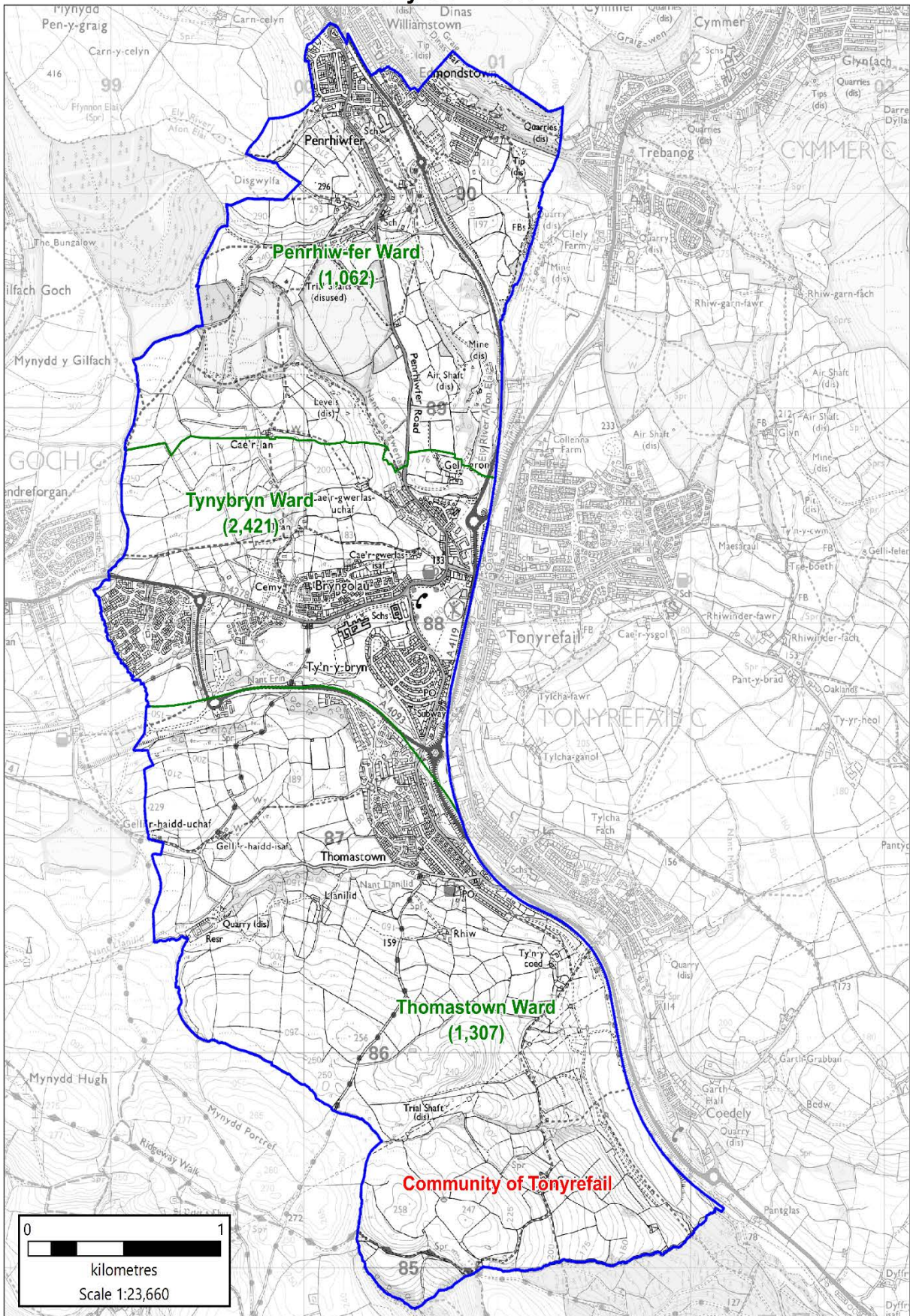
Bryna and Llanharan



Tonyrefail West

128. The existing Tonyrefail West electoral ward is composed of the Penrhiw-fer, Thomastown and Tynybryn wards of the Community of Tonyrefail. It has 4,790 electors (5,225 projected) represented by one councillor which is 108% above the recommended county average. The electoral ward has an estimated population of 5,145 eligible electors.
129. In its Draft Proposals the Commission proposed that the existing Tonyrefail West electoral ward form an electoral ward with two councillors (an increase of one) in order to improve electoral parity as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
130. The Commission received no representations in response to the Draft Proposals regarding this area.
131. The Commission recommends that the existing Tonyrefail West ward forms an electoral ward with 4,790 electors (5,225 projected) which, if represented by two councillors (an increase of one), would result in a level of representation that is 4% above the recommended county average.
132. The Commission proposed the Welsh language name of Gorllewin Tonyrefail; and the English language name of Tonyrefail West. The Welsh Language Commissioner agreed with the names. The Commission received no representations with regards to the name in response to the Draft Proposals.
133. The Commission has given the recommended electoral ward the Welsh language name of **Gorllewin Tonyrefail**; and the English language name of **Tonyrefail West**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
134. The Commission considers this proposal provides significant improvement to electoral representation in the electoral ward. The Commission also considers that the proposed electoral ward builds on the existing community, communication and social links within the area.
135. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.

Tonyrefail West

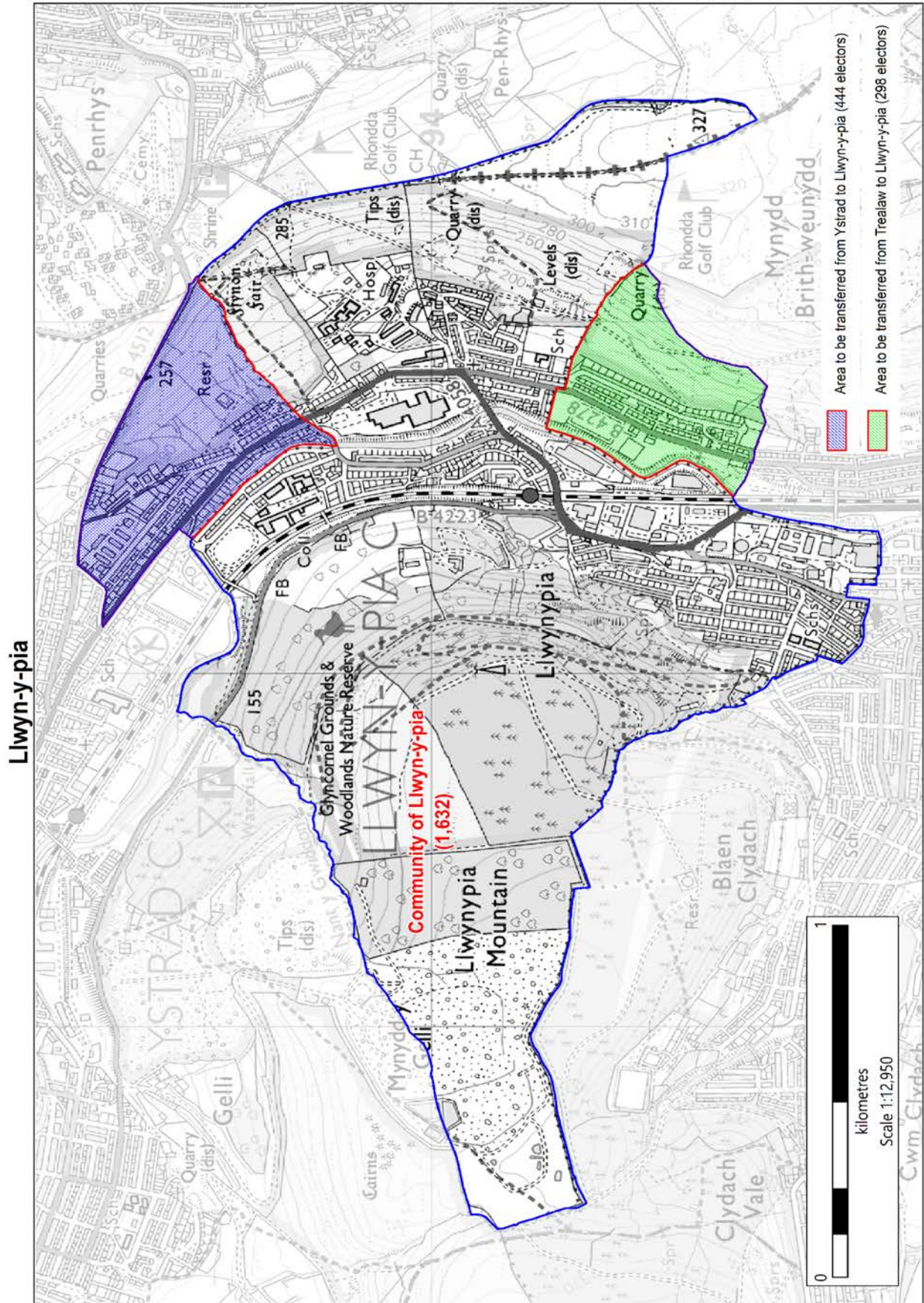


Llwyn-y-pia, Trealaw and Ystrad

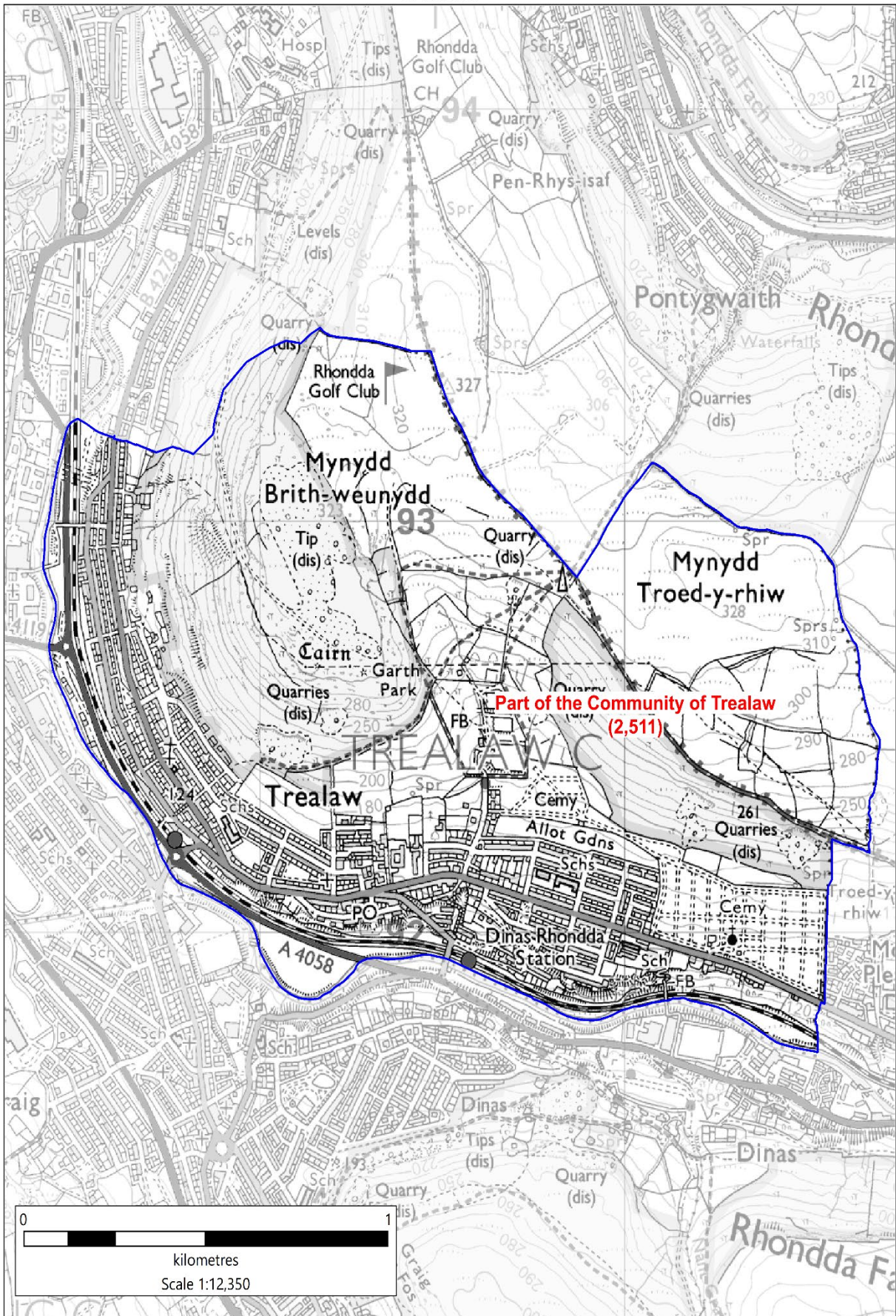
136. The existing Llwyn-y-pia electoral ward is comprised of the Community of Llwyn-y-pia. It has 1,632 electors (1,713 projected) represented by one councillor which is 29% below the recommended county average. The electoral ward has an estimated population of 1,858 eligible electors.
137. The existing Trealaw electoral ward is comprised of the Community of Trealaw. It has 2,809 electors (2,840 projected) represented by one councillor which is 22% above the recommended county average. The electoral ward has an estimated population of 3,244 eligible voters.
138. The existing Ystrad electoral ward is comprised of the Community of Ystrad. It has 4,248 electors (4,266 projected) represented by two councillors which is 8% below the recommended county average. The electoral ward has an estimated population of 4,630 eligible voters.
139. In its Draft Proposals the Commission proposed to extend the boundaries of the existing Llwyn-y-pia ward to include sections of the Trealaw and Ystrad electoral wards as suggested by Rhondda Cynon Taf County Borough Council.
140. The Commission received no representations in response to the Draft Proposals regarding this area.
141. The Commission recommends that the boundaries of the Llwyn-y-pia electoral ward be extended as illustrated on page 49 to form an electoral ward with 2,374 electors (2,459 projected) which, if represented by one councillor, would result in a level of representation that is 3% above the recommended county average.
142. The Commission proposed the single name of Llwyn-y-pia. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations with regards to the name in response to the Draft Proposals.
143. The Commission has given the recommended electoral ward the single name of **Llwyn-y-pia**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
144. The Commission, as a consequence, recommends that the remainder of the Community of Trealaw form an electoral ward with 2,511 electors (2,542 projected) which, if represented by one councillor, would result in a level of representation that is 9% above the recommended county average.
145. The Commission proposed the single name Trealaw in the Draft Proposals. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations with regards to the name in response to the Draft Proposals.
146. The Commission has given the recommended electoral ward the single name of **Trealaw**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
147. The Commission, as a further consequence, recommends that the remainder of the Community of Ystrad form an electoral ward with 3,804 electors (3,822 projected) which, if

represented by two councillors, would result in a level of representation that is 17% below the recommended county average.

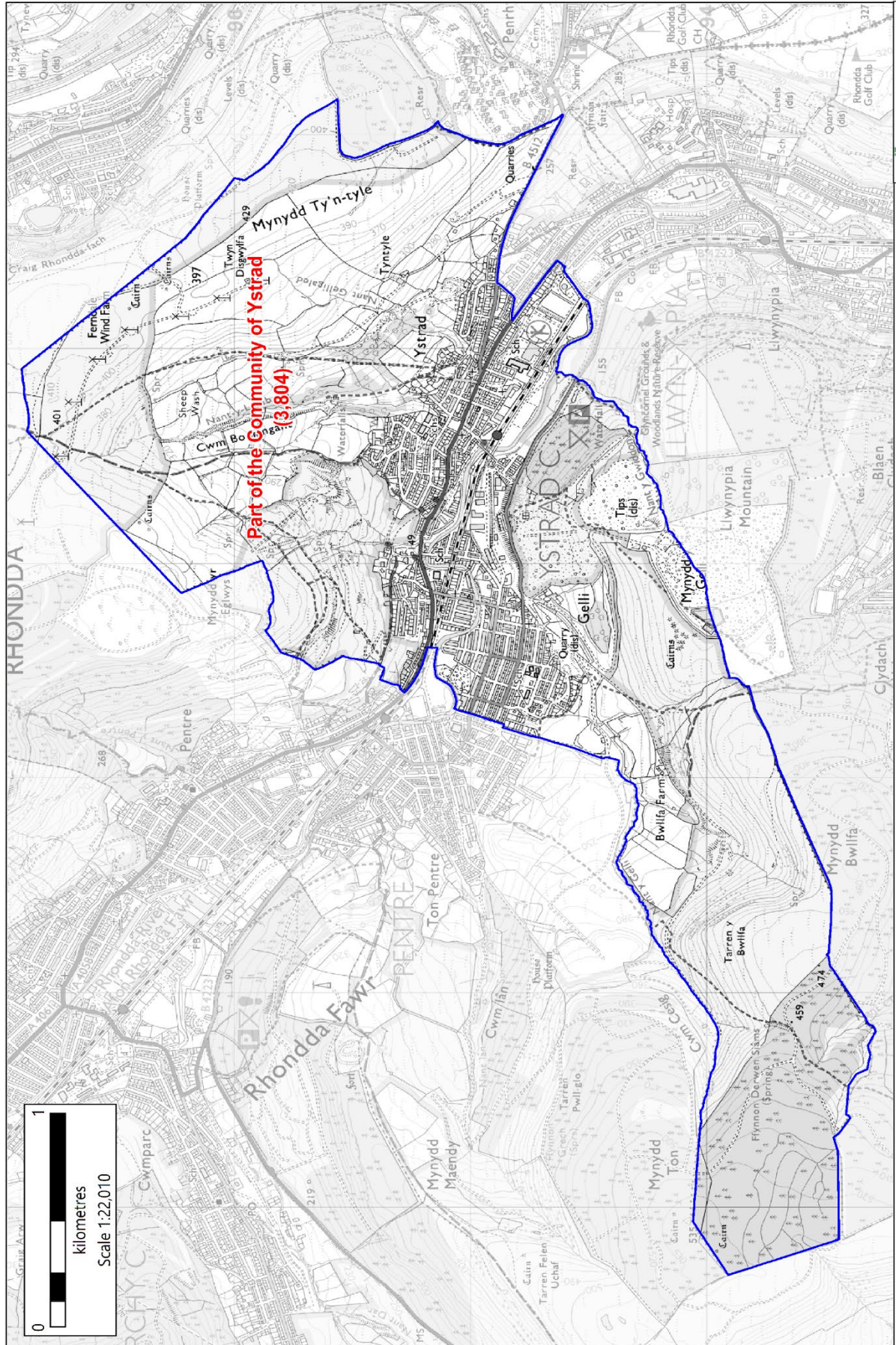
148. The Commission proposed the single name Ystrad in the Draft Proposals. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations with regards to the name in response to the Draft Proposals.
149. The Commission has given the recommended electoral ward the single name of **Ystrad**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
150. It is the view of the Commission that this proposal aligns with Rhondda Cynon Taf County Borough Council's majority proposal. It creates no split communities and provides improvements to electoral variance in the area. The proposed wards build on the existing community, communication and social links within the area.
151. The Commission considers that this recommendation would be desirable in the interests of effective and convenient local government.
152. The Commission has also recommended changes to the electoral arrangements for the Llwyn-y-pia, Trealaw and Ystrad Community areas, which can be seen at Chapter 7.



Trealaw



Ystrad

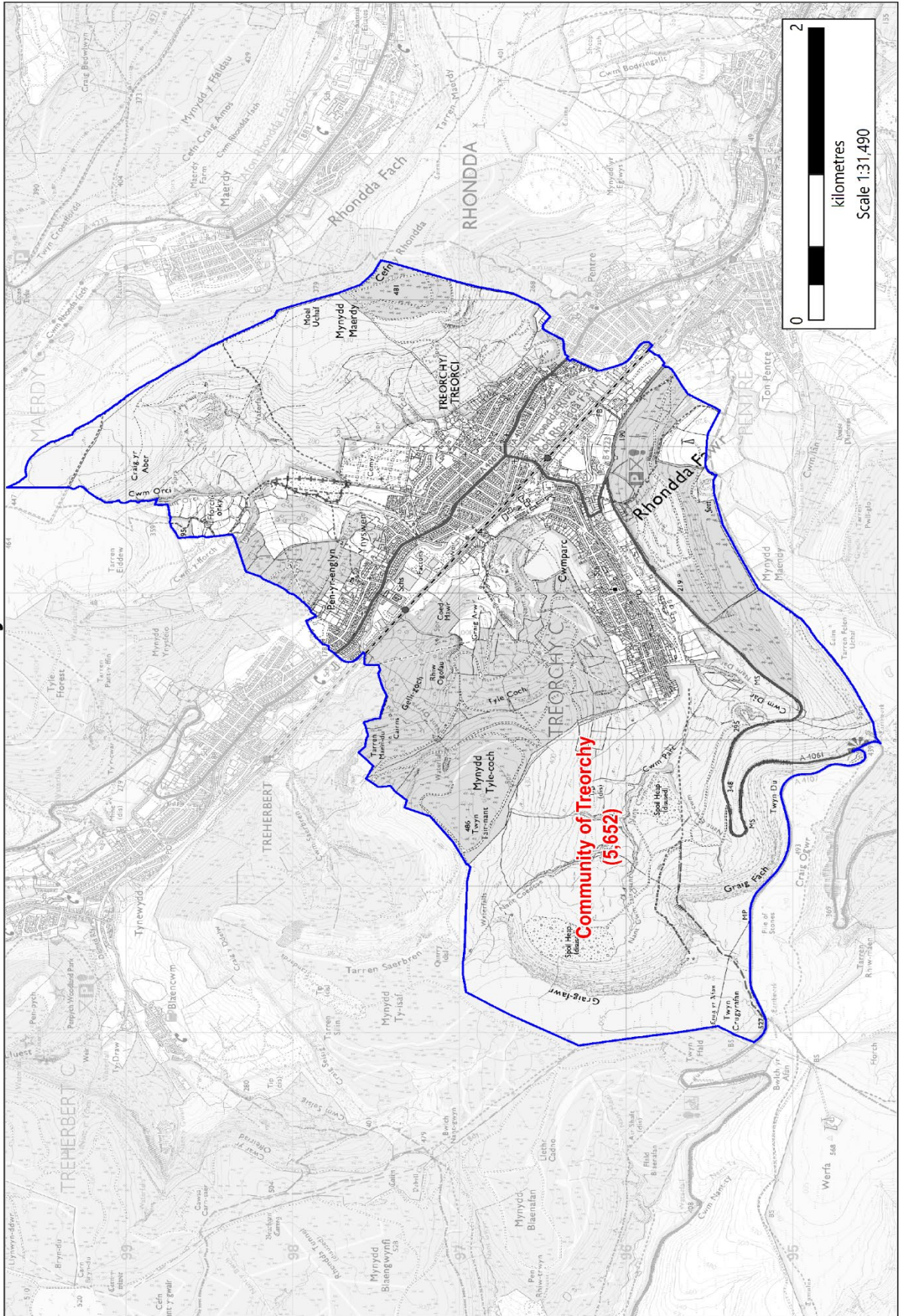


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Treorchy

153. The existing Treorchy electoral ward is comprised of the Community of Treorchy. It has 5,652 electors (5,750 projected) represented by three councillors which is 18% below the recommended county average. The electoral ward has an estimated population of 6,118 eligible voters.
154. In its Draft Proposals the Commission proposed to reduce the number of councillors representing the Treorchy electoral ward from three to two as proposed by Rhondda Cynon Taf County Borough Council at the initial stage.
155. The Commission received three representations in response to the Draft Proposals concerning the area from: the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Leanne Wood AM and the Rhondda Plaid Cymru group.
156. The Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee opposed the reduction of representation in the Treorchy electoral ward.
157. Leanne Wood AM opposed the reduction of representation in the Treorchy electoral ward on the basis that it would create a situation where the ward is under-represented by 24% where currently it is not the case. Ms Wood asked that the Commission reconsider its proposal for this ward and retain the existing three-member arrangement.
158. Rhondda Plaid Cymru Group opposed the reduction of representation in the Treorchy electoral ward. The group believes the loss of one councillor in the Treorchy ward will cause undue burden on the two councillors representing the area.
159. The Commission recommends that the Community of Treorchy form an electoral ward with 5,652 electors (5,750 projected) which, if represented by two councillors (a reduction of one) would result in a level of representation that is 23% above the recommended county average.
160. In its Draft Proposals the Commission proposed the Welsh language name of Treorci; and the English language name of Treorchy. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations with regards to the names in response to its Draft Proposals.
161. The Commission has given the recommended electoral ward the Welsh language name of **Treorci**; and the English language name of **Treorchy**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
162. The Commission considered the representations received and the request to retain the existing three-member arrangement in the Treorchy electoral ward. However, it is the view of the Commission that this proposal, which was submitted by Rhondda Cynon Taf County Borough Council at the initial consultation stage, provides for an effective electoral ward with good communication, community and social links. The projected electorate for the ward is expected to achieve a level of representation that is 21% above the recommended county average. It is the view of the Commission that this arrangement provides for appropriate levels of electoral parity for this area and is desirable in the interests of effective and convenient local government.

Treorchy

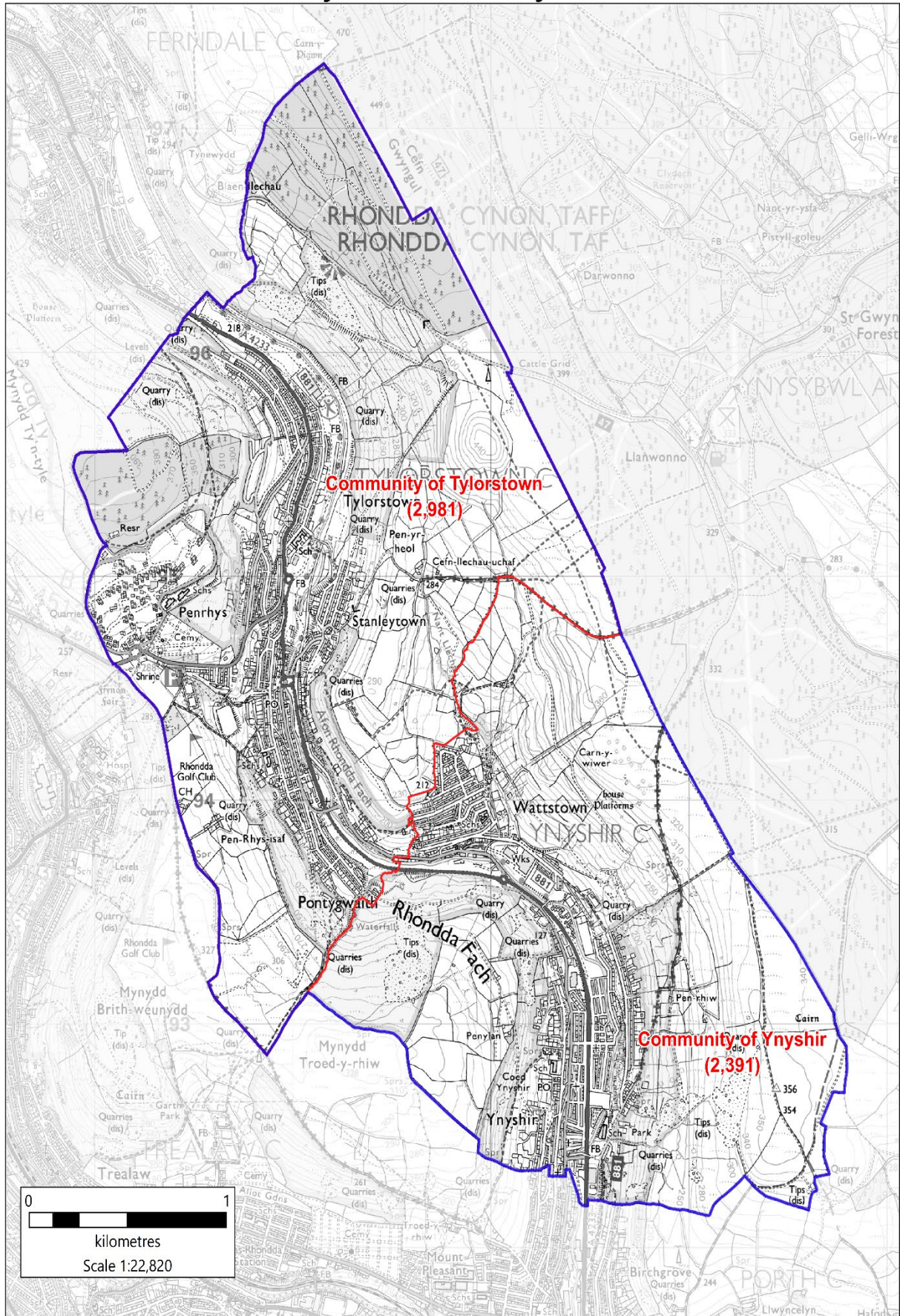


Tylorstown and Ynyshir

163. The existing Tylorstown electoral ward is comprised of the Community of Tylorstown. It has 2,981 electors (3,034 projected) represented by two councillors which is 35% below the recommended county average. The electoral ward has an estimated population of 3,404 eligible voters.
164. The existing Ynyshir electoral ward is comprised of the Community of Ynyshir. It has 2,391 electors (2,398 projected) represented by one councillor which is 4% above the recommended county average. The electoral ward has an estimated population of 2,649 eligible voters.
165. In its Draft Proposals, the Commission proposed to combine the electoral wards of Tylorstown and Ynyshir to form a two-member electoral ward as proposed by Rhondda Cynon Taf County Borough Council at the initial stage.
166. The Commission received seven representations in response to the Draft Proposals concerning the area from: the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Councillor Robert Bevan (Tylorstown), Councillor Darren Macey (Ynyshir), Rhondda Plaid Cymru group, the Rhondda Cynon Taf Labour Group and two residents of Rhondda Fach.
167. Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee opposed the Commission's Draft Proposals. The Committee stated that the level of representation in these wards should remain as it currently stands. The Committee felt that reducing the number of members in the area would be to the detriment of residents who live in the area due to the increased size of the proposed wards and as there are no community councils in the area. The Committee also felt that local schools may suffer as they may end up with no councillor representation on their governing bodies.
168. Councillor Robert Bevan (Tylorstown) opposed the Commission's Draft Proposals. Councillor Bevan stated that residents are very reliant on their local council and councillors for support and the Commission's Draft Proposals will lead to further alienation from the democratic process. Councillor Bevan proposed that Tylorstown retain its existing two-member representation.
169. Councillor Darren Macey (Ynyshir) opposed the Commission's Draft Proposals. Councillor Macey recognised that there are issues around the number of residents currently represented by each councillor. Councillor Macey proposed that Ynyshir and Wattstown be represented by one councillor; Tylorstown and Ferndale to be represented by three councillors; and, for Maerdy to be represented by one councillor.
170. Rhondda Plaid Cymru Group opposed the Commission's Draft Proposals. Rhondda Plaid Cymru Group requested that the Ynyshir ward be retained and changes made to the Tylorstown and Ferndale wards to achieve the desired voter ratios.
171. The Rhondda Cynon Taf Labour Group opposed the Commission's Draft Proposals. The Group acknowledges that a direct merger between Tylorstown and Ynyshir creates the best outcome in terms of electoral representation; the Group states a preference to retain the existing level of representation in the Rhondda Fach. However, as this would prove problematic in the frame of the Commission's guidelines, the Group suggested an alternative proposal would be to reduce Tylorstown to a single-member ward and to retain the existing arrangements for Ynyshir.

172. A resident of Rhondda Fach opposed the Commission's Draft Proposals. The resident urged the Commission to reconsider its Draft Proposals retain the existing arrangement for Ynyshir. The Resident suggested that Ferndale and Blaenllechau should have a councillor and Tylorstown and Stanleytown should have a councillor along with Pontygwaith and Penrhys.
173. A resident of Rhondda Fach opposed the Commission's Draft Proposals. The resident objects to the combination of the Tylorstown and Ynyshir electoral wards as the Rhondda Fach is a deprivation hotspot with only two sub-wards not in the highest deprivation areas in Wales. The Ynyshir area is one of the highest deprivation areas, and by combining it with another high deprivation area, Tylorstown, would mean two of the most deprived wards in Wales combining. The resident questions how it makes sense to combine two deprived wards and then reduce the representation. The resident feels they already live in an invisible village.
174. The Commission recommends that the Communities of Tylorstown and Ynyshir be combined to form an electoral ward with 5,372 electors (5,432 projected) which, if represented by two councillors, would result in a level of representation that is 17% above the recommended county average.
175. In its Draft Proposals the Commission proposed the Welsh language name of Rhondda Fach Isaf; and the English language name of Rhondda Fach Lower. The Welsh Language Commissioner agreed with the name. The Commission received no representations concerning the name in response to the Draft Proposals.
176. Although the Commission received no representations concerning the ward name, the Commission acknowledged the representations to retain the identities of the wards in the area. The Commission has given the recommended electoral ward the Welsh language name of **Tylorstown ac Ynys-hir**; and the English language name of **Tylorstown and Ynyshir**. The Welsh Language Commissioner agreed with the proposed name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
177. The Commission considered the representations received in opposition to its Draft Proposals and the potential alternative arrangements for the area. However, it is the view of the Commission that this option provides for the best arrangement for the area whilst also addressing electoral variance across the County Borough. Whilst the Commission acknowledges the arguments to retain the existing representation, it is felt that combining the electoral wards provides the most appropriate level of electoral parity for the area.
178. It is the view of the Commission that this proposal, which was submitted by Rhondda Cynon Taf County Borough Council at the initial consultation stage, provides for arrangements which are in the interest of effective and convenient local government.

Tylorstown and Ynyshir

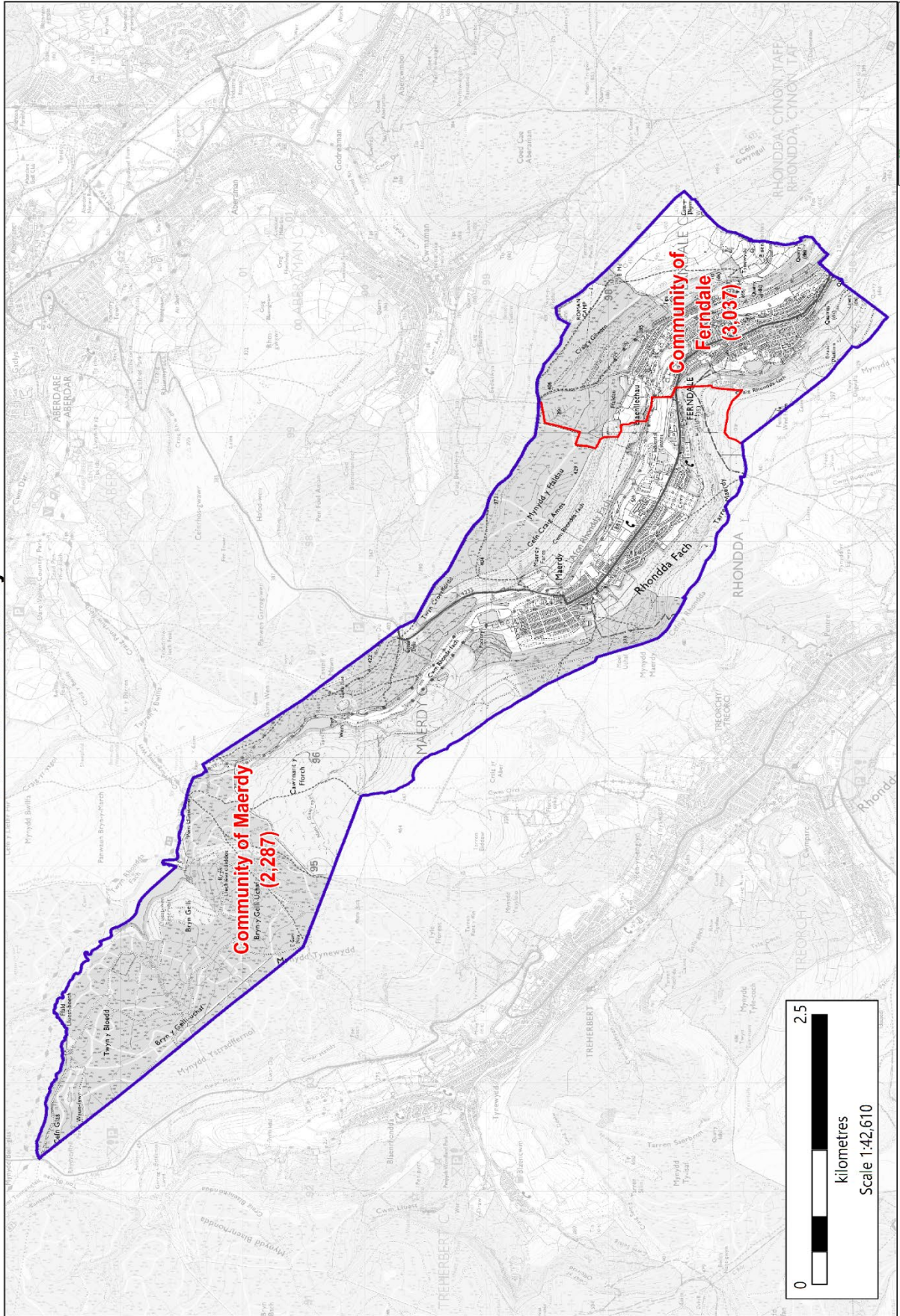


Ferndale and Maerdy

179. The existing Ferndale electoral ward is comprised of the Community of Ferndale. It has 3,037 electors (3,072 projected) represented by two councillors which is 34% below the recommended county average. The electoral ward has an estimated population of 3,369 eligible voters.
180. The existing Maerdy electoral ward is comprised of the Community of Maerdy. It has 2,287 electors (2,398 projected) represented by one councillor which is 1% below the recommended county average. The electoral ward has an estimated population of 2,387 eligible voters.
181. In its Draft Proposals the Commission proposed to combine the electoral wards of Ferndale and Maerdy to form a two-member electoral ward as proposed by Rhondda Cynon Taf County Borough Council at the initial stage.
182. The Commission received four representations in response to the Draft Proposals concerning the area from: the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Councillor Darren Macey (Ynyshir), the Rhondda Plaid Cymru group and a resident of Rhondda Fach.
183. The Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee opposed the Commission's Draft Proposals. The Committee stated that the level of representation in these wards should remain as it currently stands. The Committee felt that reducing the number of members in the area would be to the detriment of residents who live in the area due to the increased size of the proposed wards and as there are no community councils in the area. The Committee also felt that local schools may suffer as they may end up with no councillor representation on their governing bodies.
184. Councillor Darren Macey (Ynyshir) opposed the Commission's Draft Proposals. Councillor Macey recognises there are issues around the number of residents currently represented by each councillor. Councillor Macey proposes that Ynyshir and Wattstown be represented by one councillor; Tylorstown and Ferndale to be represented by three councillors; and, for Maerdy to be represented by one councillor.
185. Rhondda Plaid Cymru opposed the Commission's Draft Proposals. Rhondda Plaid Cymru Group requested that the Ynyshir ward be retained and changes made to the Tylorstown and Ferndale wards to achieve the desired voter ratios.
186. A resident of Rhondda Fach opposed the Commission's Draft Proposals. The resident objects to the combination of the Tylorstown and Ynyshir electoral wards as the Rhondda Fach is a deprivation hotspot with only two sub-wards not in the highest deprivation areas in Wales. The Ynyshir area is one of the highest deprivation areas, and by combining it with another high deprivation area, Tylorstown, would mean two of the most deprived wards in Wales combining. The resident questions how it makes sense to combine two deprived wards and then reduce the representation. The resident feels they already live in an invisible village.
187. The Commission recommends that the electoral wards of Ferndale and Maerdy be combined to form an electoral ward with 5,324 electors (5,470 projected) which, if represented by two councillors would result in a level of representation that is 16% above the recommended county average.

188. In its Draft Proposals the Commission proposed the Welsh language name of Rhondda Fach Uchaf; and the English language name of Rhondda Fach Upper. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations concerning the names in response to the Draft Proposals.
189. Although the Commission received no representations concerning the ward name, the Commission acknowledged the representations to retain the identities of the wards in the area. The Commission has given the recommended electoral ward the Welsh language name of **Glynrhedynog a'r Maerdy**; and the English language name of **Ferndale and Maerdy**. The Welsh Language Commissioner agreed with the proposed name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
190. The Commission acknowledges the representations received in opposition to its Draft Proposals and the potential alternative arrangements for the area. Whilst the Commission acknowledges the arguments to retain the existing representation, it is felt that combining the electoral wards provides the most appropriate level of electoral parity for the area.
191. It is the view of the Commission that this proposal, which was submitted by Rhondda Cynon Taf County Borough Council at the initial consultation stage, provides for arrangements which are in the interest of effective and convenient local government.

Ferndale and Maerdy



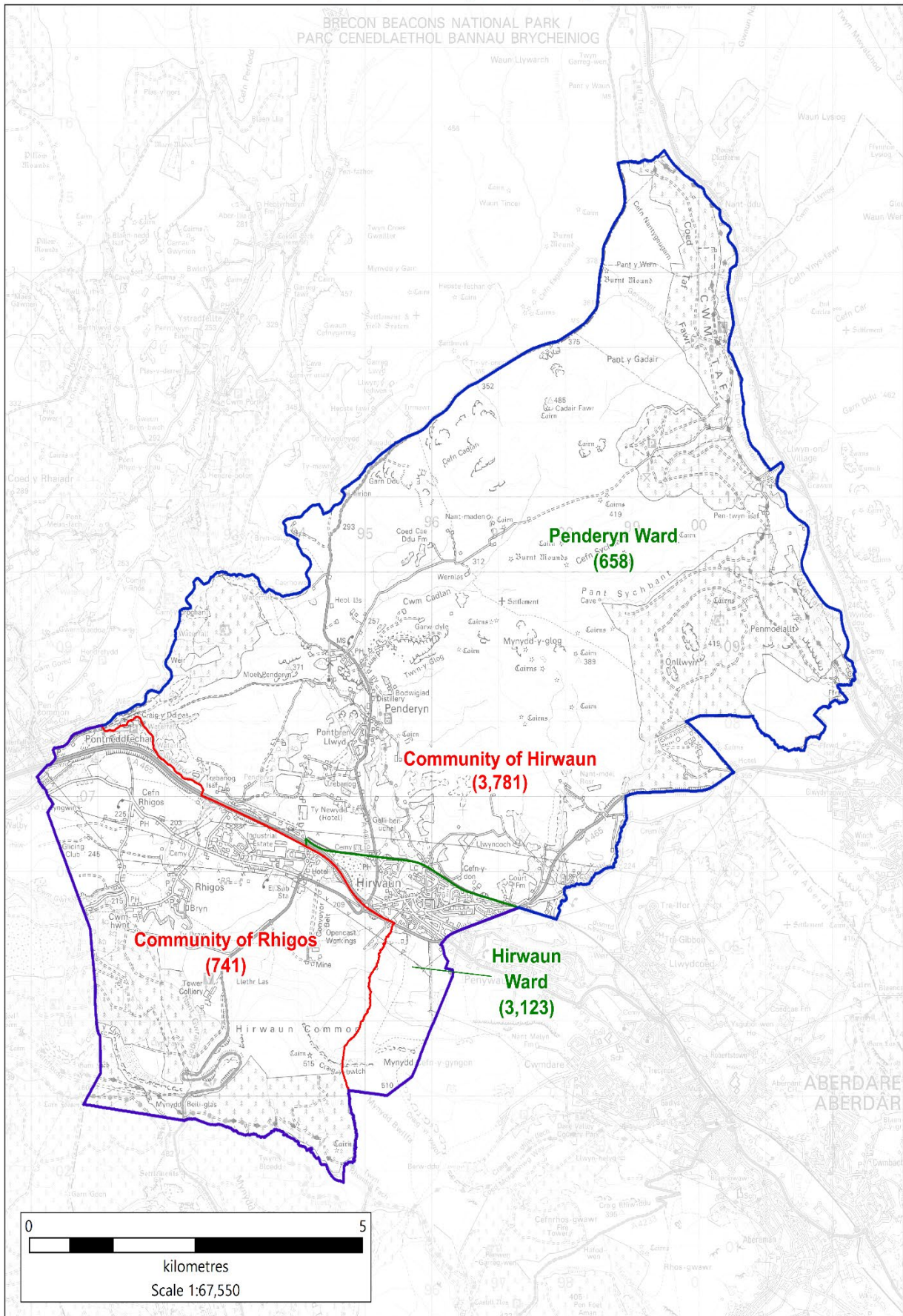
Hirwaun and Rhigos

192. The existing Hirwaun electoral ward is comprised of the Hirwaun ward of the Community of Hirwaun. It has 3,123 electors (3,239 projected) represented by one councillor which is 36% above the recommended county average. The electoral ward has an estimated population of 3,374 eligible voters.
193. The existing Rhigos electoral ward is composed of the Penderyn ward of the Community of Hirwaun and the Community of Rhigos. It has 1,399 electors (1,443 projected) represented by one councillor which is 39% below the recommended county average. The electoral ward has an estimated population of 1,441 eligible voters.
194. In its Draft Proposals the Commission proposed to combine the electoral wards of Hirwaun and Rhigos to form a two-member electoral ward.
195. The Commission received three representations in response to the Draft Proposals concerning the area from: the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee, Hirwaun and Penderyn Community Council and the Rhondda Cynon Taf Labour Group.
196. Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee's representation included comments from the Hirwaun and Penderyn Community Council in opposition to the Commission's Draft Proposals. Comments supplied to the Council's Overview and Scrutiny Commission requested that the existing arrangements be retained when considering the land mass for these electoral wards. The land area in Rhigos amounts to eight or more times the size of Hirwaun which, along with the special qualities of the National Park, there is a strong case for Rhigos to remain as it is presently. The submission states that a natural boundary could be drawn to place a greater number of electors in Rhigos, but felt this should not be necessary given the substantive points raised. Should the proposed changes prevail, the Community Council believes the ward name should be Hirwaun, Penderyn and Rhigos to reflect the Community Council's name.
197. Hirwaun and Penderyn Community Council opposed the Commission's Draft Proposals. The Community Council states that each village has different needs and the current arrangements meet those needs well. The Community Council proposed the ward name of Hirwaun, Penderyn and Rhigos for the proposed ward.
198. The Rhondda Cynon Taf Labour Group opposed the Commission's Draft Proposals. The Group states that the existing Rhigos ward is unique when compared to other wards in Rhondda Cynon Taf. It contains the smallest electorate and covers the largest geographic area. The ward also contains a portion of the Brecon Beacons National Park which contributes to the ward under the Rural Development Fund. The group requested that the existing arrangements be retained.
199. The Commission recommends that the Communities of Hirwaun and Rhigos be combined to form a two-member electoral ward with 4,522 electors (4,682 projected) which, if represented by two councillors would result in a level of representation that is 2% below the recommended county average.
200. In its Draft Proposals, the Commission proposed the Welsh language name of Hirwaun a'r Rhigos; and the English language name of Hirwaun and Rhigos. The Welsh Language Commissioner agreed with the names. The Commission received one representation with

regards to the name in response to the Draft Proposals from Hirwaun and Penderyn Community Council.

201. Hirwaun and Penderyn Community Council proposed the name of Hirwaun, Penderyn and Rhigos for the electoral ward. The Community Council stated that the name of the ward should also reflect the name of the Community Council representing the area, and that the proposed name was no more convoluted than the proposed Llantrisant and Talbot Green or Upper Rhydfelen and Glyntaf ward names.
202. The Commission has given the recommended electoral ward the Welsh language name of **Hirwaun, Penderyn a'r Rhigos**; and the English language name of **Hirwaun, Penderyn and Rhigos**. The Welsh Language Commissioner agreed with the proposed name. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
203. The Commission acknowledges the representations received in opposition to the Draft Proposals and the unique nature of the existing electoral wards. However, it is the view of the Commission that the existing arrangements retain highly inappropriate levels of electoral variance. Combining the two wards while maintaining representation of two councillors provides for a significant improvement to electoral parity without altering the overall representation.
204. It is the view of the Commission that this arrangement provides for an electoral ward that is in the interests of effective and convenient local government.

Hirwaun, Penderyn and Rhigos

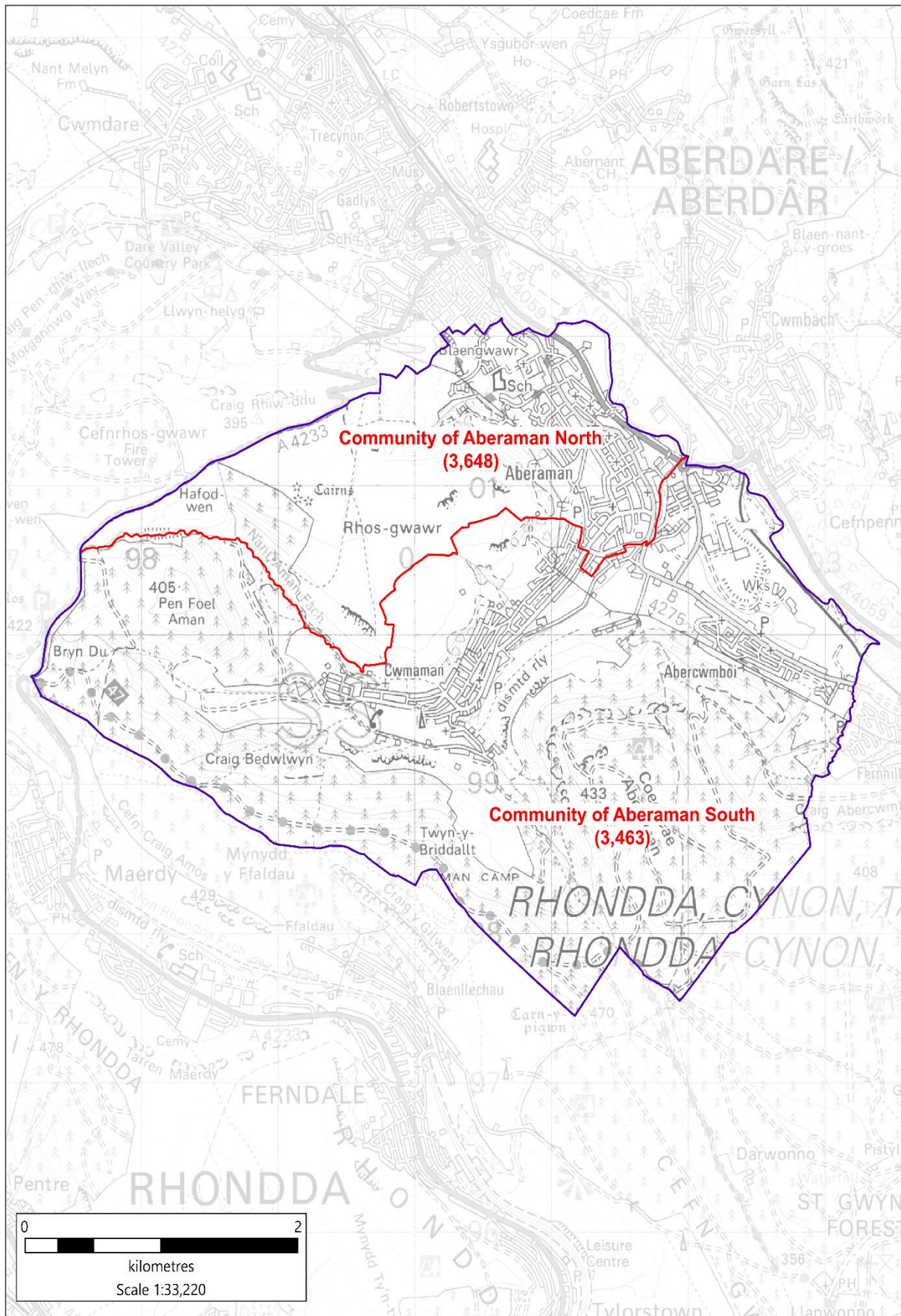


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Aberaman North and Aberaman South

205. The existing Aberaman North electoral ward is comprised of the Community of Aberaman North. It has 3,648 electors (3,781 projected) represented by two councillors which is 21% below the recommended county average. The electoral ward has an estimated population of 4,143 eligible voters.
206. The existing Aberaman South electoral ward is comprised of the Community of Aberaman South. It has 3,463 electors (3,609 projected) represented by two councillors which is 25% below the recommended county average. The electoral ward has an estimated population of 3,758 eligible voters.
207. In its Draft Proposals the Commission proposed to combine the electoral wards of Aberaman North and Aberaman South to form a three-member electoral ward (a reduction of one member) as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
208. The Commission received no representation in response to the Draft Proposals concerning the area.
209. The Commission recommends that the Communities of Aberaman North and Aberaman South be combined to form an electoral ward with 7,111 electors (7,390 projected) which, if represented by three councillors, would result in a level of representation that is 3% above the recommended county average.
210. In its Draft Proposals the Commission proposed the single name of Aberaman. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations concerning the name in response to its Draft Proposals.
211. The Commission has given the recommended ward the single name of **Aberaman**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
212. The Commission agrees with the submission originally made by Rhondda Cynon Taf County Borough Council that this proposal provides for significant improvement in electoral parity in the area.
213. It is the view of the Commission that this proposal is desirable in the interest of effective and convenient local government.

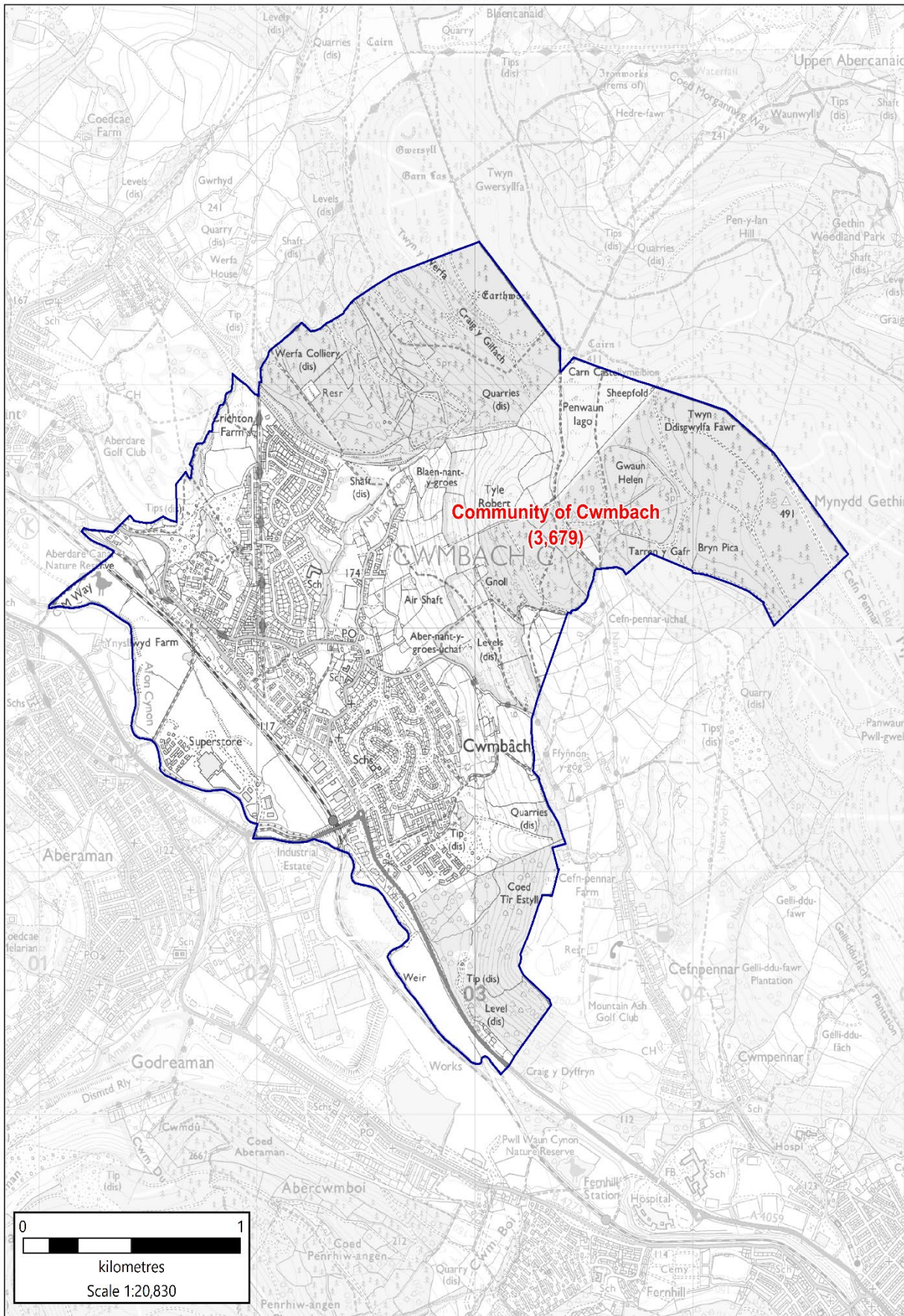
Aberaman



Cwmbach

214. The existing Cwmbach electoral ward is comprised of the Community of Cwmbach. It has 3,679 electors (3,959 projected) represented by one councillor which is 60% above the recommended county average. The electoral ward has an estimated 3,940 eligible voters.
215. In its Draft Proposals the Commission proposed that the Cwmbach electoral ward be represented by two members (an increase of one) as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
216. The Commission received no representations in response to the Draft Proposals concerning the area.
217. The Commission recommends that the Community of Cwmbach form an electoral ward with 3,679 electors (3,959 projected) which, if represented by two councillors (an increase of one), would result in a level of representation that is 20% below the recommended county average.
218. In its Draft Proposals the Commission proposed the single name of Cwmbach. The Welsh Language Commissioner agreed with the proposed name. The Commission received no representations in response to the Draft Proposals concerning the name.
219. The Commission has given the recommended electoral ward the single name of **Cwmbach**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
220. This proposal provides significant improvement to electoral parity in the ward and received support of representations at the Initial consultation stage. The Commission believes that the proposed electoral ward would build on the existing community, communication and social links within the Cwmbach electoral ward.
221. It is the view of the Commission that this proposal is desirable in the interest of effective and convenient local government.

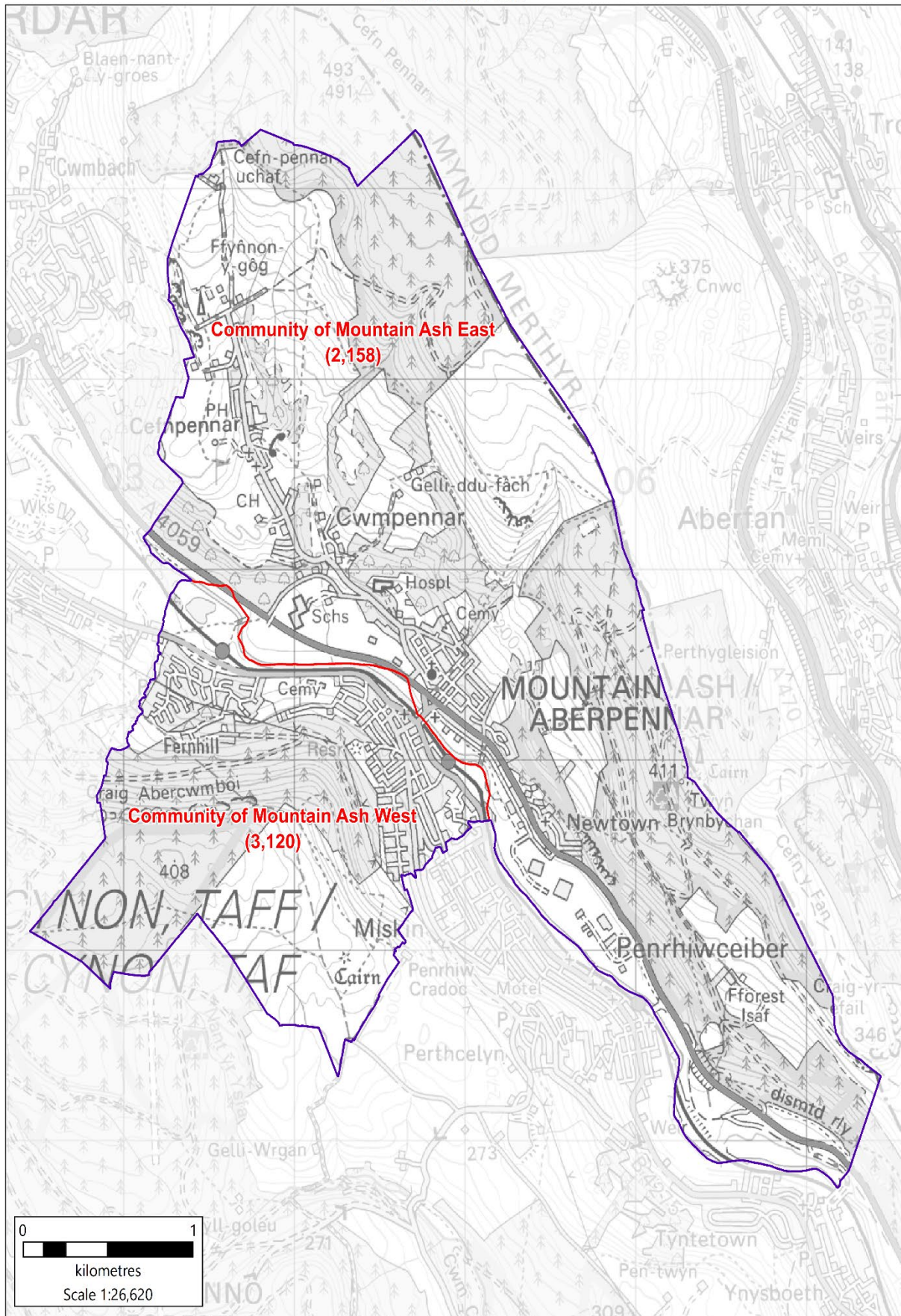
Cwmbach



Mountain Ash East and Mountain Ash West

222. The existing Mountain Ash East electoral ward is comprised of the Community of Mountain Ash East. It has 2,158 electors (2,381 projected) represented by one councillor which is 6% below the recommended county average. The electoral ward has an estimated population of 2,335 eligible voters.
223. The existing Mountain Ash West electoral ward is comprised of the Community of Mountain Ash West. It has 3,120 electors (3,197 projected) represented by two councillors which is 32% below the recommended county average. The electoral ward has an estimated population of 3,608 eligible voters.
224. In its Draft Proposals the Commission proposed that the Communities of Mountain Ash East and Mountain Ash West be combined to form a two-member electoral ward (a reduction of one member) as proposed by Rhondda Cynon Taf County Borough Council in the Initial Consultation stage.
225. The Commission received one representation in response to its Draft Proposals concerning the area from the Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee.
226. The Rhondda Cynon Taf County Borough Council Overview and Scrutiny Committee opposed the Commission's Draft Proposals. A member of the Committee raised concerns about under representation and felt that it was a mathematical exercise and they stated that residents within the communities wished to retain the existing arrangements.
227. The Commission recommends that the Communities of Mountain Ash East and Mountain Ash West be combined to form an electoral ward with 5,278 electors (5,578 projected) which, if represented by two councillors, would result in a level of representation that is 15% above the recommended county average.
228. In its Draft Proposals the Commission proposed the Welsh language name of Aberpennar; and the English language name of Mountain Ash. The Welsh Language Commissioner agreed with the proposed names. The Commission received no representations in response to its Draft Proposals concerning the names.
229. The Commission has given the recommended ward the Welsh language name of **Aberpennar**; and the English language name of **Mountain Ash**. Any comments on the recommended name can be sent to the Minister for Housing and Local Government.
230. The Commission agrees with the recommendation originally made by Rhondda Cynon Taf County Borough Council for this area, and the improvement in electoral parity. The Commission believes that the proposed ward would provide for effective and convenient local government and build on the existing community, communication and social links within the Mountain Ash area.
231. The Commission acknowledges the representation to retain the existing arrangements for Mountain Ash East and Mountain Ash West. However, this proposal is the only viable solution to address the existing inappropriate electoral variance in the Mountain Ash West electoral ward.
232. It is the view of the Commission that this arrangement is desirable in the interest of effective and convenient local government.

Mountain Ash



Chapter 5. SUMMARY OF RECOMMENDED ARRANGEMENTS

1. The existing electoral arrangements (as shown at Appendix 2) provide for the following levels of electoral representation within the County Borough of Rhondda Cynon Taf:
 - Electoral variance ranges from 39% below the current county average (Rhigos) to 108% above the current county average (Tonyrefail West) of 2,302 electors per councillor.
 - Four electoral wards have levels of representation more than 50% above or below the current county average of 2,302 electors per councillor.
 - 15 electoral wards have levels of representation between 25% and 50% above or below the current county average of 2,302 electors per councillor.
 - 18 electoral wards have levels of representation between 10% and 25% above or below the current county average of 2,302 electors per councillor.
 - 15 electoral wards have levels of representation less than 10% above or below the current county average of 2,302 electors per councillor.
2. In comparison with the existing electoral arrangements shown above, the recommended electoral arrangements (as shown in Appendix 3) illustrate the following improvements to the electoral representation across the County:
 - Electoral variance ranges from 25% below the recommended county average (**Ynysybwl**) to 26% above the recommended county average (**Treforest**) of 2,302 electors per councillor.
 - One electoral ward has a level of representation that is between 25% and 50% above or below the recommended county average of 2,302 electors per councillor.
 - 23 electoral wards have a level of representation between 10% and 25% above or below the recommended county average of 2,302 electors per councillor.
 - 22 electoral wards have a level of representation less than 10% above or below the recommended county average of 2,302 electors per councillor.
3. As described in Chapter 4 and Appendix 4, in producing a scheme of electoral arrangements the Commission must have regard to a number of issues contained in the legislation. It is not always possible to resolve all of these, sometimes conflicting, issues. In the Commission's recommended scheme the Commission have placed emphasis on achieving improvements in electoral parity whilst maintaining community ties wherever possible. The Commission recognises that the creation of electoral wards which depart from the pattern which now exists would inevitably bring some disruption to existing ties between communities and may straddle community council areas. The Commission has made every effort to ensure that the revised electoral wards do reflect logical combinations of existing communities and community wards.
4. The Commission has looked at each area and is satisfied that it would be difficult to achieve electoral arrangements that keep the existing combination of communities and community wards without having a detrimental effect on one or more of the other issues that it must consider.

Chapter 7. CONSEQUENTIAL ARRANGEMENTS

1. In considering the changes to electoral wards where the Commission has recommended boundary changes, it has also been necessary to consider the consequence of these changes to the boundaries and electoral arrangements of the community and town councils. This section of the report details our recommendations for such consequential changes. The electoral statistics used in this section were also provided by Rhondda Cynon Taf County Borough Council.

Community and Community Ward Boundaries

2. There are a number of changes to electoral wards which, as a consequence, the Commission must consider the underlying community and community ward arrangements. The proposed changes to community and community ward boundaries are as follows:

Llantwit Fardre Community Council

3. The recommended electoral ward of **Church Village** is recommended to have the same consequential change to the warding arrangements of the Community Council of Llantwit Fardre, as illustrated on the map at page 25.
4. The recommended electoral ward of **Ton-teg** is recommended to have the same consequential change to the Ton-teg ward of the Community Council of Llantwit Fardre, as illustrated on the map at page 26.

Pontypridd Town Council

5. The recommended electoral ward of **Graig and Pontypridd West** is recommended to have the same consequential change to the warding arrangements within the Pontypridd Town Council, as illustrated on the map at page 15.
6. The recommended electoral ward of **Hawthorn and Lower Rhydfelen** is recommended to have the same consequential change to the warding arrangements within the Pontypridd Town Council, as illustrated on the map at page 19.
7. The recommended electoral ward of **Rhydfelen Central** is recommended to have the same consequential change to the warding arrangements within the Pontypridd Town Council, as illustrated on the map at page 18.
8. The recommended electoral ward of Rhydfelen Upper and Glyn-taf is recommended to have the same consequential change to the warding arrangements within the Pontypridd Town Council, as illustrated on the map at page 20.

Llwyn-y-pia, Trealaw and Ystrad Community areas

9. The recommended electoral wards of Llwyn-y-pia, Trealaw and Ystrad are recommended to have the same consequential change to the Llwyn-y-pia, Trealaw and Ystrad Communities as illustrated on the maps at pages 49, 50 and 51.

Pont-y-clun Community Area

10. The recommended electoral wards of Pont-y-clun East, Pont-y-clun Central and Pont-y-clun West are recommended to have the same consequential change to the Pont-y-clun Community as illustrated on the maps at pages 36, 37 and 38.

Trehafod Community Area

11. The recommended electoral wards of **Cymer and Graig and Pontypridd West** are recommended to have the same consequential change to the Trehafod Community as illustrated on the maps at pages 14 and 15.

Town and Community Council Electoral Arrangements

12. The Commission is required to consider the consequential changes to the community electoral arrangements that would occur following the recommendations detailed above. The existing electoral arrangements and the recommended changes to those arrangements are shown below:

Llantwit Fardre Community Council

Llantwit Fardre Community Council								
Existing					Proposed			
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Electors	Community Councillors	Electors per councillor	Variance
Church Village	4,313	4	1,078	5%	5,033	5	1,007	6%
Efail Isaf	1,025	1	1,025	0%	1,025	1	1,025	8%
Llantwit Fardre	3,778	4	945	-8%	3,778	4	945	0%
Ton-teg	3,222	3	1,074	4%	2,502	3	834	-12%
	12,338	12	1,028		12,338	13	949	

13. The Commission is satisfied that these recommended changes are appropriate and are in the interests of effective and convenient local government.

Pont-y-clun Community Council

Pont-y-clun Community Council									
Existing					Proposed				
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Wards	Electors	Community Councillors	Electors per councillor	Variance
Cefnyrhendy	3,107	5	621	14%	Pont-y-clun East	1,778	3	593	8%
Groes-faen	483	1	483	-12%	Pont-y-clun Central	2,312	4	578	6%
Maes-y-felin	1,869	4	467	-15%	Pont-y-clun West	1,924	4	481	-12%
Miskin	555	1	555	2%					
	6,014	11	547			6,014	11	547	

14. The Commission is satisfied that these recommended changes are appropriate and are in the interests of effective and convenient local government.

Pontypridd Town Council

Pontypridd Town Council									
Existing					Proposed				
Wards	Electors	Community Councillors	Electors per Councillor	Variance	Wards	Electors	Community Councillors	Electors per councillor	Variance
Cilfynydd	2,095	2	1,048	3%	Cilfynydd	2,095	2	1,048	4%
Glyncoch	2,021	2	1,011	-1%	Glyncoch	2,021	2	1,011	0%
Graig	1,853	2	927	-9%	Graig	1,853	2	927	-8%
Hawthorn	1,684	2	842	-17%	Hawthorn and Lower Rhydfelen	1,803	2	902	-11%
Ilan	934	1	934	-8%	Rhydfelen Upper and Glyn-taf	2,397	2	1,199	19%
Rhondda	3,481	4	870	-15%	Rhondda	3,230	3	1,077	7%
Rhydfelen Central	2,099	2	1,050	3%	Rhydfelen Central	1,949	2	975	-3%
Rhydfelen Lower	1,432	1	1,432	40%	-	-	-	-	-
Town	2,153	2	1,077	6%	Town	2,153	2	1,077	7%
Trallwng	2,795	3	932	-9%	Trallwng	2,795	3	932	-8%
Treforest	2,901	2	1,451	42%	Treforest	2,901	3	967	-4%
	23,448	23	1,019			23,197	23	1,009	

15. The Commission is satisfied that these recommended changes are appropriate and are in the interests of effective and convenient local government.

Chapter 8. RESPONSES TO THIS REPORT

1. Having completed the review of the County Borough of Rhondda Cynon Taf and submitted the Commission's recommendations to the Welsh Government on the future electoral arrangements for the principal authority, the Commission has fulfilled its statutory obligations under the Act.
2. It now falls to the Welsh Government, if it thinks fit, to give effect to these recommendations either as submitted, or with modifications. The Welsh Government may also direct us to conduct a further review.
3. Any further representations concerning the matters in this report should be addressed to the Welsh Government. They should be made as soon as possible and, in any event, not later than six weeks from the date the Commission's recommendations are submitted to the Welsh Government. Representations should be addressed to:

Local Government Democracy Team
Democracy, Diversity and Remuneration Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

Or by email to:

lgdtmailbox@gov.wales

Chapter 9. ACKNOWLEDGEMENTS

1. The Commission wishes to express its gratitude to the principal council, all the town and community councils and other interested bodies and persons who made representations to us during the course of developing these final recommendations. We, the undersigned, commend this recommendations report.

CERI STRADLING (Deputy Chair)

DAVID POWELL (Member)

JULIE MAY (Member)

THEODORE JOLOZA (Member)

SHEREEN WILLIAMS (Chief Executive)

[March 2020]

APPENDIX 1 – GLOSSARY OF TERMS

Commission	The Local Democracy and Boundary Commission for Wales.
Community (area)	The unit of local government that lies below the level of the Principal Council.
Community Council	An elected council that provides services to their particular community area. A Community Council may be divided for community electoral purposes into community wards.
Community / Town ward	An area within a Community Council created for community electoral purposes.
Directions	Directions issued by Welsh Ministers under Section 48 of the Act.
Electoral wards	The areas into which Principal Councils are divided for the purpose of electing county councillors, previously referred to as electoral divisions.
Electoral review	A review in which the Commission considers the electoral arrangements for a Principal Council.
Electoral variance	How far the number of electors per councillor in a ward varies from the county average; expressed as a percentage.
Electorate	The number of persons registered to vote in a local government area.
Estimated Population of Eligible Voters	The estimated number of eligible persons (18+) within a local government area who are eligible to vote. These figures have been sourced from the Office of National Statistics' 2015 Ward population estimated for Wales, mid-2015 (experimental statistics).
Interested party	Person or body who has an interest in the outcome of an electoral review such as a community or town council, local MP or AM or political party.
Order	Order made by an implementing body, giving effect to proposals made by the Principal Council or the Commission.
Over-representation	Where there are fewer electors per councillor in a ward compared to the county average.
Principal area	The area governed by a Principal Council: in Wales a county or county borough.

Principal council	The single tier organ of local government, responsible for all or almost all local government functions within its area. A county or county borough council.
Projected electorate	The five-year forecast of the electorate.
Split Community	A Community which is divided between two, or more, Electoral Wards.
The Act	The Local Government (Democracy) (Wales) Act 2013.
Town Council	A Community Council with the status of a town are known as Town Councils. A Town Council may be divided for community electoral purposes into wards.
Under-representation	Where there are more electors per councillor in a ward compared to the county average.

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
EXISTING COUNCIL MEMBERSHIP**

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
1	Aberaman North	The Community of Aberaman North	2	3,648	1,824	-21%	3,781	1,891	-20%	4,143
2	Aberaman South	The Community of Aberaman South	2	3,463	1,732	-25%	3,609	1,805	-24%	3,758
3	Abercynon	The Community of Abercynon	2	4,487	2,244	-3%	4,537	2,269	-5%	4,968
4	Aberdare East	The Community of Aberdare East	2	4,900	2,450	6%	5,077	2,539	7%	5,243
5	Aberdare West/Llwydcoed	The Communities of Aberdare West (5,943) [6,295] and Llwydcoed (1,233) [1,266]	3	7,176	2,392	4%	7,561	2,520	6%	7,601
6	Beddau	The Beddau ward of the Community of Llantrisant	1	3,167	3,167	38%	3,174	3,174	34%	3,575
7	Brynna	The Brynna (2,025) [2,084] and Llaniliad (1,416) [2,153] wards of the Community of Llanharan	1	3,441	3,441	49%	4,237	4,237	78%	3,496
8	Church Village	The Church Village ward of the Community of Llantwit Fardre	1	4,313	4,313	87%	4,350	4,350	83%	3,898
9	Cilfynydd	The Cilfynydd ward of the Town of Pontypridd	1	2,095	2,095	-9%	2,136	2,136	-10%	2,260
10	Cwm Clydach	The Community of Cwm Clydach	1	1,944	1,944	-16%	2,049	2,049	-14%	2,177
11	Cwmbach	The Community of Cwmbach	1	3,679	3,679	60%	3,959	3,959	67%	3,940
12	Cymmer	The Communities of Cymmer (3,406) [3,427] and Trehafod (565) [585]	2	3,971	1,986	-14%	4,012	2,006	-16%	4,417
13	Ferndale	The Community of Ferndale	2	3,037	1,519	-34%	3,072	1,536	-35%	3,369
14	Gilfach Goch	The Community of Gilfach Goch	1	2,434	2,434	6%	2,495	2,495	5%	2,723
15	Glyncoch	The Glyncoch ward of the Town of Pontypridd	1	2,021	2,021	-12%	2,023	2,023	-15%	2,310
16	Graig	The Graig ward of the Town of Pontypridd	1	1,853	1,853	-20%	1,910	1,910	-20%	1,901
17	Hawthorn	The Hawthorn (1,684) [1,684] and Rhydfelen Lower (1,432) [1,432] wards of the Town of Pontypridd	1	3,116	3,116	35%	3,116	3,116	31%	3,138
18	Hirwaun	The Hirwaun ward of the Community of Hirwaun	1	3,123	3,123	36%	3,239	3,239	36%	3,374
19	Llanharan	The Llanharan ward of the Community of Llanharan	1	2,730	2,730	19%	2,783	2,783	17%	2,717
20	Llanharry	The Community of Llanharry	1	3,121	3,121	36%	3,167	3,167	33%	2,999

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
21	Llantrisant Town	The Llantrisant Town ward of the Community of Llantrisant	1	3,162	3,162	37%	3,247	3,247	37%	3,935
22	Llantwit Fardre	The Efail Isaf (1,025) [1,029] and Llantwit Fardre (3,778) [3,785] wards of the Community of Llantwit Fardre	2	4,803	2,402	4%	4,814	2,407	1%	4,795
23	Llwyn-y-Pia	The Community of Llwyn-y-Pia	1	1,632	1,632	-29%	1,713	1,713	-28%	1,858
24	Maerdy	The Community of Maerdy	1	2,287	2,287	-1%	2,398	2,398	1%	2,387
25	Mountain Ash East	The Community of Mountain Ash East	1	2,158	2,158	-6%	2,381	2,381	0%	2,335
26	Mountain Ash West	The Community of Mountain Ash West	2	3,120	1,560	-32%	3,197	1,599	-33%	3,608
27	Pen-y-Graig	The Community of Pen-y-graig	2	3,924	1,962	-15%	3,983	1,992	-16%	4,307
28	Pen-y-Waun	The Community of Pen-y-waun	1	2,011	2,011	-13%	2,122	2,122	-11%	2,345
29	Penrhifceiber	The Community of Penrhifceiber	2	4,114	2,057	-11%	4,136	2,068	-13%	4,561
30	Pentre	The Community of Pentre	2	3,857	1,929	-16%	3,885	1,943	-18%	4,147
31	Pont-y-clun	The Community of Pont-y-clun	2	6,014	3,007	31%	6,873	3,437	45%	6,470
32	Pontypridd Town	The Town ward of the Town of Pontypridd	1	2,153	2,153	-6%	2,217	2,217	-7%	2,279
33	Porth	The Community of Porth	2	4,301	2,151	-7%	4,426	2,213	-7%	4,799
34	Rhigos	The Penderyn ward (658) [658] of the Community of Hirwaun and the Community of Rhigos (741) [785]	1	1,399	1,399	-39%	1,443	1,443	-39%	1,441
35	Rhondda	The Rhondda ward of the Town of Pontypridd	2	3,481	1,741	-24%	3,520	1,760	-26%	3,703
36	Rhydfelen Central/Ilan	The Ilan (934) [934] and Rhydfelen Central wards (2,099) [2,101] of the Town of Pontypridd	1	3,033	3,033	32%	3,035	3,035	28%	3,435
37	Taffs Well	The Community of Taffs Well	1	2,826	2,826	23%	2,830	2,830	19%	3,123
38	Talbot Green	The Talbot Green ward of the Community of Llantrisant	1	1,956	1,956	-15%	1,991	1,991	-16%	2,302
39	Ton-Teg	The Ton-Teg ward of the Community of Llantwit Fardre	2	3,222	1,611	-30%	3,222	1,611	-32%	3,282
40	Tonypanyd	The Community of Tonypanyd	1	2,638	2,638	15%	2,695	2,695	13%	3,001
41	Tonyrefail East	The Coedely (1,347) [1,474], Collena (1,619) [1,623], and Tylcha (1,294) [1,312] wards of the Community of Tonyrefail	2	4,260	2,130	-7%	4,409	2,205	-7%	4,701
42	Tonyrefail West	The Penrhif-fer (1,062) [1,066], Thomastown (1,307) [1,441], and Tynybryn (2,421) [2,718] wards of the Community of Tonyrefail	1	4,790	4,790	108%	5,225	5,225	120%	5,145

APPENDIX 2

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
43	Trallwng	The Trallwng ward of the Town of Pontypridd	1	2,795	2,795	21%	2,819	2,819	19%	3,087
44	Trealaw	The Community of Trealaw	1	2,809	2,809	22%	2,840	2,840	19%	3,244
45	Treforest	The Treforest ward of the Town of Pontypridd	1	2,901	2,901	26%	2,997	2,997	26%	4,449
46	Treherbert	The Community of Treherbert	2	4,165	2,083	-10%	4,242	2,121	-11%	4,583
47	Treorchy	The Community of Treorchy	3	5,652	1,884	-18%	5,750	1,917	-19%	6,118
48	Tylorstown	The Community of Tylorstown	2	2,981	1,491	-35%	3,034	1,517	-36%	3,404
49	Tyn-y-Nant	The Tyn-y-Nant ward of the Community of Llantrisant	1	2,414	2,414	5%	2,414	2,414	2%	2,657
50	Ynyshir	The Community of Ynyshir	1	2,391	2,391	4%	2,398	2,398	1%	2,649
51	Ynysybwl	The Community of Ynysybwl and Coed-y-Cwm	1	3,457	3,457	50%	3,485	3,485	47%	3,619
52	Ystrad	The Community of Ystrad	2	4,248	2,124	-8%	4,266	2,133	-10%	4,630
TOTAL:			75	172,673	2,302		178,294	2,377		188,406

Ratio is the number of electors per councillor

Electoral figures supplied by Rhondda Cynon Taf County Borough Council

Population figures supplied by the Office for National Statistics

	2018		2023	
Greater than + or - 50% of County average	4	8%	4	8%
Between + or - 25% and + or - 50% of County average	15	29%	15	29%
Between + or - 10% and + or - 25% of County average	18	34%	23	44%
Between 0% and + or - 10% of County average	15	29%	10	19%

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
RECOMMENDED ELECTORAL ARRANGEMENTS

APPENDIX 3

No	NAME	DESCRIPTION	No OF COUNCILLORS	ELECTORATE 2018	RATIO 2018	% Variance from County Average	ELECTORS 2023	RATIO 2023	% Variance from County Average
1	Aberaman	The Communities of Aberaman North and Aberaman South	3	7,111	2,370	3%	7,390	2,463	4%
2	Abercynon	The Community of Abercynon	2	4,487	2,244	-3%	4,537	2,269	-5%
3	Aberdare East	The Community of Aberdare East	2	4,900	2,450	6%	5,077	2,539	7%
4	Aberdare West and Llwydcoed	The Communities of Aberdare West and Llwydcoed	3	7,176	2,392	4%	7,561	2,520	6%
5	Beddau and Tyn-y-nant	The Beddau and Tyn-y-nant wards of the Community of Llantwit Fardre	2	5,581	2,791	21%	5,588	2,794	18%
6	Brynna and Llanharan	The Brynna, Llaniliad and Llanharan wards of the Community of Llanharan	3	6,171	2,057	-11%	7,020	2,340	-2%
7	Church Village	The Church Village ward of the Community of Llantwit Fardre	2	5,033	2,517	9%	5,070	2,535	7%
8	Cilfynydd	The Cilfynydd ward of the Town of Pontypridd	1	2,095	2,095	-9%	2,136	2,136	-10%
9	Cwm Clydach	The Community of Cwm Clydach	1	1,944	1,944	-16%	2,049	2,049	-14%
10	Cwmbach	The Community of Cwmbach	2	3,679	1,840	-20%	3,959	1,980	-17%
11	Cymmer	The Communities of Cymmer and Trehafod	2	4,222	2,111	-8%	4,259	2,130	-10%
12	Gilfach-goch	The Community of Gilfach-goch	1	2,434	2,434	6%	2,495	2,495	5%
13	Glyn-coch	The Glyn-coch ward of the Town of Pontypridd	1	2,021	2,021	-12%	2,023	2,023	-15%
14	Graig and Pontypridd West	The Graig and Rhondda wards of the Town of Pontypridd	2	5,083	2,542	10%	5,179	2,590	9%
15	Hawthorn and Lower Rhydfelen	The Hawthorn ward of the Town of Pontypridd	1	1,803	1,803	-22%	1,805	1,805	-24%
16	Hirwaun, Penderyn and Rhigos	The Communities of Hirwaun and Rhigos	2	4,522	2,261	-2%	4,682	2,341	-2%
17	Llanharry	The Llanharry ward of the Community of Llanharry	1	2,523	2,523	10%	2,569	2,569	8%
18	Llantrisant and Talbot Green	The Llantrisant Town and Talbot Green wards of the Community of Llantrisant	2	5,118	2,559	11%	5,238	2,619	10%
19	Llantwit Fardre	The Efail Isaf and Llantwit Fardre wards of the Community of Llantwit Fardre	2	4,803	2,402	4%	4,814	2,407	1%
20	Llwyn-y-pia	The Community of Llwyn-y-pia	1	2,374	2,374	3%	2,459	2,459	3%
21	Mountain Ash	The Communities of Mountain Ash East and Mountain Ash West	2	5,278	2,639	15%	5,578	2,789	17%
22	Penrhiwceiber	The Community of Penrhiwceiber	2	4,114	2,057	-11%	4,136	2,068	-13%
23	Pentre	The Community of Pentre	2	3,857	1,929	-16%	3,885	1,943	-18%
24	Pen-y-graig	The Community of Pen-y-graig	2	3,924	1,962	-15%	3,983	1,992	-16%
25	Pen-y-waun	The Community of Pen-y-waun	1	2,011	2,011	-13%	2,122	2,122	-11%
26	Pont-y-clun Central	The Pont-y-clun Central ward of the Community of Pont-y-clun	1	2,312	2,312	0%	2,312	2,312	-3%
27	Pont-y-clun East	The Pont-y-clun East ward of the Community of Pont-y-clun	1	1,778	1,778	-23%	2,631	2,631	11%
28	Pont-y-clun West	The Pont-y-clun West ward of the Community of Pont-y-clun and the Tyle-garw ward of the Community of Llanharry	1	2,522	2,522	10%	2,528	2,528	6%
29	Pontypridd Town	The Town ward of the Town of Pontypridd	1	2,153	2,153	-6%	1,949	1,949	-18%
30	Porth	The Community of Porth	2	4,301	2,151	-7%	4,426	2,213	-7%
31	Tylorstown and Ynysir	The Communities of Tylorstown and Ynysir	2	5,372	2,686	17%	5,432	2,716	14%
32	Ferndale and Maerdy	The Communities of Ferndale and Maerdy	2	5,324	2,662	16%	5,470	2,735	15%
33	Rhydfelen Central	The Rhydfelen Central ward of the Town of Pontypridd	1	1,949	1,949	-15%	2,397	1,949	-18%
34	Taff's Well	The Community of Taffs Well	1	2,826	2,826	23%	2,830	2,830	19%
35	Ton-teg	The Ton-teg ward of the Community of Llantwit Fardre	1	2,502	2,502	9%	2,502	2,502	5%
36	Tonypanyd	The Community of Tonypanyd	1	2,638	2,638	15%	2,695	2,695	13%
37	Tonyrefail East	The Coedely, Collena and Tylcha wards of the Community of Tonyrefail	2	4,260	2,130	-7%	4,409	2,205	-7%
38	Tonyrefail West	The Penrhiw-fer, Thomastown and Tynybryn wards of the Community of Tonyrefail	2	4,790	2,395	4%	5,225	2,613	10%
39	Trallwng	The Trallwng ward of the Town of Pontypridd	1	2,795	2,795	21%	2,819	2,819	19%
40	Trealaw	The Community of Trealaw	1	2,511	2,511	9%	2,542	2,542	7%

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
RECOMMENDED ELECTORAL ARRANGEMENTS

APPENDIX 3

41	Treforest	The Treforest ward of the Town of Pontypridd	1	2,901	2,901	26%	2,997	2,997	26%
42	Treherbert	The Community of Treherbert	2	4,165	2,083	-10%	4,242	2,121	-11%
43	Treorchy	The Community of Treorchy	2	5,652	2,826	23%	5,750	2,875	21%
44	Upper Rhydfelen and Glyn-taf	The Upper Rhydfelen and llan wards of the Town of Pontypridd	1	2,397	2,397	4%	2,217	2,397	1%
45	Ynysybwl	The Community of Ynysybwl	2	3,457	1,729	-25%	3,485	1,743	-27%
46	Ystrad	The Community of Ystrad	2	3,804	1,902	-17%	3,822	1,911	-20%
			75	172,673	2,302		178,294	2,377	

Ratio is the number of electors per councillor

Electoral figures supplied by Rhondda Cynon Taf County Borough Council

Population figures supplied by the Office for National Statistics (ONS)

	2018	2023
Greater than + or - 50% of County Average	0	0
Between + or - 25% and + or - 50% of County Average	1	2
Between + or - 10% and + or - 25% of County Average	23	24
Between 0% and + or - 10% of County Average	22	20

RULES AND PROCEDURES

Scope and Object of the Review

1. Section 29 (1) of the Local Government (Democracy) (Wales) Act 2013 (the Act) lays upon the Commission the duty, at least once in every review period of ten years, to review the electoral arrangements for every principal area in Wales, for the purpose of considering whether or not to make proposals to the Welsh Government for a change in those electoral arrangements. In conducting a review the Commission must seek to ensure effective and convenient local government (Section 21 (3) of the Act).
2. The former Cabinet Secretary for Finance and Local Government of the Welsh Government asked the Commission to submit a report in respect of the review of electoral arrangements for the County Borough of Rhondda Cynon Taf before the 2022 local government elections.

Electoral Arrangements

3. The changes that the Commission may recommend in relation to an electoral review are:
 - (a) such changes to the arrangements for the principal area under review as appear to it appropriate; and
 - (b) in consequence of such changes:
 - (i) Such community boundary changes as it considers appropriate in relation to any community in the principal area;
 - (ii) Such community council changes and changes to the electoral arrangements for such a community as it considers appropriate; and
 - (iii) Such preserved county changes as it considers appropriate.
4. The “electoral arrangements” of a principal area are defined in section 29 (9) of the 2013 Act as:
 - i) the number of members for the council for the principal area;
 - ii) the number, type and boundaries of the electoral wards;
 - iii) the number of members to be elected for any electoral ward in the principal area; and
 - iv) the name of any electoral ward.

Considerations for a review of principal area electoral arrangements

5. Section 30 of the Act requires the Commission, in considering whether to make recommendations for changes to the electoral arrangements for a principal area, to:
 - (a) seek to ensure that the ratio of local government electors to the number of members of the council to be elected is, as near as may be, the same in every electoral ward of the principal area;
 - (b) have regard to:
 - (i) the desirability of fixing boundaries for electoral wards which are and will remain easily identifiable;
 - (ii) the desirability of not breaking local ties when fixing boundaries for electoral wards.
6. In considering the ratio of local government electors to the number of members, account is to be taken of:
 - (a) any discrepancy between the number of local government electors and the number of persons that are eligible to be local government electors (as indicated by relevant official statistics); and,
 - (b) any change to the number or distribution of local government electors in the principal area which is likely to take place in the period of five years immediately following the making of any recommendation.

Local government changes

7. Since the last review of electoral arrangements the following changes to local government boundaries in Rhondda Cynon Taf have taken place.
 - The Rhondda Cynon Taf (Communities) Order 2016

Procedure

8. Chapter 4 of the Act lays down procedural guidelines which are to be followed in carrying out a review. In compliance with this part of the Act, the Commission wrote on 25 July 2018 to Rhondda Cynon Taf County Borough Council, the Community Council in the area, the Member of Parliament for the local constituency, the Assembly Members for the area, and other interested parties to inform them of our intention to conduct the review and to request their preliminary views. The Commission invited the County Borough Council to submit a suggested scheme or schemes for new electoral arrangements. The Commission also requested Rhondda Cynon Taf County Borough Council display a number of public notices in their area. The Commission also made available copies of the *Electoral Reviews: Policy and Practice* document. In addition, the Commission made a presentation to both County and

Community councillors explaining the review process. The initial consultation period closed on 26 June 2018.

9. This Report is on deposit at the Offices of Rhondda Cynon Taf County Borough Council and the Office of the Commission in Cardiff, as well as on the Commission's website (<http://ldbc.gov.wales>).

Policy and Practice

10. The Commission published the *Electoral Reviews: Policy and Practice* document in October 2016. This document details the Commission's approach to resolving the challenge of balancing electoral parity and community ties; it sets out the issues to be considered and gives some understanding of the broad approach which the Commission takes towards each of the statutory considerations to be made when addressing a review's particular circumstances. However, because those circumstances are unlikely to provide for the ideal electoral pattern, in most reviews compromises are made in applying the policies in order to strike the right balance between each of the matters the Commission must consider.
11. The document also provides the overall programme timetable, and how this was identified, and the Commission's Council Size Policy. The document can be viewed on the Commission's website or are available on request.

SUMMARY OF REPRESENTATIONS RECEIVED FOR THE COMMISSION DRAFT CONSULTATION ON THE REVIEW OF ELECTORAL ARRANGEMENTS IN RHONDDA CYNON TAF

1. **Councillors of Rhondda Cynon Taf County Borough Council's Scrutiny Committee** wrote on the 17 September 2019 to provide the following submission;

5. OVERVIEW AND SCRUTINY CONSIDERATION

- 5.1 Members of the Overview and Scrutiny Committee at their meeting on 22nd July 2019 considered the Draft Proposals Report. A summary of the representations made at that meeting is set out below and relevant extract from the minutes is attached as Appendix 1 to the report. These representations shall be submitted to the Commission as part of its consultation on the Draft Proposals.

5.2 Brynna & Llanharan

Several Members of the Overview and Scrutiny Committee felt that the LDP forecast figures for 2023 electorate should be given greater weight and consideration, particularly in relation to the proposal for Brynna and Llanharan (The Council's majority proposal submitted in respect of the first stage of the review conducted last year was to create three single member wards from the existing two wards due to the forecasted growth in the Llaniliad area by 2023).

Graig and Treforest Wards

A Member of the Overview and Scrutiny Committee acknowledged whilst certain parts of Treforest could transfer to the Graig Ward to ensure electoral parity they should remain separate wards as opposed to the Commission's proposal to combine the two Wards.

Maerdy, Ferndale, Tylorstown and Ynyshir

In respect of the Wards within the Rhondda Fach Area Members of the Overview and Scrutiny Committee agreed that the level of representation should remain as it currently stands. Members felt by lowering the numbers from six Members to four Members would be to the detriment of the residents who live in the area particularly as there was no Community Council and the size of the proposed Electoral Ward areas. Members felt that the number of

4. **REVIEW OF THE COUNCIL'S ELECTORAL ARRANGEMENTS BY THE LOCAL DEMOCRACY & BOUNDARY COMMISSION FOR WALES**

The Chair informed Members that before the Director of Legal Services presented the report in respect of the 'Review of the Council's Electoral Arrangements by the Local Democracy and Boundary Commission for Wales', he had received written submissions from individual Members that being County Borough Councillors G. Thomas, R. Turner, M Griffiths and T Leyshon which would be taken into consideration as part of reporting to full Council.

The Director of Legal Services outlined the background of the report and it was explained that the Commission has now developed its Draft Proposals in relation to its review and these are contained in the Draft Proposal Report, which Members would have had the opportunity to consider before the meeting.

The Director of Legal Services continued to explain that the Commission has now commenced a 12-week period of statutory consultation on the Draft Proposals Report, which runs from 26th June 2019 to 17th September 2019 and invites representations, which are based on evidence and facts relevant to the specific proposal in consideration.

Members were asked to consider the summary of the draft proposal for each Electoral Ward and put their representations forward as part of the consultation feedback – either at the meeting or in advance of the Council meeting which would consider the Draft Proposals Report.

The Chair opened up the meeting to Members for their view and comments.

In respect of the Wards within the Rhondda Fach Area Members strongly agreed that the level of representation should remain as it currently stands. Members felt by lowering the numbers from six Members to four Members would be to the detriment of the residents who live in the area particularly as there was no Community Council and the size of the proposed Electoral Ward areas. Members felt that the number of schools within the proposed areas would also suffer, as some schools could end up with no Councillor representation on their governing bodies.

A Member requested clarification relating to the maps of the Church Village area. The Member observed that properties within the Dyffryn Y Coed area are not depicted on the map contained with the Draft Proposals Report and sought clarification as to whether the number of the dwellings and electors within that area had been taken into consideration when preparing the report. Officers confirmed that this would be checked but it was understood they had been even though the OS map which was being used which did not show the development.

A Member raised the proposals relating to combining the existing Treforest and Graig Wards and whilst acknowledging certain parts of Treforest could transfer to the Graig Ward they should remain separate wards.

In respect of the proposed arrangements for the Mountain Ash Electoral Ward, a Member raised concerns about under representation and felt that it was a number

schools within the proposed areas would also suffer, as some schools could end up with no Councillor representation on their governing bodies.

Mountain Ash East and West

A Member of the Overview and Scrutiny Committee raised concerns about under representation and felt that it was a number crunching exercise and residents within the communities wished to retain the existing arrangements.

Treorchy

A Member of the Overview and Scrutiny Committee commented that Treorchy is a thriving area and the 'capital of Rhondda' and to reduce the ward to a two Member ward shows lack of knowledge.

Rhigos & Hirwaun

The Local Member for Rhigos submitted written representations at the meeting in relation to these wards as appended at Appendix 1(i) to the report.

6. LEGAL IMPLICATIONS

6.1 The Electoral Review is being conducted by the Commission under the provisions of the Local Government (Democracy) (Wales) Act 2013.

7. CONSULTATION

7.1 The Commission is conducting a 12 week period of statutory consultation which runs from 26th June 2019 until 17th September 2019.

8. EQUALITY AND DIVERSITY IMPLICATIONS

8.1 A full equality and diversity assessment is not required at this time. This position will be re-evaluated on an ongoing basis as related actions are delivered.

9. CONCLUSION

9.1 Members are asked to note the Commission's Draft Proposals concerning its review of the Electoral Arrangements of the Council as detailed in their report and the timetable for conducting the remainder of the Commission's review.

Overview & Scrutiny Committee – 22.07.19

RE: Observations regarding the Boundary Review re Rhigos and Hirwaun proposals:

The current boundaries should be retained when you consider the land mass of the respective wards. The current measure only considers the electorate and is over simplified in this situation. While it is accepted that the electorate in Hirwaun Ward is over twice that in the Rhigos Ward the land area in Rhigos taking into the farming community, Hirwaun Industrial Estate and working areas such as Tower, amounts to eight or more times the size of Hirwaun. Taken together with the special qualities of the National Park there is a strong case for Rhigos Ward to remain at its' present boundary.

if it is a question simply of electorate then a natural boundary could be drawn to place a greater number of electors in the Rhigos boundary and fewer in the Hirwaun boundary although ,again, this should not be necessary given the substantive point above.

There is also an error in the map provided giving the name of the "Hirwaun" Community and electorate of 3,781. This is the Hirwaun & Penderyn Community and not the "Hirwaun Community" as it is represented by Hirwaun & Penderyn Community Council.

Should the proposed changes prevail then the name of the proposed new electoral division should include Penderyn e.g. Hirwaun & Rhigos/Penderyn. While I note there is a preference for a single name in the outlined principles the name that I propose is no more convoluted than, for example, the accepted/proposed Llantrisant Town and Talbot Green or Upper Rhydfelin and Glynstaff.

The name, Penderyn, should also be included in any proposed Welsh equivalent.

Regards,

Cllr Graham Thomas.

Rhigos/Penderyn Division.

RCTCBC

APPENDIX 1

Extract from the Overview & Scrutiny Committee Minutes – 22.07.19

crunching exercise and residents within the communities need to retain the existing arrangements.

In respect of the Treorchy proposal, a Member commented that Treorchy is a thriving area and the 'capital of Rhondda' and to reduce the ward to a two Member ward shows lack of knowledge.

In relation to Aberaman North and South a Member queried whether consideration has been given to the LDP when considering the proposal. The Member felt that the LDP forecast figures for 2023 electorate should have been taken into account, they continued by asking if the Boundary Commission could clarify what level of consideration they have given to this aspect when reflecting on their recommendations as this would increase the numbers within the Ward.

After further discussion Member's **RESOLVED**:

- To acknowledge the Commissions Draft Proposals Report in respect of the Council's future Electoral Arrangements, as outlined in their draft proposal
- That Members comments , observations and recommendations in respect of the Draft proposals will be taken into consideration before being presented to Full Council at its meeting in September 2019

2. **Hirwaun and Penderyn Community Council** wrote on the 24 July 2019 to oppose the Commission's proposal to combine the electoral wards of Hirwaun and Rhigos. The Community Council states that Hirwaun and Penderyn are entirely separate communities with Hirwaun being town based, and Penderyn being rural. The Community Council states that each village has different needs and the current arrangements meet those needs well. The Community Council proposed to re-name the ward as 'Hirwaun, Penderyn and Rhigos'. The Community Council stated that the name of the ward should also reflect the name of the Community Council representing the area, and that the proposed name was no more convoluted than the proposed Llantrisant and Talbot Green or Upper Rhydfelen and Glyn-taf ward names.
3. **Llantrisant Community Council** wrote on the 22 July 2019 to propose that the proposed Beddau and Tyn-y-Nant electoral ward be allocated an additional councillor to form a three-member electoral ward to reflect the expanding housing development in the area. The Community Council also proposed that the proposed ward of Llantrisant Town and Talbot Green be given the single name of Llantrisant.
4. **Taffs Well and Nantgarw Community Council** wrote on the 28 August 2019 to suggest a boundary alteration for the Taffs Well electoral ward. The Community Council proposes to include the area up to the roundabout at Upper Boat in the Taffs Well electoral ward. The Community Council advises that this proposal would not affect the number of electors in the ward.
5. **Pont-y-clun Community Council** wrote on the 12 September 2019 supporting the Draft Proposal to transfer the Community of Tyle-garw into Pont-y-clun. They, however, suggested an alternative name to the proposed 'Pont-y-clun' ward. They proposed the single name of Pontyclun stating that this form is widely accepted locally in both Welsh and English, and as such, does not require the hyphens.

The Community Council proposed to re-align the boundary of the existing Pont-y-clun electoral ward with the A473. They believe this change would provide for an easily identifiable boundary. They also proposed that the existing Pont-y-clun electoral ward be divided into three single-member wards of Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East. They proposed that the electoral ward of Pont-y-clun West include the town centre, Tyle-garw, Maesyfelin, Brynsadler and Talygarn. Pont-y-clun Central would lie East of the railway line and include properties on Llantrisant Road including Ynys Ddu and residences lying off Heol Miskin, including Miskin village. Pont-y-clun East would include residences approached from Ffordd Cefn yr Hendy and the village of Groes-faen. Most of the land with development potential in Pont-y-clun would lie within this ward.

The Community Council provided results to a locally conducted survey on residents' opinion of the Commission's proposal to transfer the community of Tyle-garw into Pont-y-clun. The survey received 54 responses, of which, 42 respondents agreed with the proposal, and 12 disagreed.

6. **Llanharan Community Council** wrote on the 16 September 2019 opposing the Draft Proposals for the Llanharan and Brynna electoral wards. They opposed the creation of a multi-member ward for the area and advocates the retention of single-member wards. They advise that Llanharan is comprised of a number of separate villages. They stated that each of these settlements were established at different times and although they are part of the same community, it is important that their individual characteristics are recognised. They also cited several issues in maintaining a multi-member ward. They concluded that residents are better represented in a single-member ward as their councillor would be clearly identifiable.
7. **Llanharry Community Council** wrote on the 16 September stating that they felt strongly that the Draft Proposals for Llanharry and Pont-y-clun will cause confusion to some residents. They stated that it would be very difficult to deal with one member for one area and another for another area. They stated that both their members and those of Pont-y-clun Community Council were unaware that the review was only for the county borough electoral arrangements. They have a close working relationship with their current member. They cannot see this being the case with the ward member for Tyle-garw. If this proposal is approved, they believe there will be a conflict of interest with the member putting the residents of Pont-y-clun's needs before those of Tyle-garw.
8. **Leanne Wood, Assembly Member (Rhondda)** wrote on the 16 September opposing the Draft Proposals for the Rhondda. The AM for the Rhondda reiterated their comments from the initial consultation period. The AM urged the Commission to re-think their proposals. The AM also queried the proposal to split a two-member ward (Pentre) to create two single-member wards. The AM also opposed reducing the number of councillors representing the Treorchy electoral ward to create a situation where the ward is underrepresented by 24%. The AM asks the Commission to reconsider its proposal for this ward and retain the existing three-member arrangement.
9. **Councillor Joel Stephen James (Llantwit Fardre)** wrote on the 29 August 2019 to support the Commission's proposals to retain the existing arrangements in the Llantwit Fardre electoral ward. Councillor James broadly supported the Commission's proposals for the Church Village electoral ward, in particular, the increase in representation for Church Village. However, Councillor James believed this could be achieved without changing the current boundaries as he had reservations as to whether residents living in the affected area in Ton-teg would be supportive. Should the Commission make recommendations to proceed with its Draft Proposals, Councillor James supported the recommendations put forward by Councillor Lewis Hooper at the initial consultation stage.

Councillor James also broadly supported the Commission's Draft Proposals for Llantrisant Town and Talbot Green, but asked that consideration be given to including Lanelay Hall within the electoral ward. Lanelay Hall is a relatively new-build estate on the outskirts of Talbot Green and Councillor James suspects many residents consider themselves as residents of Talbot Green and not Llanharan, which is some considerable distance away.

Councillor James supported the Commission's Draft Proposals for Pont-y-clun, and supports the inclusion of Tyle-garw within the revised Pont-y-clun electoral ward. Councillor James does not support the proposal to divide the ward into three single member electoral wards.

10. **Councillor Martin Fidler-Jones (Hawthorn)** wrote on the 1 July 2019 to oppose the Commission's proposal for the Rhydfelen and Hawthorn electoral wards. Councillor Fidler-Jones stated that the Commission's proposals make no use of natural boundaries and will be impossible to describe to residents going forward. The proposal also includes a section of the Lower Rhydfelen Town Council ward, requiring a commensurate amendment to the existing Town Council ward to facilitate it. Councillor Fidler-Jones also stated that the initial representations from residents of the area which were opposed to the proposals put forward by the Commission, appear to have been ignored. Councillor Fidler-Jones also suggested that, should the Commission continue with its proposals, then the Hawthorn electoral ward should be re-named Hawthorn and Lower-Rhydfelen in order to acknowledge the significant proportion of the lower Rhydfelen community that would sit within the revised ward. Councillor Fidler-Jones suggested that the boundary changes proposed by him at the initial consultation stage be taken forward as an alternative to the Commission's proposal.

11. **Councillor Roger Turner (Brynna)** wrote on the 13 September 2019 to oppose the Commission's Draft Proposals for the Brynna and Llanharan electoral wards. Councillor Turner opposed the Commission's proposal to create a multi-member ward consisting of Brynna, Llanilid and Llanharan. Councillor Turner felt that, as single member wards, constituents would clearly know who their elected representative is and, consequently, can hold that person to account. Similarly, a single member ward councillor can promote their achievements, which would prove difficult in a multi-member ward. Councillor Turner also understood that the Commission has a preference for single-member representation where possible and he is firmly satisfied that the Council's preferred option for three single-member wards complies with this. Councillor Turner further stated that the areas of Brynna and Llanilid are quite unique and felt that consideration should be given to both the nature and scale of the development. Councillor Turner also stated that the electorate for the Brynna ward has stagnated due to an embargo on connecting any new properties to the mains sewer, however, Councillor Turner has identified an opportunity to negotiate the development of approximately 242 new properties in Brynna. Councillor Turner advised that work to develop the site has already commenced. Councillor Turner is confident that over half of the 242 properties will be built by 2023, with the remainder to follow thereafter. The development in Llanilid consists of a planned 125 properties each year with planning permission for a total of 1,850 properties in the Llanilid Polling District. Councillor Turner hoped that this information provides an indication as to why single-member representation would provide the best arrangements for the area.

12. **Councillor Jill Bonetto (Taff's Well)** wrote on the 12 September 2019 to suggest that the boundary for the Taff's Well electoral ward be amended to the Upper Boat Roundabout as the peculiar shape of the current boundary causes

confusion particularly when planning applications are considered. This change will not cause any changes to the number of residents within both wards as the area is an industrial estate.

13. **Councillor Lewis Hooper** (Ton-teg) wrote on the 15 September 2019 to highlight the importance of the Commission's Draft Proposals for the Church Village and Ton-teg electoral wards. Councillor Hooper advised at the initial representation stage that it was essential for the streets of Bryn Rhedyn, The Rise and several properties of Church Road to remain as part of Ton-teg. The Councillor wished to stress the importance of those changes – both the utilisation of the natural boundary and retaining of those three streets in the Ton-teg ward.
14. **Councillor Darren Macey** (Ynyshir) wrote on the 15 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. Councillor Macey recognised the issues around the number of residents currently represented by each councillor with Ynyshir and Wattstown slightly over the recommended number, Maerdy slightly under and both Ferndale and Tylorstown well below the average resident to councillor ratio. To address this, Councillor Macey proposed that Ynyshir and Wattstown be represented by one councillor, Tylorstown and Ferndale be represented by three councillors and Maerdy be represented by one councillor. Councillor Macey feels Ynyshir are their own community and deserve representation.
15. **Councillor Margaret Griffiths** (Pont-y-clun) wrote on the 15 September 2019 to oppose the Commission's Draft Proposals for the Pont-y-clun electoral ward. Councillor Griffiths seconded the representation submitted by Pont-y-clun Community Council at the Initial Consultation stage to create three single-member electoral wards of Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East. Councillor Griffiths also suggested the single name of Pontyclun for the ward(s) as the name is well established amongst local communities of both English and Welsh speakers.
16. **Councillors Shelley Rees-Owen and Maureen Weaver** (both Pentre) wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The Councillors felt that creating two single-member wards would not achieve improvements to electoral parity and would endanger existing community ties. The Councillors state that many local initiatives straddle both communities such as the local football teams, churches, the local theatre and local amenities. The local PCSO's also deal with the ward as a whole and the arrangements work well for residents. The Councillors urged the retention of a two member electoral ward to enable the Pentre and Ton Pentre communities to co-exist and continue to build on the relationships already established.
17. **Councillor Robert Bevan** (Tylorstown) wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. Councillor Bevan advised that he has represented the Tylorstown ward for 28 years and has experienced many changes in the four villages that make up the ward. Councillor Bevan stated that the residents of Tylorstown rely on their local council and councillors for support. Councillor Bevan felt that the changes have alienated many residents from everyday life with many choosing to opt out of the

democratic process by not registering to vote or not voting when they are registered. Councillor Bevan felt the proposals would only lead to further alienation. Councillor Bevan proposed to retain the existing two-member arrangement for Tylorstown. Councillor Bevan also provided the two submissions (of which he is fully supportive) made by the Tylorstown Ward Labour Party, of which he is the secretary. The Labour Party submission details a locally conducted survey of Tylorstown residents which clearly shows no appetite for a reduction in the number of councillors in the Tylorstown ward, nor to combine the Tylorstown ward with Ynyshir. The Labour Party reiterates its previous submission and request that there is no reduction in the number of councillors for the Tylorstown ward, nor is there a need to combine Tylorstown with Ynyshir.

18. **Councillor Eleri Griffiths (Rhondda)** wrote on the 15 September 2019 to support the Commission's Draft Proposal to unite the Community of Trehafod under the Cymmer electoral ward. Councillor Griffiths noted that she favours the 'Cymer' spelling as opposed to the 'Cymmer' spelling as advised by the Welsh Language Commissioner. Councillor Griffiths objected to the Commission's Draft Proposal for the Rhondda electoral ward and disagreed with transferring a section of Maes-y-coed from the Rhondda ward to the Graig ward. Councillor Griffiths stated that the Council's alternative proposal to combine the electoral wards of Graig and Rhondda would be more logical, however, Councillor Griffiths stated this was not an ideal solution due to the very different natures of Graig and Maes-y-coed. Councillor Griffiths further stated that there are two organisations that are significant in showing how people identify. There is a PACT and neighbourhood watch meeting for the Maes-y-coed and Pwllgwaun area, a separate PACT meeting for Hopkinstown and lower Pantygraigwen. Previous attempts to merge these in the past have failed due to people identifying with specific communities.
19. **Councillor Maureen Webber (Rhydfelen Central)** wrote on the 16 September 2019 to support the Commission's Draft Proposals for the Rhydfelen and Hawthorn area. Councillor Webber advised that she has been contacted by the local elected members of Pontypridd Town Council in relation to the boundary changes who are fully supportive of the proposed changes. Councillor Webber stated that as a political branch, they have discussed the changes and the consensus is that it would be a fairer representation for residents. Councillor Webber also advised that she took the opportunity to speak to residents in her capacity as Chair of a local Community Group, and again people are pleased that the identity of Rhydfelen will now be recognised as an electoral ward.
20. **Pontypridd Town Councillor Jeffrey Baxter (Rhydfelen Central)** wrote on the 24 July 2019 to oppose the Commission's proposal to combine the electoral wards of Graig and Treforest. Councillor Baxter opposed the arguments put forward at the Initial Consultation stage as they did not reflect the reality that the community of Treforest is overwhelmingly distinct from the Graig community. Councillor Baxter stated that there is no natural ebb and flow between the two communities, with the occasional project involving a small amount of university students in no way altering that reality. The Treforest ward has its own distinctive issues such as; HMO's (Houses of Multiple Occupancy), the impact of the University on parking and relations between students and permanent residents.

Councillor Baxter also mentioned Treforest's unique history as the oldest part of Pontypridd with the first market in the area as it was the centre of the Tin Plating industry as well as the University, which dates back to 1913 as the South Wales School of Mines.

21. **Llanharan Community Councillor Jeff Williams** wrote on the 1 July 2019 to support the Commission's proposals to combine the electoral wards of Brynna and Llanharan to form a three-member electoral ward. Councillor Williams stated that the members of Llanharan Community Council work well together and run a community shop which donates its earnings equally among the Brynna, Bryncae, Llanharan and Ynysmaerdy areas.
22. **Mr Alun Michael, the South Wales Police and Crime Commissioner** wrote on the 19 July 2019 to state that he has reviewed the proposals and has no objections or comments to make.
23. **Rhondda Plaid Cymru** wrote on the 17 September 2019 to oppose the Commission's Draft Proposals for the Treorchy electoral ward. The group believed the loss of one councillor in the Treorchy ward would cause undue burden on the two councillors representing that area. The group also believed that the existing arrangements for Ynyshir should be retained and that changes should be made to the Tylorstown and Ferndale wards to achieve the desired voter ratios. The group was especially concerned about the Commission's Draft Proposals for the Pentre ward. The group does not believe splitting the ward into two single member wards would achieve the goals set out by the Commission or have widespread support in the community. The group cites local issues and changes had shown a clear tendency for residents in the community look for facilities and services within the communities of Pentre and Ton Pentre before looking outside them. The group cites other initiatives such as local football clubs and churches. Plaid Cymru Rhondda requested that the existing two-member arrangements for Pentre be retained.
24. **Rhondda Cynon Taf Labour Group** wrote on the 17 September 2019 to provide a response to the Commission's Draft Proposals. The Labour Group opposed the Commission's proposals for the Rhondda, Graig and Treforest electoral wards. Whilst the group supported the transfer of Trehafod wholly into the Cymmer ward, and to transfer a section of Maesycoed from the Rhondda ward into the Graig ward in order to improve electoral variance in both of these wards. However, the Group was concerned about the Commission's proposal to combine the electoral wards of Graig and Treforest. The Group stated there are unique challenges and issues in both wards that they feel have not been considered by the Commission. The Group asked that the contrast in nature between the two wards should be respected. The group also proposed to re-name the Rhondda ward as Pontypridd North, in order to avoid confusion with the Rhondda constituency and to strengthen the sense of identity that residents have with Pontypridd.

Regarding the Commission's proposals for the Brynna and Llanharan electoral wards, the group wished to reinforce the importance of adopting the option preferred by the Council of creating three single-member electoral wards for

Brynna, Llanharan and Llaniliad respectively. The group cited the anticipated growth in the Llaniliad ward as reason to support the single-member wards, despite the initial level of electoral variance in Llaniliad being below the recommended threshold.

With regards to the Commission's Draft Proposals for Pont-y-clun, the Group stated that without physically visiting the ward, it would be difficult to see how what appears to be one housing estate could contain what is essentially two disparate communities; but this in fact reflects the reality on the ground. The Cefn-Yr-Hendy estate is separated by a physical barrier that runs the entire length of the "old" and "new" boundary, with walking access only available at two points and no through access for motorists. Whilst the estate shares one name, they are in fact two neighbouring communities. The Group would therefore respectfully suggest that three single-Member wards (outlined below) be established to reflect these unique community elements which would fall within the Commission's acceptable thresholds.

Pontyclun West

This proposed ward has a clear boundary provided by the railway line. It would include the town centre, Tyle Garw, Maesyfelin, Brynsalder and Talygarn. In terms of representation, this ward would fall in the +/- 0%-10% variance threshold.

Pontyclun Central

This proposed ward would lie to the east of the railway line. It would include properties lying off Llantrisant Road including Ynys Ddu and residences lying off Heol Miskin including Miskin Village, as well as the road off Heol y Coed and Heol Cefn yr Hendy. This ward would also fall into the +/- 0%-10% variance threshold.

Pontyclun East

This proposed ward includes the residences approached from Ffordd Cefn yr Hendy on one side of the dual carriageway along with the village of Groes Faen. Most of the land with development potential within the Pontyclun Community lies within this proposed electoral ward. It is acknowledged that this ward would, based on the 2018 electorate figures, be close to the -25% variance; however, the considerable development that is planned for the area (and reflected in the 2023 electorate forecasts) would see over 2,500 electors living in the ward, which would then situate the variance into the same bracket as the above two divisions.

The Labour Group also opposed the Commission's proposals for the Hirwaun and Rhigos electoral wards. The Group stated that the Commission will be aware that the Rhigos ward is unique when compared with other wards within Rhondda Cynon Taf. It contains both the smallest electorate and also covers the largest geographical area, encompassing the main communities of Rhigos and Penderyn, and also a portion of the Brecon Beacons National Park which contributes to the ward receiving funding under the Rural Development Fund.

The Group was disappointed to see that the Commission has seemingly ignored these factors in favour of creating a merger between the Rhigos and Hirwaun wards.

Whilst the Group acknowledged that a direct merger between the Tylorstown and Ynyshir electoral division would create the best outcome in terms of electoral representation, the Group wished to highlight the wider and arguably more important factors that should be considered. The Group outlined that their preference would be to retain the existing level of representation in the Rhondda Fach but acknowledge that this would prove problematic in the frame of the Commission's guidelines and would also mean that communities that have experienced high levels of growth would lose the opportunity of representation. To this end, our alternative proposal would be to reduce the Tylorstown ward to single-Member representation and also to retain the Ynyshir ward in its current form.

The Labour Group also proposed an amendment to the existing Taff's Well ward boundary with Hawthorn. The Group wished to note the inconsistency in the boundary between Hawthorn and Taff's Well that covers the Treforest Industrial Estate area. The Group proposed that the boundary between the wards be "tidied up" with a redrawing of the line at the lights on the roundabout at Upper Boat. No properties or voters would be affected by this change, although it would provide clarity for businesses in the area.

25. 22 residents of Llanharry, Tyle-garw and Pont-y-clun wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation.
26. A resident of Tyle-garw wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated they have lived in the village for 33 years and want it to stay as it is. The resident stated that they have lived in Tyle-garw for 33 years and want it to stay as it is.
27. A resident of Tyle-garw wrote on the 27 July 2019 to support the Commission's proposal to combine the Community Ward of Tyle-garw with the Pont-y-clun electoral ward for Community Council representation.
28. A resident of Pont-y-clun wrote on the 30 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated that Tyle-garw is a distinctive little community which is quite separate in residents' minds from Pont-y-clun. The resident is firmly of the belief that it could lose that individuality as a community if it is absorbed into Pont-y-clun.

29. A resident of Llanharry wrote on the 31 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated that Llanharry and Tyle-garw have always linked together, if Tyle-garw joined Pont-y-clun then Llanharry would be left out again.
30. A resident of Tyle-garw wrote on the 31 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposes the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated they would like to stay in Llanharry Community Council.
31. A resident of Rhondda Cynon Taf wrote on the 31 July 2019 to advise that they, their wife and their daughter would like to keep Tyle-garw with Llanharry.
32. Two residents of Tyle-garw wrote on the 30 July 2019 to support the Commission's proposal to transfer the Community of Tyle-garw into Pont-y-clun Community Council. The resident stated they have absolutely no affinity with Llanharry and have been poorly served over the years by that council. The resident stated that proximity-wise, Tyle-garw abuts Pont-y-clun, the local post code is Pont-y-clun, local children attend Pont-y-clun Primary School and Y Pant Comprehensive which are both situated in Pont-y-clun.
33. Two residents of Llanharry wrote on the 1 August 2019 to object to the Commission's proposals for the Llanharry electoral ward. The residents stated that Llanharry has been self-sufficient for decades and as residents, they would like their share of their council tax to maintain their link with the village.
34. A resident of Tyle-garw wrote on the 29 July 2019 to lodge their full support behind the transfer of Tyle-garw to Pont-y-clun Community Council.
35. A resident of Tyle-garw wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that they would like to remain an integral part of Llanharry and not become just a speck in Pont-y-clun and that history shows Tyle-garw has always had links with Llanharry.
36. A resident of Llanharry wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident thought that Chris Elmore and Huw Irranca-Davies should keep out of the debate.

37. A resident of Llanharry wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that taking money from Llanharry, will have a detrimental effect on the village and its inhabitants. They stated Pont-y-clun is a larger and more affluent village and has more chance of bringing in money for their community.
38. A resident of Rhondda Cynon Taf wrote on 6 August 2019 to support the Commission's proposals to transfer the Community of Tyle-garw into Pont-y-clun for Community Council representation. The resident stated that Tyle-garw is a part of Pont-y-clun. The resident has never understood (in the 20 years plus that they have lived there) why it has been attached to Llanharry.
39. A resident of Llanharry wrote on the 7 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that if the proposal goes ahead, Llanharry will lose out badly.
40. A resident of Llanharry wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident opposed the Commission's proposals for the Llanharry electoral ward. The resident stated that they are the local historian for Llanharry and to advise that Tyle-garw has belonged to Llanharry since early Norman times and he would hate to see that historical link broken.
41. A resident of Rhondda Cynon Taf wrote on the 11 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Llanharry and Tyle-garw support each other very well in organising different events for both villages. The resident felt that Pont-y-clun is big enough alone.
42. Two residents of Pont-y-clun wrote on the 13 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The residents are quite happy with being in the Llanharry ward and see no reason to change to Pont-y-clun.
43. A resident of Llanharry wrote on the 13 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine

the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Llanharry receives no business rates like Pont-y-clun and that Pont-y-clun is big enough on its own.

44. A resident of Pont-y-clun wrote on the 13 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident believes Tyle-garw is a small community whose voice will be lost in the ever-growing community of Pont-y-clun. The resident believes that the recently approved traffic calming measures to be installed throughout Tyle-garw could be lost in red-tape if the transfer goes ahead.
45. A resident of Tyle-garw wrote on the 16 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Community Councils are the voice of the local residents and that traditionally, Tyle-garw has always been combined with Llanharry. The resident stated both communities have benefited from shrewd and sympathetic management of funds.
46. Two residents of Rhondda Cynon Taf wrote on the 28 August to object to the Commission's proposals for the Llanharry electoral ward. The residents stated that the relationship between Llanharry and Tyle-garw has always been close and that Llanharry Community Council has never left the Tyle-garw ward to fend for itself when it comes to their needs. The residents also stated that both Llanharry and Tyle-garw use Pont-y-clun facilities.
47. A resident of Maes-y-coed wrote on the 11 September 2019 to oppose the Commission's Draft Proposals for the Graig electoral ward. The resident felt that the proposed transfer of a section of Maes-y-coed from the Graig ward to the Rhondda ward has been proposed on a purely and somewhat flawed numerical exercise. The resident stated that the dividing feature between Maesycoed and the Graig has always been the valley floor between the two areas. The resident stated a preference for the Council's alternative proposal to combine the electoral wards of Graig and Rhondda, which would at least keep Maesycoed together even with the reduction in representation.
48. A resident of Ynyshir wrote on the 15 September 2019 to object to the Commission's Draft Proposals for the Rhondda Fach area. The resident objects to the idea of combining Ynyshir and Tylorstown to form a two-member electoral ward. The resident stated that a relatively high proportion of areas in Rhondda Cynon Taf are among the 10% most deprived in the county, and overall, many areas in RCT fall in the more deprived half of Wales. Within the county Borough of RCT the Rhondda Fach area is a deprivation hotspot with only two sub-wards not in the highest deprivation areas in Wales. The resident stated that the Ynyshir area is one of the highest deprivation areas and combining it with another high

deprivation area, Tylorstown, would mean two of the most deprived wards in Wales combining to make a super deprived area. At the same time, the combination would create a ward size of 5372, which is 2686 per councillor and results in a level of under-representation. The resident questioned the proposal to combine two of the most deprived wards in Wales and then reduce the representation. The resident feels they are already living in an invisible village which the council have systematically stripped bare of schools and services.

49. A resident of Pentre wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The resident finds the proposed boundary change unnecessary as both communities have become one. The resident felt that a community has been built up within those communities that use facilities from both Ton Pentre and Pentre.
50. A resident of Pentre wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The resident disagreed that the Commission's proposals would not have a detrimental effect on the area as residents currently have the benefit of sharing local facilities and community centres, The resident feels the status quo should remain as there is nothing wrong with the present arrangements and they are well served by two councillors.
51. A resident of Rhondda Fach wrote on the 17 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. The resident stated that Rhondda Fach has for years been known as 'the forgotten valley'. The resident stated that many people in the Rhondda are already completely disengaged from council matters, from politics to voting. The resident urged the Commission to reconsider its Draft Proposals and allow Ynyshir to work together with the help of their own councillor. They stated Maerdy's unique position at the top of the valley means it also needs a councillor of its own, Ferndale and Blaenllechau to have a councillor, and Tylorstown and Stanleytown should have a councillor along with Pontygwaith and Penrhys.



Llywodraeth Cymru
Welsh Government

WRITTEN STATEMENT BY THE WELSH GOVERNMENT

TITLE LOCAL ELECTIONS AND ELECTORAL ARRANGEMENTS

DATE Thursday 23rd JUNE 2016

BY MARK DRAKEFORD, CABINET SECRETARY FOR FINANCE AND LOCAL GOVERNMENT

The Local Authority Elections (Wales) Order 2014 provided for local elections in Wales to be delayed for a year, from May 2016 to May 2017. This allowed the elections to be separated from the Assembly elections.

At the present time, the Local Government Act 1972 provides that ordinary elections to local government in Wales take place on the first Thursday of May every four years. Therefore, the next local government elections would normally take place in May 2021. Since the implementation of the provisions of the Wales Act 2014, elections to the National Assembly take place on a five-yearly cycle. The policy of the Welsh Government is that elections at local level should also be placed on a five year cycle. It is intended that councillors elected next May will therefore hold office until May 2022.

The Wales Bill, currently before Parliament, includes provisions which would enable the Assembly to legislate to determine the term of office for local government. As the Bill is currently in draft form and should these provisions, for any reason, not come into force, the Welsh Government could use the same powers under the Local Government Act 2000 as we did in 2014 to delay the elections by a year. This statement therefore provides clarity to local government as to the length of office of those to be elected next year.

APPENDIX 6

In the light of this, I have considered the decision made last year in relation to the electoral arrangements of some principal councils. It was determined that reviews conducted by the Local Democracy and Boundary Commission for Wales in relation to nine principal areas would not be implemented, given the intention that councils elected in 2017 would only serve a short term prior to mergers.

However, even though the elections in May next year will now result in a full term, due to their proximity, the arrangements which would be required and the disruption for potential candidates, I do not intend to implement any changes to current electoral arrangements in advance of the 2017 elections resultant from those reviews. The councils concerned are Carmarthenshire, Ceredigion, Conwy, Denbighshire, Gwynedd, Monmouthshire, Pembrokeshire, Powys and Torfaen.

The decision that councils will be elected for a full term also means that the Local Democracy and Boundary Commission (the Commission) will return to its normal ten-year cycle of reviews of electoral arrangements. I expect the Commission to publish a new, prioritised programme as soon as possible which takes into account the age of the current arrangements in some areas and the amount of change since the last review was undertaken. I will ask the Commission, in planning their work, to start by revisiting the nine outstanding reviews, with a view to presenting fresh reports on these at the very start of their programme.

It is my intention that reviews of electoral arrangements in principal councils will be conducted against a set of common criteria to be agreed through the Commission. I also expect electoral reviews to have been completed for all 22 authorities within the next local government term.

These arrangements provide clarity for those considering standing for election in 2017 and also set out a long term planning horizon for local authorities and their public service partners. However, I want to be clear that discussions on the reform agenda are on-going with local authorities and other stakeholders. I will be proposing a way forward on local government reform in the Autumn.

APPENDIX 1 – GLOSSARY OF TERMS

Commission	The Local Democracy and Boundary Commission for Wales.
Community (area)	The unit of local government that lies below the level of the Principal Council.
Community Council	An elected council that provides services to their particular community area. A Community Council may be divided for community electoral purposes into community wards.
Community / Town ward	An area within a Community Council created for community electoral purposes.
Directions	Directions issued by Welsh Ministers under Section 48 of the Act.
Electoral wards	The areas into which Principal Councils are divided for the purpose of electing county councillors, previously referred to as electoral divisions.
Electoral review	A review in which the Commission considers the electoral arrangements for a Principal Council.
Electoral variance	How far the number of electors per councillor in a ward varies from the county average; expressed as a percentage.
Electorate	The number of persons registered to vote in a local government area.
Estimated Population of Eligible Voters	The estimated number of eligible persons (18+) within a local government area who are eligible to vote. These figures have been sourced from the Office of National Statistics' 2015 Ward population estimated for Wales, mid-2015 (experimental statistics).
Interested party	Person or body who has an interest in the outcome of an electoral review such as a community or town council, local MP or AM or political party.
Order	Order made by an implementing body, giving effect to proposals made by the Principal Council or the Commission.
Over-representation	Where there are fewer electors per councillor in a ward compared to the county average.
Principal area	The area governed by a Principal Council: in Wales a county or county borough.

Principal council	The single tier organ of local government, responsible for all or almost all local government functions within its area. A county or county borough council.
Projected electorate	The five-year forecast of the electorate.
Split Community	A Community which is divided between two, or more, Electoral Wards.
The Act	The Local Government (Democracy) (Wales) Act 2013.
Town Council	A Community Council with the status of a town are known as Town Councils. A Town Council may be divided for community electoral purposes into wards.
Under-representation	Where there are more electors per councillor in a ward compared to the county average.

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
EXISTING COUNCIL MEMBERSHIP**

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
1	Aberaman North	The Community of Aberaman North	2	3,648	1,824	-21%	3,781	1,891	-20%	4,143
2	Aberaman South	The Community of Aberaman South	2	3,463	1,732	-25%	3,609	1,805	-24%	3,758
3	Abercynon	The Community of Abercynon	2	4,487	2,244	-3%	4,537	2,269	-5%	4,968
4	Aberdare East	The Community of Aberdare East	2	4,900	2,450	6%	5,077	2,539	7%	5,243
5	Aberdare West/Llwydcoed	The Communities of Aberdare West (5,943) [6,295] and Llwydcoed (1,233) [1,266]	3	7,176	2,392	4%	7,561	2,520	6%	7,601
6	Beddau	The Beddau ward of the Community of Llantrisant	1	3,167	3,167	38%	3,174	3,174	34%	3,575
7	Brynna	The Brynna (2,025) [2,084] and Llaniliad (1,416) [2,153] wards of the Community of Llanharan	1	3,441	3,441	49%	4,237	4,237	78%	3,496
8	Church Village	The Church Village ward of the Community of Llantwit Fardre	1	4,313	4,313	87%	4,350	4,350	83%	3,898
9	Cilfynydd	The Cilfynydd ward of the Town of Pontypridd	1	2,095	2,095	-9%	2,136	2,136	-10%	2,260
10	Cwm Clydach	The Community of Cwm Clydach	1	1,944	1,944	-16%	2,049	2,049	-14%	2,177
11	Cwmbach	The Community of Cwmbach	1	3,679	3,679	60%	3,959	3,959	67%	3,940
12	Cymmer	The Communities of Cymmer (3,406) [3,427] and Trehafod (565) [585]	2	3,971	1,986	-14%	4,012	2,006	-16%	4,417
13	Ferndale	The Community of Ferndale	2	3,037	1,519	-34%	3,072	1,536	-35%	3,369
14	Gilfach Goch	The Community of Gilfach Goch	1	2,434	2,434	6%	2,495	2,495	5%	2,723
15	Glyncoch	The Glyncoch ward of the Town of Pontypridd	1	2,021	2,021	-12%	2,023	2,023	-15%	2,310
16	Graig	The Graig ward of the Town of Pontypridd	1	1,853	1,853	-20%	1,910	1,910	-20%	1,901
17	Hawthorn	The Hawthorn (1,684) [1,684] and Rhydfelen Lower (1,432) [1,432] wards of the Town of Pontypridd	1	3,116	3,116	35%	3,116	3,116	31%	3,138
18	Hirwaun	The Hirwaun ward of the Community of Hirwaun	1	3,123	3,123	36%	3,239	3,239	36%	3,374
19	Llanharan	The Llanharan ward of the Community of Llanharan	1	2,730	2,730	19%	2,783	2,783	17%	2,717
20	Llanharry	The Community of Llanharry	1	3,121	3,121	36%	3,167	3,167	33%	2,999

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
21	Llantrisant Town	The Llantrisant Town ward of the Community of Llantrisant	1	3,162	3,162	37%	3,247	3,247	37%	3,935
22	Llantwit Fardre	The Efail Isaf (1,025) [1,029] and Llantwit Fardre (3,778) [3,785] wards of the Community of Llantwit Fardre	2	4,803	2,402	4%	4,814	2,407	1%	4,795
23	Llwyn-y-Pia	The Community of Llwyn-y-Pia	1	1,632	1,632	-29%	1,713	1,713	-28%	1,858
24	Maerdy	The Community of Maerdy	1	2,287	2,287	-1%	2,398	2,398	1%	2,387
25	Mountain Ash East	The Community of Mountain Ash East	1	2,158	2,158	-6%	2,381	2,381	0%	2,335
26	Mountain Ash West	The Community of Mountain Ash West	2	3,120	1,560	-32%	3,197	1,599	-33%	3,608
27	Pen-y-Graig	The Community of Pen-y-graig	2	3,924	1,962	-15%	3,983	1,992	-16%	4,307
28	Pen-y-Waun	The Community of Pen-y-waun	1	2,011	2,011	-13%	2,122	2,122	-11%	2,345
29	Penrhifceiber	The Community of Penrhifceiber	2	4,114	2,057	-11%	4,136	2,068	-13%	4,561
30	Pentre	The Community of Pentre	2	3,857	1,929	-16%	3,885	1,943	-18%	4,147
31	Pont-y-clun	The Community of Pont-y-clun	2	6,014	3,007	31%	6,873	3,437	45%	6,470
32	Pontypridd Town	The Town ward of the Town of Pontypridd	1	2,153	2,153	-6%	2,217	2,217	-7%	2,279
33	Porth	The Community of Porth	2	4,301	2,151	-7%	4,426	2,213	-7%	4,799
34	Rhigos	The Penderyn ward (658) [658] of the Community of Hirwaun and the Community of Rhigos (741) [785]	1	1,399	1,399	-39%	1,443	1,443	-39%	1,441
35	Rhondda	The Rhondda ward of the Town of Pontypridd	2	3,481	1,741	-24%	3,520	1,760	-26%	3,703
36	Rhydfelen Central/Ilan	The Ilan (934) [934] and Rhydfelen Central wards (2,099) [2,101] of the Town of Pontypridd	1	3,033	3,033	32%	3,035	3,035	28%	3,435
37	Taffs Well	The Community of Taffs Well	1	2,826	2,826	23%	2,830	2,830	19%	3,123
38	Talbot Green	The Talbot Green ward of the Community of Llantrisant	1	1,956	1,956	-15%	1,991	1,991	-16%	2,302
39	Ton-Teg	The Ton-Teg ward of the Community of Llantwit Fardre	2	3,222	1,611	-30%	3,222	1,611	-32%	3,282
40	Tonypanyd	The Community of Tonypanyd	1	2,638	2,638	15%	2,695	2,695	13%	3,001
41	Tonyrefail East	The Coedely (1,347) [1,474], Collena (1,619) [1,623], and Tylcha (1,294) [1,312] wards of the Community of Tonyrefail	2	4,260	2,130	-7%	4,409	2,205	-7%	4,701
42	Tonyrefail West	The Penrhif-fer (1,062) [1,066], Thomastown (1,307) [1,441], and Tynybryn (2,421) [2,718] wards of the Community of Tonyrefail	1	4,790	4,790	108%	5,225	5,225	120%	5,145

APPENDIX 2

No.	NAME	DESCRIPTION	No. OF COUNCILLORS	ELECTORATE 2018	2018 RATIO	% variance from County average	ELECTORATE 2023	2023 RATIO	% variance from County average	Population Eligible to Vote
43	Trallwng	The Trallwng ward of the Town of Pontypridd	1	2,795	2,795	21%	2,819	2,819	19%	3,087
44	Trealaw	The Community of Trealaw	1	2,809	2,809	22%	2,840	2,840	19%	3,244
45	Treforest	The Treforest ward of the Town of Pontypridd	1	2,901	2,901	26%	2,997	2,997	26%	4,449
46	Treherbert	The Community of Treherbert	2	4,165	2,083	-10%	4,242	2,121	-11%	4,583
47	Treorchy	The Community of Treorchy	3	5,652	1,884	-18%	5,750	1,917	-19%	6,118
48	Tylorstown	The Community of Tylorstown	2	2,981	1,491	-35%	3,034	1,517	-36%	3,404
49	Tyn-y-Nant	The Tyn-y-Nant ward of the Community of Llantrisant	1	2,414	2,414	5%	2,414	2,414	2%	2,657
50	Ynyshir	The Community of Ynyshir	1	2,391	2,391	4%	2,398	2,398	1%	2,649
51	Ynysybwl	The Community of Ynysybwl and Coed-y-Cwm	1	3,457	3,457	50%	3,485	3,485	47%	3,619
52	Ystrad	The Community of Ystrad	2	4,248	2,124	-8%	4,266	2,133	-10%	4,630
TOTAL:			75	172,673	2,302		178,294	2,377		188,406

Ratio is the number of electors per councillor

Electoral figures supplied by Rhondda Cynon Taf County Borough Council

Population figures supplied by the Office for National Statistics

	2018		2023	
Greater than + or - 50% of County average	4	8%	4	8%
Between + or - 25% and + or - 50% of County average	15	29%	15	29%
Between + or - 10% and + or - 25% of County average	18	34%	23	44%
Between 0% and + or - 10% of County average	15	29%	10	19%

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL
RECOMMENDED ELECTORAL ARRANGEMENTS**

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No	NAME	DESCRIPTION	No OF COUNCILLORS	ELECTORATE 2018	RATIO 2018	% Variance from County Average	ELECTORS 2023	RATIO 2023	% Variance from County Average
1	Aberaman	The Communities of Aberaman North and Aberaman South	3	7,111	2,370	3%	7,390	2,463	4%
2	Abercynon	The Community of Abercynon	2	4,487	2,244	-3%	4,537	2,269	-5%
3	Aberdare East	The Community of Aberdare East	2	4,900	2,450	6%	5,077	2,539	7%
4	Aberdare West and Llwydcoed	The Communities of Aberdare West and Llwydcoed	3	7,176	2,392	4%	7,561	2,520	6%
5	Beddau and Tyn-y-nant	The Beddau and Tyn-y-nant wards of the Community of Llantwit Fardre	2	5,581	2,791	21%	5,588	2,794	18%
6	Brynna and Llanharan	The Brynna, Llaniliad and Llanharan wards of the Community of Llanharan	3	6,171	2,057	-11%	7,020	2,340	-2%
7	Church Village	The Church Village ward of the Community of Llantwit Fardre	2	5,033	2,517	9%	5,070	2,535	7%
8	Cilfynydd	The Cilfynydd ward of the Town of Pontypridd	1	2,095	2,095	-9%	2,136	2,136	-10%
9	Cwm Clydach	The Community of Cwm Clydach	1	1,944	1,944	-16%	2,049	2,049	-14%
10	Cwmbach	The Community of Cwmbach	2	3,679	1,840	-20%	3,959	1,980	-17%
11	Cymer	The Communities of Cymmer and Trehafod	2	4,222	2,111	-8%	4,259	2,130	-10%
12	Gilfach-goch	The Community of Gilfach-goch	1	2,434	2,434	6%	2,495	2,495	5%
13	Glyn-coch	The Glyncoch ward of the Town of Pontypridd	1	2,021	2,021	-12%	2,023	2,023	-15%
14	Graig and Pontypridd West	The Graig and Rhondda wards of the Town of Pontypridd	2	5,083	2,542	10%	5,179	2,590	9%
15	Hawthorn and Lower Rhydfelen	The Hawthorn ward of the Town of Pontypridd	1	1,803	1,803	-22%	1,805	1,805	-24%
16	Hirwaun, Penderyn and Rhigos	The Communities of Hirwaun and Rhigos	2	4,522	2,261	-2%	4,682	2,341	-2%
17	Llanharry	The Llanharry ward of the Community of Llanharry	1	2,523	2,523	10%	2,569	2,569	8%
18	Llantrisant and Talbot Green	The Llantrisant Town and Talbot Green wards of the Community of Llantrisant	2	5,118	2,559	11%	5,238	2,619	10%
19	Llantwit Fardre	The Efail Isaf and Llantwit Fardre wards of the Community of Llantwit Fardre	2	4,803	2,402	4%	4,814	2,407	1%
20	Llwyn-y-pia	The Community of Llwyn-y-pia	1	2,374	2,374	3%	2,459	2,459	3%
21	Mountain Ash	The Communities of Mountain Ash East and Mountain Ash West	2	5,278	2,639	15%	5,578	2,789	17%
22	Penrhiw-ceibr	The Community of Penrhiw-ceibr	2	4,114	2,057	-11%	4,136	2,068	-13%
23	Pentre	The Community of Pentre	2	3,857	1,929	-16%	3,885	1,943	-18%
24	Pen-y-graig	The Community of Pen-y-graig	2	3,924	1,962	-15%	3,983	1,992	-16%
25	Pen-y-waun	The Community of Pen-y-waun	1	2,011	2,011	-13%	2,122	2,122	-11%
26	Pont-y-clun Central	The Pont-y-clun Central ward of the Community of Pont-y-clun	1	2,312	2,312	0%	2,312	2,312	-3%
27	Pont-y-clun East	The Pont-y-clun East ward of the Community of Pont-y-clun	1	1,778	1,778	-23%	2,631	2,631	11%
28	Pont-y-clun West	The Pont-y-clun West ward of the Community of Pont-y-clun and the Tyle-garw ward of the Community of Llanharry	1	2,522	2,522	10%	2,528	2,528	6%
29	Pontypridd Town	The Town ward of the Town of Pontypridd	1	2,153	2,153	-6%	2,217	2,217	-7%
30	Porth	The Community of Porth	2	4,301	2,151	-7%	4,426	2,213	-7%
31	Tylorstown and Ynyshir	The Communities of Tylorstown and Ynyshir	2	5,372	2,686	17%	5,432	2,716	14%
32	Ferndale and Maerdy	The Communities of Ferndale and Maerdy	2	5,324	2,662	16%	5,470	2,735	15%
33	Rhydfelen Central	The Rhydfelen Central ward of the Town of Pontypridd	1	1,949	1,949	-15%	1,949	1,949	-18%
34	Taff's Well	The Community of Taffs Well	1	2,826	2,826	23%	2,830	2,830	19%
35	Ton-teg	The Ton-teg ward of the Community of Llantwit Fardre	1	2,502	2,502	9%	2,502	2,502	5%
36	Tonypanyd	The Community of Tonypanyd	1	2,638	2,638	15%	2,695	2,695	13%
37	Tonyrefail East	The Coedely, Collena and Tylcha wards of the Community of Tonyrefail	2	4,260	2,130	-7%	4,409	2,205	-7%
38	Tonyrefail West	The Penrhiw-fer, Thomastown and Tynybryn wards of the Community of Tonyrefail	2	4,790	2,395	4%	5,225	2,613	10%
39	Trallwng	The Trallwng ward of the Town of Pontypridd	1	2,795	2,795	21%	2,819	2,819	19%
40	Trealaw	The Community of Trealaw	1	2,511	2,511	9%	2,542	2,542	7%

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41	Treforest	The Treforest ward of the Town of Pontypridd	1	2,901	2,901	26%	2,997	2,997	26%
42	Treherbert	The Community of Treherbert	2	4,165	2,083	-10%	4,242	2,121	-11%
43	Treorchy	The Community of Treorchy	2	5,652	2,826	23%	5,750	2,875	21%
44	Upper Rhydfelen and Glyn-taf	The Upper Rhydfelen and llan wards of the Town of Pontypridd	1	2,397	2,397	4%	2,397	2,397	1%
45	Ynysybwl	The Community of Ynysybwl and Coed-y-Cwm	2	3,457	1,729	-25%	3,485	1,743	-27%
46	Ystrad	The Community of Ystrad	2	3,804	1,902	-17%	3,822	1,911	-20%
			75	172,673	2,302		178,294	2,377	

Ratio is the number of electors per councillor

Electoral figures supplied by Rhondda Cynon Taf County Borough Council

Population figures supplied by the Office for National Statistics (ONS)

	2018		2023	
Greater than + or - 50% of County Average	0	0%	0	0%
Between + or - 25% and + or - 50% of County Average	1	2%	2	4%
Between + or - 10% and + or - 25% of County Average	23	50%	24	52%
Between 0% and + or - 10% of County Average	22	48%	20	44%

RULES AND PROCEDURES

Scope and Object of the Review

1. Section 29 (1) of the Local Government (Democracy) (Wales) Act 2013 (the Act) lays upon the Commission the duty, at least once in every review period of ten years, to review the electoral arrangements for every principal area in Wales, for the purpose of considering whether or not to make proposals to the Welsh Government for a change in those electoral arrangements. In conducting a review the Commission must seek to ensure effective and convenient local government (Section 21 (3) of the Act).
2. The former Cabinet Secretary for Finance and Local Government of the Welsh Government asked the Commission to submit a report in respect of the review of electoral arrangements for the County Borough of Rhondda Cynon Taf before the 2022 local government elections.

Electoral Arrangements

3. The changes that the Commission may recommend in relation to an electoral review are:
 - (a) such changes to the arrangements for the principal area under review as appear to it appropriate; and
 - (b) in consequence of such changes:
 - (i) Such community boundary changes as it considers appropriate in relation to any community in the principal area;
 - (ii) Such community council changes and changes to the electoral arrangements for such a community as it considers appropriate; and
 - (iii) Such preserved county changes as it considers appropriate.
4. The “electoral arrangements” of a principal area are defined in section 29 (9) of the 2013 Act as:
 - i) the number of members for the council for the principal area;
 - ii) the number, type and boundaries of the electoral wards;
 - iii) the number of members to be elected for any electoral ward in the principal area; and
 - iv) the name of any electoral ward.

Considerations for a review of principal area electoral arrangements

5. Section 30 of the Act requires the Commission, in considering whether to make recommendations for changes to the electoral arrangements for a principal area, to:
 - (a) seek to ensure that the ratio of local government electors to the number of members of the council to be elected is, as near as may be, the same in every electoral ward of the principal area;
 - (b) have regard to:
 - (i) the desirability of fixing boundaries for electoral wards which are and will remain easily identifiable;
 - (ii) the desirability of not breaking local ties when fixing boundaries for electoral wards.
6. In considering the ratio of local government electors to the number of members, account is to be taken of:
 - (a) any discrepancy between the number of local government electors and the number of persons that are eligible to be local government electors (as indicated by relevant official statistics); and
 - (b) any change to the number or distribution of local government electors in the principal area which is likely to take place in the period of five years immediately following the making of any recommendation.

Local government changes

7. Since the last local government order there has been a number of changes to local government boundaries in the County Borough of Rhondda Cynon Taf.
 - The Rhondda Cynon Taf (Communities) Order 2016

Procedure

8. Chapter 4 of the Act lays down procedural guidelines which are to be followed in carrying out a review. In compliance with this part of the Act, the Commission wrote on 25 July 2018 to Rhondda Cynon Taf County Borough Council, the Community Councils in the area, the Members of Parliament for the local constituencies, the Assembly Members for the area, and other interested parties to inform them of our intention to conduct the review and to request their preliminary views. The Commission invited Rhondda Cynon Taf County Borough Council to submit a suggested scheme or schemes for new electoral arrangements. The Commission also requested that Rhondda Cynon Taf County Borough Council display a number of public notices in their area. The Commission also made available copies of the *Electoral Reviews: Policy*

and Practice document. In addition, the Commission made a presentation to both County and Community councillors explaining the review process.

9. In line with Section 35 of Chapter 4 of the Act, the Commission published its Draft Proposals Report on 19 June 2019, notifying the listed mandatory consultees and other interested parties of a period of consultation on the draft proposals would commence on 26 June 2019 and end 17 September 2019. The Commission met with Rhondda Cynon Taf County Borough Council Group Leaders and Chief Executive to discuss the Draft Proposals and the process of developing the Final Recommendations. The Commission invited Rhondda Cynon Taf County Borough Council and other interested parties to submit comments on the Draft Proposals and how they could be improved. The Commission also asked Rhondda Cynon Taf County Borough Council to display copies of the report alongside public notices in the area.
10. The boundaries of the recommended electoral wards are shown by continuous blue lines on the map placed on deposit with this Report at the Offices of Rhondda Cynon Taf County Borough Council and the Office of the Commission in Cardiff, as well as on the Commission's website (<http://ldbc.gov.wales>).

Policy and Practice

11. The Commission published the *Electoral Reviews: Policy and Practice* document in October 2016. This document details the Commission's approach to resolving the challenge of balancing electoral parity and community ties; it sets out the issues to be considered and gives some understanding of the broad approach which the Commission takes towards each of the statutory considerations to be made when addressing a review's particular circumstances. However, because those circumstances are unlikely to provide for the ideal electoral pattern, in most reviews compromises are made in applying the policies in order to strike the right balance between each of the matters the Commission must consider.
12. The document also provides the overall programme timetable, and how this was identified, and the Commission's Council Size Policy. The document can be viewed on the Commission's website or are available on request.

Crown Copyright

13. The maps included in this report, and published on the Commission's website, were produced by the Local Democracy and Boundary Commission for Wales under licence from Ordnance Survey. These maps are subject to © Crown Copyright. Unauthorised reproduction will infringe Crown Copyright and may lead to prosecution or civil proceedings. Any newspaper editor wishing to use the maps as part of an article about the draft proposals should first contact the copyright office at Ordnance Survey.

SUMMARY OF REPRESENTATIONS RECEIVED FOR THE COMMISSION DRAFT CONSULTATION ON THE REVIEW OF ELECTORAL ARRANGEMENTS IN RHONDDA CYNON TAF

1. **Councillors of Rhondda Cynon Taf County Borough Council's Scrutiny Committee** wrote on the 17 September 2019 to provide the following submission;

5. OVERVIEW AND SCRUTINY CONSIDERATION

- 5.1 Members of the Overview and Scrutiny Committee at their meeting on 22nd July 2019 considered the Draft Proposals Report. A summary of the representations made at that meeting is set out below and relevant extract from the minutes is attached as Appendix 1 to the report. These representations shall be submitted to the Commission as part of its consultation on the Draft Proposals.

5.2 Brynna & Llanharan

Several Members of the Overview and Scrutiny Committee felt that the LDP forecast figures for 2023 electorate should be given greater weight and consideration, particularly in relation to the proposal for Brynna and Llanharan (The Council's majority proposal submitted in respect of the first stage of the review conducted last year was to create three single member wards from the existing two wards due to the forecasted growth in the Llaniliad area by 2023).

Graig and Treforest Wards

A Member of the Overview and Scrutiny Committee acknowledged whilst certain parts of Treforest could transfer to the Graig Ward to ensure electoral parity they should remain separate wards as opposed to the Commission's proposal to combine the two Wards.

Maerdy, Ferndale, Tylorstown and Ynyshir

In respect of the Wards within the Rhondda Fach Area Members of the Overview and Scrutiny Committee agreed that the level of representation should remain as it currently stands. Members felt by lowering the numbers from six Members to four Members would be to the detriment of the residents who live in the area particularly as there was no Community Council and the size of the proposed Electoral Ward areas. Members felt that the number of

4. **REVIEW OF THE COUNCIL'S ELECTORAL ARRANGEMENTS BY THE LOCAL DEMOCRACY & BOUNDARY COMMISSION FOR WALES**

The Chair informed Members that before the Director of Legal Services presented the report in respect of the 'Review of the Council's Electoral Arrangements by the Local Democracy and Boundary Commission for Wales', he had received written submissions from individual Members that being County Borough Councillors G. Thomas, R. Turner, M Griffiths and T Leyshon which would be taken into consideration as part of reporting to full Council.

The Director of Legal Services outlined the background of the report and it was explained that the Commission has now developed its Draft Proposals in relation to its review and these are contained in the Draft Proposal Report, which Members would have had the opportunity to consider before the meeting.

The Director of Legal Services continued to explain that the Commission has now commenced a 12-week period of statutory consultation on the Draft Proposals Report, which runs from 26th June 2019 to 17th September 2019 and invites representations, which are based on evidence and facts relevant to the specific proposal in consideration.

Members were asked to consider the summary of the draft proposal for each Electoral Ward and put their representations forward as part of the consultation feedback – either at the meeting or in advance of the Council meeting which would consider the Draft Proposals Report.

The Chair opened up the meeting to Members for their view and comments.

In respect of the Wards within the Rhondda Fach Area Members strongly agreed that the level of representation should remain as it currently stands. Members felt by lowering the numbers from six Members to four Members would be to the detriment of the residents who live in the area particularly as there was no Community Council and the size of the proposed Electoral Ward areas. Members felt that the number of schools within the proposed areas would also suffer, as some schools could end up with no Councillor representation on their governing bodies.

A Member requested clarification relating to the maps of the Church Village area. The Member observed that properties within the Dyffryn Y Coed area are not depicted on the map contained with the Draft Proposals Report and sought clarification as to whether the number of the dwellings and electors within that area had been taken into consideration when preparing the report. Officers confirmed that this would be checked but it was understood they had been even though the OS map which was being used which did not show the development.

A Member raised the proposals relating to combining the existing Treforest and Graig Wards and whilst acknowledging certain parts of Treforest could transfer to the Graig Ward they should remain separate wards.

In respect of the proposed arrangements for the Mountain Ash Electoral Ward, a Member raised concerns about under representation and felt that it was a number

schools within the proposed areas would also suffer, as some schools could end up with no Councillor representation on their governing bodies.

Mountain Ash East and West

A Member of the Overview and Scrutiny Committee raised concerns about under representation and felt that it was a number crunching exercise and residents within the communities wished to retain the existing arrangements.

Treorchy

A Member of the Overview and Scrutiny Committee commented that Treorchy is a thriving area and the 'capital of Rhondda' and to reduce the ward to a two Member ward shows lack of knowledge.

Rhigos & Hirwaun

The Local Member for Rhigos submitted written representations at the meeting in relation to these wards as appended at Appendix 1(i) to the report.

6. LEGAL IMPLICATIONS

6.1 The Electoral Review is being conducted by the Commission under the provisions of the Local Government (Democracy) (Wales) Act 2013.

7. CONSULTATION

7.1 The Commission is conducting a 12 week period of statutory consultation which runs from 26th June 2019 until 17th September 2019.

8. EQUALITY AND DIVERSITY IMPLICATIONS

8.1 A full equality and diversity assessment is not required at this time. This position will be re-evaluated on an ongoing basis as related actions are delivered.

9. CONCLUSION

9.1 Members are asked to note the Commission's Draft Proposals concerning its review of the Electoral Arrangements of the Council as detailed in their report and the timetable for conducting the remainder of the Commission's review.

Overview & Scrutiny Committee – 22.07.19

RE: Observations regarding the Boundary Review re Rhigos and Hirwaun proposals:

The current boundaries should be retained when you consider the land mass of the respective wards. The current measure only considers the electorate and is over simplified in this situation. While it is accepted that the electorate in Hirwaun Ward is over twice that in the Rhigos Ward the land area in Rhigos taking into the farming community, Hirwaun Industrial Estate and working areas such as Tower, amounts to eight or more times the size of Hirwaun. Taken together with the special qualities of the National Park there is a strong case for Rhigos Ward to remain at its' present boundary.

if it is a question simply of electorate then a natural boundary could be drawn to place a greater number of electors in the Rhigos boundary and fewer in the Hirwaun boundary although ,again, this should not be necessary given the substantive point above.

There is also an error in the map provided giving the name of the "Hirwaun" Community and electorate of 3,781. This is the Hirwaun & Penderyn Community and not the "Hirwaun Community" as it is represented by Hirwaun & Penderyn Community Council.

Should the proposed changes prevail then the name of the proposed new electoral division should include Penderyn e.g. Hirwaun & Rhigos/Penderyn. While I note there is a preference for a single name in the outlined principles the name that I propose is no more convoluted than, for example, the accepted/proposed Llantrisant Town and Talbot Green or Upper Rhydfelin and Glynstaff.

The name, Penderyn, should also be included in any proposed Welsh equivalent.

Regards,

Cllr Graham Thomas.

Rhigos/Penderyn Division.

RCTCBC

APPENDIX 1

Extract from the Overview & Scrutiny Committee Minutes – 22.07.19

crunching exercise and residents within the communities need to retain the existing arrangements.

In respect of the Treorchy proposal, a Member commented that Treorchy is a thriving area and the 'capital of Rhondda' and to reduce the ward to a two Member ward shows lack of knowledge.

In relation to Aberaman North and South a Member queried whether consideration has been given to the LDP when considering the proposal. The Member felt that the LDP forecast figures for 2023 electorate should have been taken into account, they continued by asking if the Boundary Commission could clarify what level of consideration they have given to this aspect when reflecting on their recommendations as this would increase the numbers within the Ward.

After further discussion Member's **RESOLVED**:

- To acknowledge the Commissions Draft Proposals Report in respect of the Council's future Electoral Arrangements, as outlined in their draft proposal
- That Members comments , observations and recommendations in respect of the Draft proposals will be taken into consideration before being presented to Full Council at its meeting in September 2019

2. **Hirwaun and Penderyn Community Council** wrote on the 24 July 2019 to oppose the Commission's proposal to combine the electoral wards of Hirwaun and Rhigos. The Community Council states that Hirwaun and Penderyn are entirely separate communities with Hirwaun being town based, and Penderyn being rural. The Community Council states that each village has different needs and the current arrangements meet those needs well. The Community Council proposed to re-name the ward as 'Hirwaun, Penderyn and Rhigos'. The Community Council stated that the name of the ward should also reflect the name of the Community Council representing the area, and that the proposed name was no more convoluted than the proposed Llantrisant and Talbot Green or Upper Rhydfelen and Glyn-taf ward names.
3. **Llantrisant Community Council** wrote on the 22 July 2019 to propose that the proposed Beddau and Tyn-y-Nant electoral ward be allocated an additional councillor to form a three-member electoral ward to reflect the expanding housing development in the area. The Community Council also proposed that the proposed ward of Llantrisant Town and Talbot Green be given the single name of Llantrisant.
4. **Taffs Well and Nantgarw Community Council** wrote on the 28 August 2019 to suggest a boundary alteration for the Taffs Well electoral ward. The Community Council proposes to include the area up to the roundabout at Upper Boat in the Taffs Well electoral ward. The Community Council advises that this proposal would not affect the number of electors in the ward.
5. **Pont-y-clun Community Council** wrote on the 12 September 2019 supporting the Draft Proposal to transfer the Community of Tyle-garw into Pont-y-clun. They, however, suggested an alternative name to the proposed 'Pont-y-clun' ward. They proposed the single name of Pontyclun stating that this form is widely accepted locally in both Welsh and English, and as such, does not require the hyphens.

The Community Council proposed to re-align the boundary of the existing Pont-y-clun electoral ward with the A473. They believe this change would provide for an easily identifiable boundary. They also proposed that the existing Pont-y-clun electoral ward be divided into three single-member wards of Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East. They proposed that the electoral ward of Pont-y-clun West include the town centre, Tyle-garw, Maesyfelin, Brynsadler and Talygarn. Pont-y-clun Central would lie East of the railway line and include properties on Llantrisant Road including Ynys Ddu and residences lying off Heol Miskin, including Miskin village. Pont-y-clun East would include residences approached from Ffordd Cefn yr Hendy and the village of Groes-faen. Most of the land with development potential in Pont-y-clun would lie within this ward.

The Community Council provided results to a locally conducted survey on residents' opinion of the Commission's proposal to transfer the community of Tyle-garw into Pont-y-clun. The survey received 54 responses, of which, 42 respondents agreed with the proposal, and 12 disagreed.

6. **Llanharan Community Council** wrote on the 16 September 2019 opposing the Draft Proposals for the Llanharan and Brynna electoral wards. They opposed the creation of a multi-member ward for the area and advocates the retention of single-member wards. They advise that Llanharan is comprised of a number of separate villages. They stated that each of these settlements were established at different times and although they are part of the same community, it is important that their individual characteristics are recognised. They also cited several issues in maintaining a multi-member ward. They concluded that residents are better represented in a single-member ward as their councillor would be clearly identifiable.
7. **Llanharry Community Council** wrote on the 16 September stating that they felt strongly that the Draft Proposals for Llanharry and Pont-y-clun will cause confusion to some residents. They stated that it would be very difficult to deal with one member for one area and another for another area. They stated that both their members and those of Pont-y-clun Community Council were unaware that the review was only for the county borough electoral arrangements. They have a close working relationship with their current member. They cannot see this being the case with the ward member for Tyle-garw. If the Commission's proposal is approved, they believe there would be a conflict of interest with the member putting the residents of Pont-y-clun's needs before those of Tyle-garw.
8. **Leanne Wood, Assembly Member (Rhondda)** wrote on the 16 September opposing the Draft Proposals for the Rhondda. The AM for the Rhondda reiterated their comments from the initial consultation period. The AM urged the Commission to re-think its proposals. The AM also queried the proposal to split a two-member ward (Pentre) to create two single-member wards. The AM also opposed reducing the number of councillors representing the Treorchy electoral ward to create a situation where the ward is under-represented by 24%. The AM asks the Commission to reconsider its proposal for this ward and retain the existing three-member arrangement.
9. **Councillor Joel Stephen James (Llantwit Fardre)** wrote on the 29 August 2019 to support the Commission's proposals to retain the existing arrangements in the Llantwit Fardre electoral ward. Councillor James broadly supported the Commission's proposals for the Church Village electoral ward, in particular, the increase in representation for Church Village. However, Councillor James believed this could be achieved without changing the current boundaries as he had reservations as to whether residents living in the affected area in Ton-teg would be supportive. Should the Commission make recommendations to proceed with its Draft Proposals, Councillor James supported the recommendations put forward by Councillor Lewis Hooper at the initial consultation stage.

Councillor James also broadly supported the Commission's Draft Proposals for Llantrisant Town and Talbot Green, but asked that consideration be given to including Lanelay Hall within the electoral ward. Lanelay Hall is a relatively new-build estate on the outskirts of Talbot Green and Councillor James suspects many residents consider themselves as residents of Talbot Green and not Llanharan, which is some considerable distance away.

Councillor James supported the Commission's Draft Proposals for Pont-y-clun, and supports the inclusion of Tyle-garw within the revised Pont-y-clun electoral ward. Councillor James does not support the proposal to divide the ward into three single member electoral wards.

10. **Councillor Martin Fidler-Jones (Hawthorn)** wrote on the 1 July 2019 to oppose the Commission's proposal for the Rhydfelen and Hawthorn electoral wards. Councillor Fidler-Jones stated that the Commission's proposals make no use of natural boundaries and will be impossible to describe to residents going forward. The proposal also includes a section of the Lower Rhydfelen Town Council ward, requiring a commensurate amendment to the existing Town Council ward to facilitate it. Councillor Fidler-Jones also stated that the initial representations from residents of the area which were opposed to the proposals put forward by the Commission, appear to have been ignored. Councillor Fidler-Jones also suggested that, should the Commission continue with its proposals, then the Hawthorn electoral ward should be re-named Hawthorn and Lower-Rhydfelen in order to acknowledge the significant proportion of the lower Rhydfelen community that would sit within the revised ward. Councillor Fidler-Jones suggested that the boundary changes proposed by him at the initial consultation stage be taken forward as an alternative to the Commission's proposal.

11. **Councillor Roger Turner (Brynna)** wrote on the 13 September 2019 to oppose the Commission's Draft Proposals for the Brynna and Llanharan electoral wards. Councillor Turner opposed the Commission's proposal to create a multi-member ward consisting of Brynna, Llanilid and Llanharan. Councillor Turner felt that, as single member wards, constituents would clearly know who their elected representative is and, consequently, can hold that person to account. Similarly, a single member ward councillor can promote their achievements, which would prove difficult in a multi-member ward. Councillor Turner also understood that the Commission has a preference for single-member representation where possible and he is firmly satisfied that the Council's preferred option for three single-member wards complies with this. Councillor Turner further stated that the areas of Brynna and Llanilid are quite unique and felt that consideration should be given to both the nature and scale of the development. Councillor Turner also stated that the electorate for the Brynna ward has stagnated due to an embargo on connecting any new properties to the mains sewer, however, Councillor Turner has identified an opportunity to negotiate the development of approximately 242 new properties in Brynna. Councillor Turner advised that work to develop the site has already commenced. Councillor Turner is confident that over half of the 242 properties will be built by 2023, with the remainder to follow thereafter. The development in Llanilid consists of a planned 125 properties each year with planning permission for a total of 1,850 properties in the Llanilid Polling District. Councillor Turner hoped that this information provides an indication as to why single-member representation would provide the best arrangements for the area.

12. **Councillor Jill Bonetto (Taff's Well)** wrote on the 12 September 2019 to suggest that the boundary for the Taff's Well electoral ward be amended to the Upper Boat Roundabout as the peculiar shape of the current boundary causes

confusion particularly when planning applications are considered. This change will not cause any changes to the number of residents within both wards as the area is an industrial estate.

13. **Councillor Lewis Hooper** (Ton-teg) wrote on the 15 September 2019 to highlight the importance of the Commission's Draft Proposals for the Church Village and Ton-teg electoral wards. Councillor Hooper advised at the initial representation stage that it was essential for the streets of Bryn Rhedyn, The Rise and several properties of Church Road to remain as part of Ton-teg. The Councillor wished to stress the importance of those changes – both the utilisation of the natural boundary and retaining of those three streets in the Ton-teg ward.
14. **Councillor Darren Macey** (Ynyshir) wrote on the 15 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. Councillor Macey recognised the issues around the number of residents currently represented by each councillor with Ynyshir and Wattstown slightly over the recommended number, Maerdy slightly under and both Ferndale and Tylorstown well below the average resident to councillor ratio. To address this, Councillor Macey proposed that Ynyshir and Wattstown be represented by one councillor, Tylorstown and Ferndale be represented by three councillors and Maerdy be represented by one councillor. Councillor Macey feels Ynyshir are their own community and deserve representation.
15. **Councillor Margaret Griffiths** (Pont-y-clun) wrote on the 15 September 2019 to oppose the Commission's Draft Proposals for the Pont-y-clun electoral ward. Councillor Griffiths seconded the representation submitted by Pont-y-clun Community Council at the Initial Consultation stage to create three single-member electoral wards of Pont-y-clun West, Pont-y-clun Central and Pont-y-clun East. Councillor Griffiths also suggested the single name of Pontyclun for the ward(s) as the name is well established amongst local communities of both English and Welsh speakers.
16. **Councillors Shelley Rees-Owen and Maureen Weaver** (both Pentre) wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The Councillors felt that creating two single-member wards would not achieve improvements to electoral parity and would endanger existing community ties. The Councillors state that many local initiatives straddle both communities such as the local football teams, churches, the local theatre and local amenities. The local PCSO's also deal with the ward as a whole and the arrangements work well for residents. The Councillors urged the retention of a two member electoral ward to enable the Pentre and Ton Pentre communities to co-exist and continue to build on the relationships already established.
17. **Councillor Robert Bevan** (Tylorstown) wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. Councillor Bevan advised that he has represented the Tylorstown ward for 28 years and has experienced many changes in the four villages that make up the ward. Councillor Bevan stated that the residents of Tylorstown rely on their local council and councillors for support. Councillor Bevan felt that the changes have alienated many residents from everyday life with many choosing to opt out of the

democratic process by not registering to vote or not voting when they are registered. Councillor Bevan felt the proposals would only lead to further alienation. Councillor Bevan proposed to retain the existing two-member arrangement for Tylorstown. Councillor Bevan also provided the two submissions (of which he is fully supportive) made by the Tylorstown Ward Labour Party, of which he is the secretary. The Labour Party submission details a locally conducted survey of Tylorstown residents which clearly shows no appetite for a reduction in the number of councillors in the Tylorstown ward, nor to combine the Tylorstown ward with Ynyshir. The Labour Party reiterates its previous submission and request that there is no reduction in the number of councillors for the Tylorstown ward, nor is there a need to combine Tylorstown with Ynyshir.

18. **Councillor Eleri Griffiths (Rhondda)** wrote on the 15 September 2019 to support the Commission's Draft Proposal to unite the Community of Trehafod under the Cymmer electoral ward. Councillor Griffiths noted that she favours the 'Cymer' spelling as opposed to the 'Cymmer' spelling as advised by the Welsh Language Commissioner. Councillor Griffiths objected to the Commission's Draft Proposal for the Rhondda electoral ward and disagreed with transferring a section of Maes-y-coed from the Rhondda ward to the Graig ward. Councillor Griffiths stated that the Council's alternative proposal to combine the electoral wards of Graig and Rhondda would be more logical, however, Councillor Griffiths stated this was not an ideal solution due to the very different natures of Graig and Maes-y-coed. Councillor Griffiths further stated that there are two organisations that are significant in showing how people identify. There is a PACT and neighbourhood watch meeting for the Maes-y-coed and Pwllgwaun area, a separate PACT meeting for Hopkinstown and lower Pantygraigwen. Previous attempts to merge these in the past have failed due to people identifying with specific communities.
19. **Councillor Maureen Webber (Rhydfelen Central)** wrote on the 16 September 2019 to support the Commission's Draft Proposals for the Rhydfelen and Hawthorn area. Councillor Webber advised that she has been contacted by the local elected members of Pontypridd Town Council in relation to the boundary changes who are fully supportive of the proposed changes. Councillor Webber stated that as a political branch, they have discussed the changes and the consensus is that it would be a fairer representation for residents. Councillor Webber also advised that she took the opportunity to speak to residents in her capacity as Chair of a local Community Group, and again people are pleased that the identity of Rhydfelen will now be recognised as an electoral ward.
20. **Pontypridd Town Councillor Jeffrey Baxter (Rhydfelen Central)** wrote on the 24 July 2019 to oppose the Commission's proposal to combine the electoral wards of Graig and Treforest. Councillor Baxter opposed the arguments put forward at the Initial Consultation stage as they did not reflect the reality that the community of Treforest is overwhelmingly distinct from the Graig community. Councillor Baxter stated that there is no natural ebb and flow between the two communities, with the occasional project involving a small amount of university students in no way altering that reality. The Treforest ward has its own distinctive issues such as; HMO's (Houses of Multiple Occupancy), the impact of the University on parking and relations between students and permanent residents.

Councillor Baxter also mentioned Treforest's unique history as the oldest part of Pontypridd with the first market in the area as it was the centre of the Tin Plating industry as well as the University, which dates back to 1913 as the South Wales School of Mines.

21. **Llanharan Community Councillor Jeff Williams** wrote on the 1 July 2019 to support the Commission's proposals to combine the electoral wards of Brynna and Llanharan to form a three-member electoral ward. Councillor Williams stated that the members of Llanharan Community Council work well together and run a community shop which donates its earnings equally among the Brynna, Bryncae, Llanharan and Ynysmaerdy areas.
22. **Mr Alun Michael, the South Wales Police and Crime Commissioner** wrote on the 19 July 2019 to state that he has reviewed the proposals and has no objections or comments to make.
23. **Rhondda Plaid Cymru** wrote on the 17 September 2019 to oppose the Commission's Draft Proposals for the Treorchy electoral ward. The group believed the loss of one councillor in the Treorchy ward would cause undue burden on the two councillors representing that area. The group also believed that the existing arrangements for Ynyshir should be retained and that changes should be made to the Tylorstown and Ferndale wards to achieve the desired voter ratios. The group was especially concerned about the Commission's Draft Proposals for the Pentre ward. The group does not believe splitting the ward into two single member wards would achieve the goals set out by the Commission or have widespread support in the community. The group cites local issues and changes had shown a clear tendency for residents in the community to look for facilities and services within the communities of Pentre and Ton Pentre before looking outside them. The group cites other initiatives such as local football clubs and churches. Plaid Cymru Rhondda requested that the existing two-member arrangements for Pentre be retained.
24. **Rhondda Cynon Taf Labour Group** wrote on the 17 September 2019 to provide a response to the Commission's Draft Proposals. The Labour Group opposed the Commission's proposals for the Rhondda, Graig and Treforest electoral wards. Whilst the group supported the transfer of Trehafod wholly into the Cymmer ward, and to transfer a section of Maesycoed from the Rhondda ward into the Graig ward in order to improve electoral variance in both of these wards. However, the Group was concerned about the Commission's proposal to combine the electoral wards of Graig and Treforest. The Group stated there are unique challenges and issues in both wards that they feel have not been considered by the Commission. The Group asked that the contrast in nature between the two wards should be respected. The group also proposed to re-name the Rhondda ward as Pontypridd North, in order to avoid confusion with the Rhondda constituency and to strengthen the sense of identity that residents have with Pontypridd.

Regarding the Commission's proposals for the Brynna and Llanharan electoral wards, the group wished to reinforce the importance of adopting the option preferred by the Council of creating three single-member electoral wards for

Brynna, Llanharan and Llaniliad respectively. The group cited the anticipated growth in the Llaniliad ward as reason to support the single-member wards, despite the initial level of electoral variance in Llaniliad being below the recommended threshold.

With regards to the Commission's Draft Proposals for Pont-y-clun, the Group stated that without physically visiting the ward, it would be difficult to see how what appears to be one housing estate could contain what is essentially two disparate communities; but this in fact reflects the reality on the ground. The Cefn-Yr-Hendy estate is separated by a physical barrier that runs the entire length of the "old" and "new" boundary, with walking access only available at two points and no through access for motorists. Whilst the estate shares one name, they are in fact two neighbouring communities. The Group would therefore respectfully suggest that three single-Member wards (outlined below) be established to reflect these unique community elements which would fall within the Commission's acceptable thresholds.

Pontyclun West

This proposed ward has a clear boundary provided by the railway line. It would include the town centre, Tyle Garw, Maesyfelin, Brynsalder and Talygarn. In terms of representation, this ward would fall in the +/- 0%-10% variance threshold.

Pontyclun Central

This proposed ward would lie to the east of the railway line. It would include properties lying off Llantrisant Road including Ynys Ddu and residences lying off Heol Miskin including Miskin Village, as well as the road off Heol y Coed and Heol Cefn yr Hendy. This ward would also fall into the +/- 0%-10% variance threshold.

Pontyclun East

This proposed ward includes the residences approached from Ffordd Cefn yr Hendy on one side of the dual carriageway along with the village of Groes Faen. Most of the land with development potential within the Pontyclun Community lies within this proposed electoral ward. It is acknowledged that this ward would, based on the 2018 electorate figures, be close to the -25% variance; however, the considerable development that is planned for the area (and reflected in the 2023 electorate forecasts) would see over 2,500 electors living in the ward, which would then situate the variance into the same bracket as the above two divisions.

The Labour Group also opposed the Commission's proposals for the Hirwaun and Rhigos electoral wards. The Group stated that the Commission will be aware that the Rhigos ward is unique when compared with other wards within Rhondda Cynon Taf. It contains both the smallest electorate and also covers the largest geographical area, encompassing the main communities of Rhigos and Penderyn, and also a portion of the Brecon Beacons National Park which contributes to the ward receiving funding under the Rural Development Fund.

The Group was disappointed to see that the Commission has seemingly ignored these factors in favour of creating a merger between the Rhigos and Hirwaun wards.

Whilst the Group acknowledged that a direct merger between the Tylorstown and Ynyshir electoral division would create the best outcome in terms of electoral representation, the Group wished to highlight the wider and arguably more important factors that should be considered. The Group outlined that their preference would be to retain the existing level of representation in the Rhondda Fach but acknowledge that this would prove problematic in the frame of the Commission's guidelines and would also mean that communities that have experienced high levels of growth would lose the opportunity of representation. To this end, the group's alternative proposal would be to reduce the Tylorstown ward to single-Member representation and also to retain the Ynyshir ward in its current form.

The Labour Group also proposed an amendment to the existing Taff's Well ward boundary with Hawthorn. The Group wished to note the inconsistency in the boundary between Hawthorn and Taff's Well that covers the Treforest Industrial Estate area. The Group proposed that the boundary between the wards be "tidied up" with a redrawing of the line at the lights on the roundabout at Upper Boat. No properties or voters would be affected by this change, although it would provide clarity for businesses in the area.

25. 22 residents of Llanharry, Tyle-garw and Pont-y-clun wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation.
26. A resident of Tyle-garw wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated they have lived in the village for 33 years and want it to stay as it is.
27. A resident of Tyle-garw wrote on the 27 July 2019 to support the Commission's proposal to combine the Community Ward of Tyle-garw with the Pont-y-clun electoral ward for Community Council representation.
28. A resident of Pont-y-clun wrote on the 30 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated that Tyle-garw is a distinctive little community which is quite separate in residents' minds from Pont-y-clun. The resident is firmly of the belief that it could lose that individuality as a community if it is absorbed into Pont-y-clun.

29. A resident of Llanharry wrote on the 31 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated that Llanharry and Tyle-garw have always linked together, if Tyle-garw joined Pont-y-clun then Llanharry would be left out again.
30. A resident of Tyle-garw wrote on the 31 July 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposes the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purpose of Community Council representation. The resident stated they would like to stay in Llanharry Community Council.
31. A resident of Rhondda Cynon Taf wrote on the 31 July 2019 to advise that they, their wife and their daughter would like to keep Tyle-garw with Llanharry.
32. Two residents of Tyle-garw wrote on the 30 July 2019 to support the Commission's proposal to transfer the Community of Tyle-garw into Pont-y-clun Community Council. The resident stated they have absolutely no affinity with Llanharry and have been poorly served over the years by that council. The resident stated that proximity-wise, Tyle-garw abuts Pont-y-clun, the local post code is Pont-y-clun, local children attend Pont-y-clun Primary School and Y Pant Comprehensive which are both situated in Pont-y-clun.
33. Two residents of Llanharry wrote on the 1 August 2019 to object to the Commission's proposals for the Llanharry electoral ward. The residents stated that Llanharry has been self-sufficient for decades and as residents, they would like their share of their council tax to maintain their link with the village.
34. A resident of Tyle-garw wrote on the 29 July 2019 to lodge their full support behind the transfer of Tyle-garw to Pont-y-clun Community Council.
35. A resident of Tyle-garw wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that they would like to remain an integral part of Llanharry and not become just a speck in Pont-y-clun and that history shows Tyle-garw has always had links with Llanharry.
36. A resident of Llanharry wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation.
37. A resident of Llanharry wrote on the 6 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry

electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that taking money from Llanharry, will have a detrimental effect on the village and its inhabitants. They stated Pont-y-clun is a larger and more affluent village and has more chance of bringing in money for their community.

38. A resident of Rhondda Cynon Taf wrote on 6 August 2019 to support the Commission's proposals to transfer the Community of Tyle-garw into Pont-y-clun for Community Council representation. The resident stated that Tyle-garw is a part of Pont-y-clun. The resident has never understood (in the 20 years plus that they have lived there) why it has been attached to Llanharry.
39. A resident of Llanharry wrote on the 7 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that if the proposal goes ahead, Llanharry will lose out badly.
40. A resident of Llanharry wrote during the consultation period to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident opposed the Commission's proposals for the Llanharry electoral ward. The resident stated that they are the local historian for Llanharry and to advise that Tyle-garw has belonged to Llanharry since early Norman times and he would hate to see that historical link broken.
41. A resident of Rhondda Cynon Taf wrote on the 11 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Llanharry and Tyle-garw support each other very well in organising different events for both villages. The resident felt that Pont-y-clun is big enough alone.
42. Two residents of Pont-y-clun wrote on the 13 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The residents are quite happy with being in the Llanharry ward and see no reason to change to Pont-y-clun.
43. A resident of Llanharry wrote on the 13 August 2019 to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Llanharry

receives no business rates like Pont-y-clun and that Pont-y-clun is big enough on its own.

44. A resident of Pont-y-clun wrote on the 13 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident believes Tyle-garw is a small community whose voice will be lost in the ever-growing community of Pont-y-clun. The resident believes that the recently approved traffic calming measures to be installed throughout Tyle-garw could be lost in red-tape if the transfer goes ahead.
45. A resident of Tyle-garw wrote on the 16 August to submit a pro-forma letter of objection in opposition of the Commission's proposals for the Llanharry electoral ward. The pro-forma opposed the Commission's proposal to combine the Community of Tyle-garw with the Pont-y-clun electoral ward for the purposes of Community Council representation. The resident stated that Community Councils are the voice of the local residents and that traditionally, Tyle-garw has always been combined with Llanharry. The resident stated both communities have benefited from shrewd and sympathetic management of funds.
46. Two residents of Rhondda Cynon Taf wrote on the 28 August to object to the Commission's proposals for the Llanharry electoral ward. The residents stated that the relationship between Llanharry and Tyle-garw has always been close and that Llanharry Community Council has never left the Tyle-garw ward to fend for itself when it comes to their needs. The residents also stated that both Llanharry and Tyle-garw use Pont-y-clun facilities.
47. A resident of Maes-y-coed wrote on the 11 September 2019 to oppose the Commission's Draft Proposals for the Graig electoral ward. The resident felt that the proposed transfer of a section of Maes-y-coed from the Graig ward to the Rhondda ward has been proposed on a purely and somewhat flawed numerical exercise. The resident stated that the dividing feature between Maesycoed and the Graig has always been the valley floor between the two areas. The resident stated a preference for the Council's alternative proposal to combine the electoral wards of Graig and Rhondda, which would at least keep Maesycoed together even with the reduction in representation.
48. A resident of Ynyshir wrote on the 15 September 2019 to object to the Commission's Draft Proposals for the Rhondda Fach area. The resident objects to the idea of combining Ynyshir and Tylorstown to form a two-member electoral ward. The resident stated that a relatively high proportion of areas in Rhondda Cynon Taf are among the 10% most deprived in the county, and overall, many areas in RCT fall in the more deprived half of Wales. Within the county Borough of RCT the Rhondda Fach area is a deprivation hotspot with only two sub-wards not in the highest deprivation areas in Wales. The resident stated that the Ynyshir area is one of the highest deprivation areas and combining it with another high deprivation area, Tylorstown, would mean two of the most deprived wards in Wales combining to make a super deprived area. At the same time, the

combination would create a ward size of 5372, which is 2686 per councillor and results in a level of under-representation. The resident questioned the proposal to combine two of the most deprived wards in Wales and then reduce the representation. The resident feels they are already living in an invisible village which the council have systematically stripped bare of schools and services.

49. A resident of Pentre wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The resident finds the proposed boundary change unnecessary as both communities have become one. The resident felt that a community has been built up within those communities that use facilities from both Ton Pentre and Pentre.
50. A resident of Pentre wrote on the 16 September 2019 to oppose the Commission's Draft Proposals for the Pentre electoral ward. The resident disagreed that the Commission's proposals would not have a detrimental effect on the area as residents currently have the benefit of sharing local facilities and community centres, The resident feels the status quo should remain as there is nothing wrong with the present arrangements and they are well served by two councillors.
51. A resident of Rhondda Fach wrote on the 17 September 2019 to oppose the Commission's Draft Proposals for the Rhondda Fach area. The resident stated that Rhondda Fach has for years been known as 'the forgotten valley'. The resident stated that many people in the Rhondda are already completely disengaged from council matters, from politics to voting. The resident urged the Commission to reconsider its Draft Proposals and allow Ynysir to work together with the help of their own councillor. They stated Maerdy's unique position at the top of the valley means it also needs a councillor of its own, Ferndale and Blaenllechau to have a councillor, and Tylorstown and Stanleytown should have a councillor along with Pontygwaith and Penrhys.



Llywodraeth Cymru
Welsh Government

WRITTEN STATEMENT BY THE WELSH GOVERNMENT

TITLE LOCAL ELECTIONS AND ELECTORAL ARRANGEMENTS

DATE Thursday 23rd JUNE 2016

BY MARK DRAKEFORD, CABINET SECRETARY FOR FINANCE AND LOCAL GOVERNMENT

The Local Authority Elections (Wales) Order 2014 provided for local elections in Wales to be delayed for a year, from May 2016 to May 2017. This allowed the elections to be separated from the Assembly elections.

At the present time, the Local Government Act 1972 provides that ordinary elections to local government in Wales take place on the first Thursday of May every four years. Therefore, the next local government elections would normally take place in May 2021. Since the implementation of the provisions of the Wales Act 2014, elections to the National Assembly take place on a five-yearly cycle. The policy of the Welsh Government is that elections at local level should also be placed on a five year cycle. It is intended that councillors elected next May will therefore hold office until May 2022.

The Wales Bill, currently before Parliament, includes provisions which would enable the Assembly to legislate to determine the term of office for local government. As the Bill is currently in draft form and should these provisions, for any reason, not come into force, the Welsh Government could use the same powers under the Local Government Act 2000 as we did in 2014 to delay the elections by a year. This statement therefore provides clarity to local government as to the length of office of those to be elected next year.

APPENDIX 6

In the light of this, I have considered the decision made last year in relation to the electoral arrangements of some principal councils. It was determined that reviews conducted by the Local Democracy and Boundary Commission for Wales in relation to nine principal areas would not be implemented, given the intention that councils elected in 2017 would only serve a short term prior to mergers.

However, even though the elections in May next year will now result in a full term, due to their proximity, the arrangements which would be required and the disruption for potential candidates, I do not intend to implement any changes to current electoral arrangements in advance of the 2017 elections resultant from those reviews. The councils concerned are Carmarthenshire, Ceredigion, Conwy, Denbighshire, Gwynedd, Monmouthshire, Pembrokeshire, Powys and Torfaen.

The decision that councils will be elected for a full term also means that the Local Democracy and Boundary Commission (the Commission) will return to its normal ten-year cycle of reviews of electoral arrangements. I expect the Commission to publish a new, prioritised programme as soon as possible which takes into account the age of the current arrangements in some areas and the amount of change since the last review was undertaken. I will ask the Commission, in planning their work, to start by revisiting the nine outstanding reviews, with a view to presenting fresh reports on these at the very start of their programme.

It is my intention that reviews of electoral arrangements in principal councils will be conducted against a set of common criteria to be agreed through the Commission. I also expect electoral reviews to have been completed for all 22 authorities within the next local government term.

These arrangements provide clarity for those considering standing for election in 2017 and also set out a long term planning horizon for local authorities and their public service partners. However, I want to be clear that discussions on the reform agenda are on-going with local authorities and other stakeholders. I will be proposing a way forward on local government reform in the Autumn.



OFFERYNNAU STATUDOL
CYMRU

WELSH STATUTORY
INSTRUMENTS

2021 Rhif 1080 (Cy. 255)

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**LLYWODRAETH LEOL,
CYMRU**

**LOCAL GOVERNMENT,
WALES**

Gorchymyn Bwrdeistref Sirol
Rhondda Cynon Taf (Trefniadau
Etholiadol) 2021

The County Borough of Rhondda
Cynon Taf (Electoral
Arrangements) Order 2021

NODYN ESBONIADOL

(Nid yw'r nodyn hwn yn rhan o'r Gorchymyn)

Mae'r Gorchymyn hwn yn gweithredu argymhellion Comisiwn Ffiniau a Democratiaeth Leol Cymru ("y Comisiwn"), a roddodd adroddiad ym mis Mawrth 2020 ar ei adolygiad o drefniadau etholiadol Bwrdeistref Sirol Rhondda Cynon Taf. Roedd Adroddiad y Comisiwn yn cynnig lleihau nifer y wardiau etholiadol o 52 i 46, ond argymhellwyd bod nifer y cynghorwyr yn parhau yn 75.

Mae'r Gorchymyn hwn yn gweithredu argymhellion y Comisiwn, gydag addasiadau.

Mae erthygl 3 o'r Gorchymyn hwn yn diddymu'r trefniadau etholiadol presennol ar gyfer Bwrdeistref Sirol Rhondda Cynon Taf ac yn cyflwyno'r Atodlen, sy'n nodi'r trefniadau etholiadol newydd ar gyfer Bwrdeistref Sirol Rhondda Cynon Taf.

Mae'r Gorchymyn hwn hefyd yn gweithredu argymhellion ynghylch newidiadau i ffiniau cymunedol a threfniadau etholiadol ar gyfer rhai cymunedau ym Mwrdeistref Sirol Rhondda Cynon Taf.

Mae erthygl 4 yn gwneud newidiadau i'r ffin rhwng wardiau cymunedol Ton-teg a Phentre'r Eglwys yng nghymuned Llanilltud Faerdref. Mae erthygl 5 yn nodi nifer yr aelodau sydd i'w hethol dros ward Pentre'r Eglwys.

EXPLANATORY NOTE

(This note is not part of the Order)

This Order implements the recommendations of the Local Democracy and Boundary Commission for Wales ("the Commission"), which reported in March 2020 on its review of the electoral arrangements for the County Borough of Rhondda Cynon Taf. The Commission's Report proposed a reduction in the number of electoral wards from 52 to 46, but recommended the number of councillors to remain at 75.

This Order implements the Commission's recommendations, with modifications.

Article 3 of this Order abolishes the existing electoral arrangements for the County Borough of Rhondda Cynon Taf and introduces the Schedule, which sets out the new electoral arrangements for the County Borough of Rhondda Cynon Taf.

This Order also implements recommendations for changes to community boundaries and electoral arrangements for some communities within the County Borough of Rhondda Cynon Taf.

Article 4 makes changes to the boundary between the community wards of Ton-teg and Church Village within the community of Llantwit Fardre. Article 5 sets out the number of members to be elected for the Church Village ward.

Mae erthygl 6 yn diddymu'r wardiau cymunedol yng nghymuned Pont-y-clun, ac mae erthygl 7 yn creu wardiau cymunedol newydd Dwyrain Pont-y-clun, Canol Pont-y-clun a Gorllewin Pont-y-clun. Mae erthygl 8 yn nodi nifer yr aelodau sydd i'w hethol dros y wardiau hyn.

Mae erthygl 9 yn gwneud newidiadau i ffiniau cymunedau Ystrad, Llwynypia a Threallaw.

Mae erthygl 10 yn darparu ar gyfer trosglwyddo ardal o gymuned Tref Pontypridd i gymuned Trehafod.

Mae erthygl 11 yn diddymu wardiau cymunedol y Ddraenen-wen, Ilan, Canol Rhydfelen a Rhydfelen Isaf yng nghymuned Tref Pontypridd. Mae erthygl 12 yn creu wardiau cymunedol newydd Canol Rhydfelen, y Ddraenen-wen a Rhydfelen Isaf, a Rhydfelen Uchaf a Glyn-taf. Mae erthygl 13 yn nodi nifer yr aelodau sydd i'w hethol dros y wardiau newydd hyn, ac yn gwneud newidiadau i nifer yr aelodau sydd i'w hethol yn wardiau Cwm Rhondda a Threfforest.

Ystyriwyd Cod Ymarfer Gweinidogion Cymru ar gynnal Aseidiadau Effaith Rheoleiddiol mewn perthynas â'r Gorchymyn hwn. O ganlyniad, ystyriwyd nad oedd yn angenrheidiol cynnal aseiad effaith rheoleiddiol o'r costau a'r manteision sy'n debygol o ddeillio o gydymffurfio â'r Gorchymyn hwn.

Mae printiau o'r mapiau a labelwyd "1" i "9" y mae'r Gorchymyn hwn yn ymwneud â hwy wedi eu hadneuo yn swyddfeydd Llywodraeth Cymru ym Mharc Cathays, Caerdydd, CF10 3NQ (yr Is-adran Democratiaeth Llywodraeth Cymru), a chyda Chyngor Bwrdeistref Sirol Rhondda Cynon Taf. Mae'r printiau sydd wedi eu hadneuo gyda Chyngor Bwrdeistref Sirol Rhondda Cynon Taf yn agored i gael eu harchwilio gan unrhyw un y bydd darpariaethau'r Gorchymyn hwn yn effeithio arnynt.

Article 6 abolishes the community wards within the community of Pont-y-clun, and article 7 creates the new community wards of Pontyclun East, Pontyclun Central and Pontyclun West. Article 8 sets out the number of members to be elected for these wards.

Article 9 makes changes to the boundaries of the communities of Ystrad, Llwyn-y-pia and Trealaw.

Article 10 provides for the transfer of an area from the community of Pontypridd Town to the community of Trehafod.

Article 11 abolishes the community wards of Hawthorn, Ilan, Rhydfelen Central and Rhydfelen Lower within the community of Pontypridd Town. Article 12 creates the new community wards of Rhydfelen Central, Hawthorn and Lower Rhydfelen, and Upper Rhydfelen and Glyn-taf. Article 13 sets out the number of members to be elected for these new wards, and makes changes to the number of members to be elected in the Rhondda and Treforest wards.

The Welsh Ministers' Code of Practice on the carrying out of Regulatory Impact Assessments was considered in relation to this Order. As a result, it was not considered necessary to carry out a regulatory impact assessment as to the likely costs and benefits of complying with this Order.

Prints of the maps labelled "1" to "9" to which this Order relates are deposited in the office of the Welsh Government at Cathays Park, Cardiff, CF10 3NQ (Local Government Democracy Division), and with Rhondda Cynon Taf County Borough Council. Prints deposited with Rhondda Cynon Taf County Borough Council are open to inspection by anyone affected by the provisions of this Order.

2021 Rhif 1080 (Cy. 255)

**LLYWODRAETH LEOL,
CYMRU**

**Gorchymyn Bwrdeistref Sirol
Rhondda Cynon Taf (Trefniadau
Etholiadol) 2021**

Gwnaed 22 Medi 2021

Yn dod i rym yn unol ag erthygl 1(2) a (3)

Mae Comisiwn Ffiniau a Democratiaeth Leol Cymru(1), yn unol ag adran 36(5) o Ddeddf Llywodraeth Leol (Democratiaeth) (Cymru) 2013(2) (“Deddf 2013”), wedi cyflwyno i Weinidogion Cymru adroddiad dyddiedig Mawrth 2020 yn cynnwys ei argymhellion ar gyfer newid a manylion ei adolygiad o’r trefniadau etholiadol ar gyfer Bwrdeistref Sirol Rhondda Cynon Taf.

Mae Gweinidogion Cymru, ar ôl ystyried y materion y cyfeirir atynt ac a nodir yn adran 37(2)(a), (b) ac (c) o Ddeddf 2013, wedi penderfynu rhoi effaith i’r argymhellion hynny gydag addasiadau.

Yn unol ag adran 37(3) o Ddeddf 2013, mae mwy na 6 wythnos wedi mynd heibio ers i’r argymhellion hynny gael eu cyflwyno i Weinidogion Cymru.

Mae Gweinidogion Cymru yn gwneud y Gorchymyn a ganlyn drwy arfer eu pwerau a roddir gan adran 37(1) o Ddeddf 2013.

(1) Sefydlwyd y Comisiwn Ffiniau Llywodraeth Leol i Gymru gan adran 53 o Ddeddf Llywodraeth Leol 1972 (p. 70) (“Deddf 1972”), ac Atodlen 8 iddi. Diddymwyd adran 53 ac Atodlen 8 gan adran 73(2) o Ddeddf Llywodraeth Leol (Democratiaeth) (Cymru) 2013 (dccc 4) (“Deddf 2013”), ac Atodlen 2 iddi. Mae Deddf 2013 yn ailnwi’r Comisiwn Ffiniau Llywodraeth Leol i Gymru yn Gomisiwn Ffiniau a Democratiaeth Leol Cymru (gweler adran 2).

(2) 2013 dccc 4.

2021 No. 1080 (W. 255)

**LOCAL GOVERNMENT,
WALES**

**The County Borough of Rhondda
Cynon Taf (Electoral
Arrangements) Order 2021**

Made 22 September 2021

*Coming into force in accordance with article
1(2) and (3)*

The Local Democracy and Boundary Commission for Wales(1) has, in accordance with section 36(5) of the Local Government (Democracy) (Wales) Act 2013(2) (“the 2013 Act”), submitted to the Welsh Ministers a report dated March 2020 containing its recommendations for change and the details of its review of the electoral arrangements for the County Borough of Rhondda Cynon Taf.

The Welsh Ministers have, after consideration of the matters referred to and set out in sections 37(2)(a), (b) and (c) of the 2013 Act, decided to give effect to those recommendations with modifications.

In accordance with section 37(3) of the 2013 Act, more than 6 weeks have elapsed since those recommendations were submitted to the Welsh Ministers.

The Welsh Ministers make the following Order in exercise of their powers conferred by section 37(1) of 2013 Act.

(1) The Local Government Boundary Commission for Wales was established by section 53 of, and Schedule 8 to, the Local Government Act 1972 (c. 70) (“the 1972 Act”). Section 53 and Schedule 8 were repealed by section 73(2) of, and Schedule 2 to, the Local Government (Democracy) (Wales) Act 2013 (anaw 4) (“the 2013 Act”). The 2013 Act re-names the Local Government Boundary Commission for Wales as the Local Democracy and Boundary Commission for Wales (see section 2).

(2) 2013 anaw 4.

Enwi a chychwyn

1.—(1) Enw'r Gorchymyn hwn yw Gorchymyn Bwrdeistref Sirol Rhondda Cynon Taf (Trefniadau Etholiadol) 2021.

(2) At unrhyw ddiben a nodir yn rheoliad 4(1) o'r Rheoliadau, daw'r Gorchymyn hwn i rym ar 1 Hydref 2021.

(3) At bob diben arall, daw'r Gorchymyn hwn i rym ar y diwrnod arferol ar gyfer ethol cynghorwyr yn 2022(1).

Dehongli

2. Yn y Gorchymyn hwn—

ystyr “y Rheoliadau” (“*the Regulations*”) yw Rheoliadau Newidiadau i Ardaloedd Llywodraeth Leol 1976(2);

ystyr “ward etholiadol” (“*electoral ward*”) yw unrhyw ardal yr etholir aelodau drosti i Gyngor Bwrdeistref Sirol Rhondda Cynon Taf;

mae unrhyw gyfeiriad at fap yn gyfeiriad at un o'r 9 map a farciwyd “Map Gorchymyn Bwrdeistref Sirol Rhondda Cynon Taf (Trefniadau Etholiadol) 2021” a adnewwyd yn unol â rheoliad 5 o'r Rheoliadau, a labelwyd “1” i “9”, ac mae cyfeiriad at fap â rhif yn gyfeiriad at y map sy'n dwyn y rhif hwnnw;

pan ddangosir bod ffin ar fap yn rhedeg ar hyd ffordd, rheilffordd, troetffordd, cwrs dŵr neu nodwedd ddaearyddol debyg, mae i'w thrin fel un sy'n rhedeg ar hyd llinell ganol y nodwedd;

mae i eiriau ac ymadroddion a ddefnyddir yn y Gorchymyn hwn yr un ystyr ag sydd iddynt yn Rhan 3 o Ddeddf Llywodraeth Leol (Democratiaeth) (Cymru) 2013, ac eithrio i'r graddau yr ymddengys bwriad i'r gwrthwyneb.

Trefniadau etholiadol ar gyfer Bwrdeistref Sirol Rhondda Cynon Taf

3.—(1) Mae wardiau etholiadol Bwrdeistref Sirol Rhondda Cynon Taf, fel y maent yn bodoli yn union cyn y diwrnod arferol ar gyfer ethol cynghorwyr yn 2022, wedi eu diddymu.

Title and commencement

1.—(1) The title of this Order is the County Borough of Rhondda Cynon Taf (Electoral Arrangements) Order 2021.

(2) For any purpose set out in regulation 4(1) of the Regulations, this Order comes into force on 1 October 2021.

(3) For all other purposes, this Order comes into force on the ordinary day of election of councillors in 2022(1).

Interpretation

2. In this Order—

“electoral ward” (“*ward etholiadol*”) means any area for which members are elected to Rhondda Cynon Taf County Borough Council;

“the Regulations” (“*y Rheoliadau*”) means the Local Government Area Changes Regulations 1976(2);

any reference to a map means one of the 9 maps marked “Map of the County Borough of Rhondda Cynon Taf (Electoral Arrangements) Order 2021” deposited in accordance with regulation 5 of the Regulations, labelled “1” to “9”, and a reference to a numbered map is a reference to the map that bears that number;

where a boundary is shown on a map as running along a road, railway line, footway, watercourse or similar geographical feature, it is to be treated as running along the centre line of the feature;

words and expressions used in this Order have the same meaning as they have in Part 3 of the Local Government (Democracy) (Wales) Act 2013, except so far as a contrary intention appears.

Electoral arrangements for the County Borough of Rhondda Cynon Taf

3.—(1) The electoral wards of the County Borough of Rhondda Cynon Taf, as they exist immediately before the ordinary day of election of councillors in 2022, are abolished.

(1) Mae Gorchymyn Awdurdodau Lleol (Newid Blynyddoedd Etholiadau Cyffredin) (Cymru) 2019 (O.S. 2019/1269 (Cy. 220)) yn diwygio adran 26(1) o Ddeddf 1972 i ddarparu y bydd etholiadau cyffredin cynghorwyr awdurdodau lleol yn cael eu cynnal yn y flwyddyn 2022 yn hytrach na 2021.

(2) O.S. 1976/246. Mae adran 74(3) o Ddeddf 2013 yn darparu bod y Rheoliadau yn parhau i gael effaith mewn perthynas â gorchymynion a wnaed o dan Ran 3 o Ddeddf 2013, fel pe bai'r gorchymynion hynny wedi eu gwneud o dan Ran 4 o Ddeddf 1972.

(1) The Local Authorities (Change to the Years of Ordinary Elections) (Wales) Order 2019 (S.I. 2019/1269 (W. 220)) amends section 26(1) of the 1972 Act to provide that the year in which the ordinary elections of councillors of local authorities shall take place is 2022 instead of 2021.

(2) S.I. 1976/246. Section 74(3) of the 2013 Act provides that the Regulations continue to have effect in relation to orders made under Part 3 of the 2013 Act, as if those orders were made under Part 4 of the 1972 Act.

(2) Mae Bwrdeistref Sirol Rhondda Cynon Taf wedi ei rhannu'n 46 o wardiau etholiadol, a phob un ohonynt yn dwyn yr enw Saesneg a restrir yng ngholofn 1 a'r enw Cymraeg a restrir yng ngholofn 2 o'r Tabl yn yr Atodlen i'r Gorchymyn hwn.

(3) Mae pob ward etholiadol yn cynnwys yr ardaloedd a bennir mewn perthynas â'r ward etholiadol honno yng ngholofn 3 o'r Tabl yn yr Atodlen i'r Gorchymyn hwn.

(4) Nifer yr aelodau o'r cyngor sydd i'w hethol dros bob ward etholiadol yw'r nifer a bennir yng ngholofn 4 o'r Tabl yn yr Atodlen i'r Gorchymyn hwn.

(5) Mae'r darpariaethau yn y Gorchymyn hwn yn cymryd blaenoriaeth dros unrhyw ddarpariaeth wrthdrawiadol mewn unrhyw offeryn statudol blaenorol a wnaed o dan adran 58(2) o Ddeddf Llywodraeth Leol 1972(1).

Cymuned Llanilltud Faerdref: newidiadau i ffiniau ward gymunedol

4. Mae'r rhan o ward Ton-teg ward o gymuned Llanilltud Faerdref a ddangosir â llinellau ar Fap 1 wedi ei throsglwyddo i ward Pentre'r Eglwys o gymuned Llanilltud Faerdref.

Cymuned Llanilltud Faerdref: newidiadau canlyniadol i drefniadau etholiadol

5. Nifer yr aelodau sydd i'w hethol dros ward Pentre'r Eglwys o gymuned Llanilltud Faerdref yw 5.

Cymuned Pont-y-clun: diddymu wardiau cymunedol a'u creu

6. Mae wardiau cymunedol Cefnyrhendy, y Groesfaen, Maes-y-felin a Meisgyn yng nghymuned Pont-y-clun wedi eu diddymu.

7. Mae cymuned Pont-y-clun i'w rhannu i ffurfio'r wardiau a ganlyn—

- (a) ward Dwyrain Pont-y-clun a ddangosir â llinellau ar Fap 2;
- (b) ward Canol Pont-y-clun a ddangosir â llinellau ar Fap 3;
- (c) ward Gorllewin Pont-y-clun a ddangosir â llinellau ar Fap 4.

(2) The County Borough of Rhondda Cynon Taf is divided into 46 electoral wards each bearing the English language name listed in column 1 and the Welsh language name listed in column 2 of the Table in the Schedule to this Order.

(3) Each electoral ward comprises the areas specified in relation to that electoral ward in column 3 of the Table in the Schedule to this Order.

(4) The number of members of the council to be elected for each electoral ward is the number specified in column 4 of the Table in the Schedule to this Order.

(5) The provisions in this Order take precedence over any conflicting provision in any previous statutory instrument made under section 58(2) of the Local Government Act 1972(1).

The community of Llantwit Fardre: changes to community ward boundaries

4. The part of the Ton-teg ward of the community of Llantwit Fardre shown hatched on Map 1 is transferred to the Church Village ward of the community of Llantwit Fardre.

The community of Llantwit Fardre: consequential changes to electoral arrangements

5. The number of members to be elected for the Church Village ward of the community of Llantwit Fardre is 5.

The community of Pont-y-clun: abolition and creation of community wards

6. The community wards of Cefnyrhendy, Groesfaen, Maes-y-felin and Miskin in the community of Pont-y-clun are abolished.

7. The community of Pont-y-clun is to be divided into the following wards—

- (a) the Pontyclun East ward shown hatched on Map 2;
- (b) the Pontyclun Central ward as shown hatched on Map 3;
- (c) the Pontyclun West ward as shown hatched on Map 4.

(1) 1972 p. 70; diddymwyd adran 58 o Ddeddf 1972 gan adran 73(2) o Ddeddf 2013 ac Atodlen 2 iddi, yn ddarostyngedig i ddarpariaethau arbed a bennir yn adran 74 o Ddeddf 2013.

(1) 1972 c. 70; section 58 of the 1972 Act was repealed by section 73(2) of, and Schedule 2 to, the 2013 Act, subject to savings provisions specified in section 74 of the 2013 Act.

Cymuned Pont-y-clun: newidiadau canlyniadol i drefniadau etholiadol

8. Yng nghymuned Pont-y-clun—

- (a) nifer yr aelodau sydd i'w hethol dros ward Dwyrain Pont-y-clun yw 3;
- (b) nifer yr aelodau sydd i'w hethol dros ward Canol Pont-y-clun yw 4;
- (c) nifer yr aelodau sydd i'w hethol dros ward Gorllewin Pont-y-clun yw 4.

Cymunedau Llwynypia, Trealaw ac Ystrad: newidiadau i ffiniau cymunedol

9.—(1) Mae'r rhan o gymuned Ystrad a ddangosir â llinellau ar Fap 5 wedi ei throsglwyddo i gymuned Llwynypia.

(2) Mae'r rhan o gymuned Trealaw a ddangosir â chroeslinellau ar Fap 5 wedi ei throsglwyddo i gymuned Llwynypia.

Cymunedau Trehafod a Thref Pontypridd: newidiadau i ffiniau cymunedol

10. Mae'r rhan o gymuned Tref Pontypridd a ddangosir â llinellau ar Fap 6 wedi ei throsglwyddo i gymuned Trehafod.

Cymuned Tref Pontypridd: diddymu wardiau cymunedol a'u creu

11. Mae wardiau cymunedol y Ddraenen-wen, Ilan, Canol Rhydfelen, a Rhydfelen Isaf yng nghymuned Tref Pontypridd wedi eu diddymu.

12. Mae'r wardiau cymunedol a ganlyn wedi eu ffurfio yng nghymuned Tref Pontypridd—

- (a) ward Canol Rhydfelen a ddangosir â llinellau ar Fap 7;
- (b) ward y Ddraenen-wen a Rhydfelen Isaf a ddangosir â llinellau ar Fap 8;
- (c) ward Rhydfelen Uchaf a Glyn-taf a ddangosir â llinellau ar Fap 9.

Cymuned Tref Pontypridd: newidiadau canlyniadol i drefniadau etholiadol

13. Yng nghymuned Tref Pontypridd—

- (a) nifer yr aelodau sydd i'w hethol dros ward Canol Rhydfelen yw 2;
- (b) nifer yr aelodau sydd i'w hethol dros ward y Ddraenen-wen a Rhydfelen Isaf yw 2;
- (c) nifer yr aelodau sydd i'w hethol dros ward Rhydfelen Uchaf a Glyn-taf yw 2;

The community of Pont-y-clun: consequential changes to electoral arrangements

8. In the community of Pont-y-clun—

- (a) the number of members to be elected for the Pontyclun East ward is 3;
- (b) the number of members to be elected for the Pontyclun Central ward is 4;
- (c) the number of members to be elected for the Pontyclun West ward is 4.

The communities of Llwyn-y-pia, Trealaw and Ystrad: changes to community boundaries

9.—(1) The part of the community of Ystrad shown hatched on Map 5 is transferred to the community of Llwyn-y-pia.

(2) The part of the community of Trealaw shown cross-hatched on Map 5 is transferred to the community of Llwyn-y-pia.

The communities of Trehafod and Pontypridd Town: changes to community boundaries

10. The part of the community of Pontypridd Town shown hatched on Map 6 is transferred to the community of Trehafod.

The community of Pontypridd Town: abolition and creation of community wards

11. The community wards of Hawthorn, Ilan, Rhydfelen Central, and Rhydfelen Lower in the community of Pontypridd Town are abolished.

12. There are constituted the following community wards in the community of Pontypridd Town—

- (a) the Rhydfelen Central ward shown hatched on Map 7;
- (b) the Hawthorn and Lower Rhydfelen ward shown hatched on Map 8;
- (c) the Upper Rhydfelen and Glyn-taf ward shown hatched on Map 9.

The community of Pontypridd Town: consequential changes to electoral arrangements

13. In the community of Pontypridd Town—

- (a) the number of members to be elected for the Rhydfelen Central ward is 2;
- (b) the number of members to be elected for the Hawthorn and Lower Rhydfelen ward is 2;
- (c) the number of members to be elected for the Upper Rhydfelen and Glyn-taf ward is 2;

- (d) nifer yr aelodau sydd i'w hethol dros ward Rhondda yw 3;
- (e) nifer yr aelodau sydd i'w hethol dros ward Trefforest yw 3.

- (d) the number of members to be elected for the Rhondda ward is 3;
- (e) the number of councillors to be elected for the Treforest ward is 3.

Rebecca Evans

Y Gweinidog Cyllid a Llywodraeth Leol, un o
Weinidogion Cymru
22 Medi 2021

Minister for Finance and Local Government, one of
the Welsh Ministers
22 September 2021

ENWAU AC ARDALOEDD WARDIAU ETHOLIADOL A NIFER
AELODAU'R CYNGOR

Tabl

<i>Colofn (1)</i>	<i>Colofn (2)</i>	<i>Colofn (3)</i>	<i>Colofn (4)</i>
<i>Enw Saesneg y ward etholiadol</i>	<i>Enw Cymraeg y ward etholiadol</i>	<i>Ardal y ward etholiadol</i>	<i>Nifer aelodau'r cyngor</i>
Aberaman	Aberaman	Cymunedau Gogledd Aberaman a De Aberaman	3
Abercynon	Abercynon	Cymuned Abercynon	2
Aberdare East	Dwyrain Aberdâr	Cymuned Dwyrain Aberdâr	2
Aberdare West and Llwydcoed	Gorllewin Aberdâr a Llwydcoed	Cymunedau Gorllewin Aberdâr a Llwydcoed	3
Beddau and Tyn-y-nant	Beddau a Thyn-y-nant	Wardiau Beddau a Thyn-y-nant o gymuned Llanilltud Faerdref	2
Brynna and Llanharan	Brynna a Llanharan	Wardiau Brynna, Llanilid a Llanharan o gymuned Llanharan	3
Church Village	Pentre'r Eglwys	Ward Pentre'r Eglwys o gymuned Llanilltud Faerdref	2
Cilfynydd	Cilfynydd	Ward Cilfynydd o gymuned Tref Pontypridd	1
Cwm Clydach	Cwm Clydach	Cymuned Cwm Clydach	1
Cwmbach	Cwm-bach	Cymuned Cwm-bach	2
Cymer	Cymer	Cymunedau Cymer a Threhafof	2
Ferndale and Maerdy	Glynrhedynog a'r Maerdy	Cymunedau Glynrhedynog a'r Maerdy	2
Gilfach-goch	Gilfach-goch	Cymuned Gilfach-goch	1
Glyn-coch	Glyn-coch	Ward Glyn-coch o gymuned Tref Pontypridd	1
Graig and Pontypridd West	Y Graig a Gorllewin Pontypridd	Wardiau y Graig a Rhondda o gymuned Tref Pontypridd	2
Hawthorn and Lower Rhydfelen	Y Ddraenen-wen a Rhydfelen Isaf	Ward y Ddraenen-wen a Rhydfelen Isaf o gymuned Tref Pontypridd	1
Hirwaun, Penderyn and Rhigos	Hirwaun, Penderyn a'r Rhigos	Cymunedau Hirwaun a'r Rhigos	2

Llanharry	Llanhari	Ward Llanhari o gymuned Llanhari	1
Llantrisant and Talbot Green	Llantrisant a Thonysguboriau	Wardiau Tref Llantrisant a Thonysguboriau o gymuned Llantrisant	2
Llantwit Fardre	Llanilltud Faerdref	Wardiau Efail Isaf a Llanilltud Faerdref o gymuned Llanilltud Faerdref	2
Llwyn-y-pia	Llwynypia	Cymuned Llwynypia	1
Mountain Ash	Aberpennar	Cymunedau Dwyrain Aberpennar a Gorllewin Aberpennar	2
Penrhiw-ceibr	Penrhiw-ceibr	Cymuned Penrhiw-ceibr	2
Pentre	Pentre	Cymuned Pentre	2
Pen-y-graig	Pen-y-graig	Cymuned Pen-y-graig	2
Pen-y-waun	Pen-y-waun	Cymuned Pen-y-waun	1
Pontyclun Central	Canol Pont-y-clun	Ward Canol Pont-y-clun o gymuned Pont-y-clun	1
Pontyclun East	Dwyrain Pont-y-clun	Ward Dwyrain Pont-y-clun o gymuned Pont-y-clun	1
Pontyclun West	Gorllewin Pont-y-clun	Ward Gorllewin Pont-y-clun o gymuned Pont-y-clun a ward Tylegarw o gymuned Llanhari	1
Pontypridd Town	Tref Pontypridd	Ward Tref Pontypridd o gymuned Tref Pontypridd	1
Porth	Porth	Cymuned Porth	2
Rhydfelen Central	Canol Rhydfelen	Ward Canol Rhydfelen o gymuned Tref Pontypridd	1
Taff's Well	Ffynnon Taf	Cymuned Ffynnon Taf	1
Ton-teg	Ton-teg	Ward Ton-teg o gymuned Llanilltud Faerdref	1
Tonypandy	Tonypandy	Cymuned Tonypandy	1
Tonyrefail East	Dwyrain Tonyrefail	Wardiau Coedelái, Collena a Thylcha o gymuned Tonyrefail	2
Tonyrefail West	Gorllewin Tonyrefail	Wardiau Penrhiw-fer, Tretomas a Thyn-y-bryn o gymuned Tonyrefail	2
Trallwng	Trallwng	Ward Trallwng o gymuned Tref Pontypridd	1
Trealaw	Trealaw	Cymuned Trealaw	1

Treforest	Trefforest	Ward Trefforest o gymuned Tref Pontypridd	1
Treherbert	Treherbert	Cymuned Treherbert	2
Treorchy	Treorci	Cymuned Treorci	2
Tylorstown and Ynyshir	Tylorstown ac Ynys-hir	Cymunedau Tylorstown ac Ynys-hir	2
Upper Rhydfelen and Glyn-taf	Rhydfelen Uchaf a Glyn-taf	Ward Rhydfelen Uchaf a Glyn-taf o gymuned Tref Pontypridd	1
Ynysybwl	Ynys-y-bwl	Cymuned Ynys-y-bwl a Choed-y-cwm	2
Ystrad	Ystrad	Cymuned Ystrad	2

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SCHEDULE

Article 3

NAMES AND AREAS OF ELECTORAL WARDS AND NUMBER OF MEMBERS OF THE COUNCIL

Table

<i>Column (1)</i>	<i>Column (2)</i>	<i>Column (3)</i>	<i>Column (4)</i>
<i>English language name of electoral ward</i>	<i>Welsh language name of electoral ward</i>	<i>Area of electoral ward</i>	<i>Number of members of the council</i>
Aberaman	Aberaman	The communities of Aberaman North and Aberaman South	3
Abercynon	Abercynon	The community of Abercynon	2
Aberdare East	Dwyrain Aberdâr	The community of Aberdare East	2
Aberdare West and Llwydcoed	Gorllewin Aberdâr a Llwydcoed	The communities of Aberdare West and Llwydcoed	3
Beddau and Tyn-y-nant	Beddau a Thyn-y-nant	The Beddau and Tyn-y-nant wards of the community of Llantwit Fardre	2
Brynna and Llanharan	Brynna a Llanharan	The Brynna, Llanilid and Llanharan wards of the community of Llanharan	3
Church Village	Pentre'r Eglwys	The Church Village ward of the community of Llantwit Fardre	2
Cilfynydd	Cilfynydd	The Cilfynydd ward of the community of Pontypridd Town	1
Cwm Clydach	Cwm Clydach	The community of Cwm Clydach	1
Cwmbach	Cwm-bach	The community of Cwmbach	2
Cymer	Cymer	The communities of Cymmer and Trehafod	2
Ferndale and Maerdy	Glynrhedynog a'r Maerdy	The communities of Ferndale and Maerdy	2
Gilfach-goch	Gilfach-goch	The community of Gilfach Goch	1
Glyn-coch	Glyn-coch	The Glyncoch ward of the community of Pontypridd Town	1
Graig and Pontypridd West	Y Graig a Gorllewin Pontypridd	The Graig and Rhondda wards of the community of Pontypridd Town	2

Hawthorn and Lower Rhydfelen	Y Ddraenen-wen a Rhydfelen Isaf	The Hawthorn and Lower Rhydfelen ward of the community of Pontypridd Town	1
Hirwaun, Penderyn and Rhigos	Hirwaun, Penderyn a'r Rhigos	The communities of Hirwaun and Rhigos	2
Llanharry	Llanhari	The Llanharry ward of the community of Llanharry	1
Llantrisant and Talbot Green	Llantrisant a Thonysguboriau	The Llantrisant Town and Talbot Green wards of the community of Llantrisant	2
Llantwit Fardre	Llanilltud Faerdref	The Efail Isaf and Llantwit Fardre wards of the community of Llantwit Fardre	2
Llwyn-y-pia	Llwynypia	The community of Llwyn-y-pia	1
Mountain Ash	Aberpennar	The communities of Mountain Ash East and Mountain Ash West	2
Penrhiw-ceibr	Penrhiw-ceibr	The community of Penrhiw-ceibr	2
Pentre	Pentre	The community of Pentre	2
Pen-y-graig	Pen-y-graig	The community of Pen-y-graig	2
Pen-y-waun	Pen-y-waun	The community of Pen-y-waun	1
Pontyclun Central	Canol Pont-y-clun	The Pontyclun Central ward of the community of Pont-y-clun	1
Pontyclun East	Dwyrain Pont-y-clun	The Pontyclun East ward of the community of Pont-y-clun	1
Pontyclun West	Gorllewin Pont-y-clun	The Pontyclun West ward of the community of Pont-y-clun and the Tyle-garw ward of the community of Llanharry	1
Pontypridd Town	Tref Pontypridd	The Town ward of the community of Pontypridd Town	1
Porth	Porth	The community of Porth	2
Rhydfelen Central	Canol Rhydfelen	The Rhydfelen Central ward of the community of Pontypridd Town	1
Taff's Well	Ffynnon Taf	The community of Taffs Well	1

Ton-teg	Ton-teg	The Ton-teg ward of the community of Llantwit Fardre	1
Tonypandy	Tonypandy	The community of Tonypandy	1
Tonyrefail East	Dwyrain Tonyrefail	The Coedely, Collena and Tylcha wards of the community of Tonyrefail	2
Tonyrefail West	Gorllewin Tonyrefail	The Penrhiw-fer, Thomastown and Tynybryn wards of the community of Tonyrefail	2
Trallwng	Trallwng	The Trallwng ward of the community of Pontypridd Town	1
Trealaw	Trealaw	The community of Trealaw	1
Treforest	Trefforest	The Treforest ward of the community of Pontypridd Town	1
Treherbert	Treherbert	The community of Treherbert	2
Treorchy	Treorci	The community of Treorchy	2
Tylorstown and Ynyshir	Tylorstown ac Ynys-hir	The communities of Tylorstown and Ynyshir	2
Upper Rhydfelen and Glyn-taf	Rhydfelen Uchaf a Glyn-taf	The Upper Rhydfelen and Glyn-taf ward of the community of Pontypridd Town	1
Ynysybwl	Ynys-y-bwl	The community of Ynysybwl and Coed-y-Cwm	2
Ystrad	Ystrad	The community of Ystrad	2

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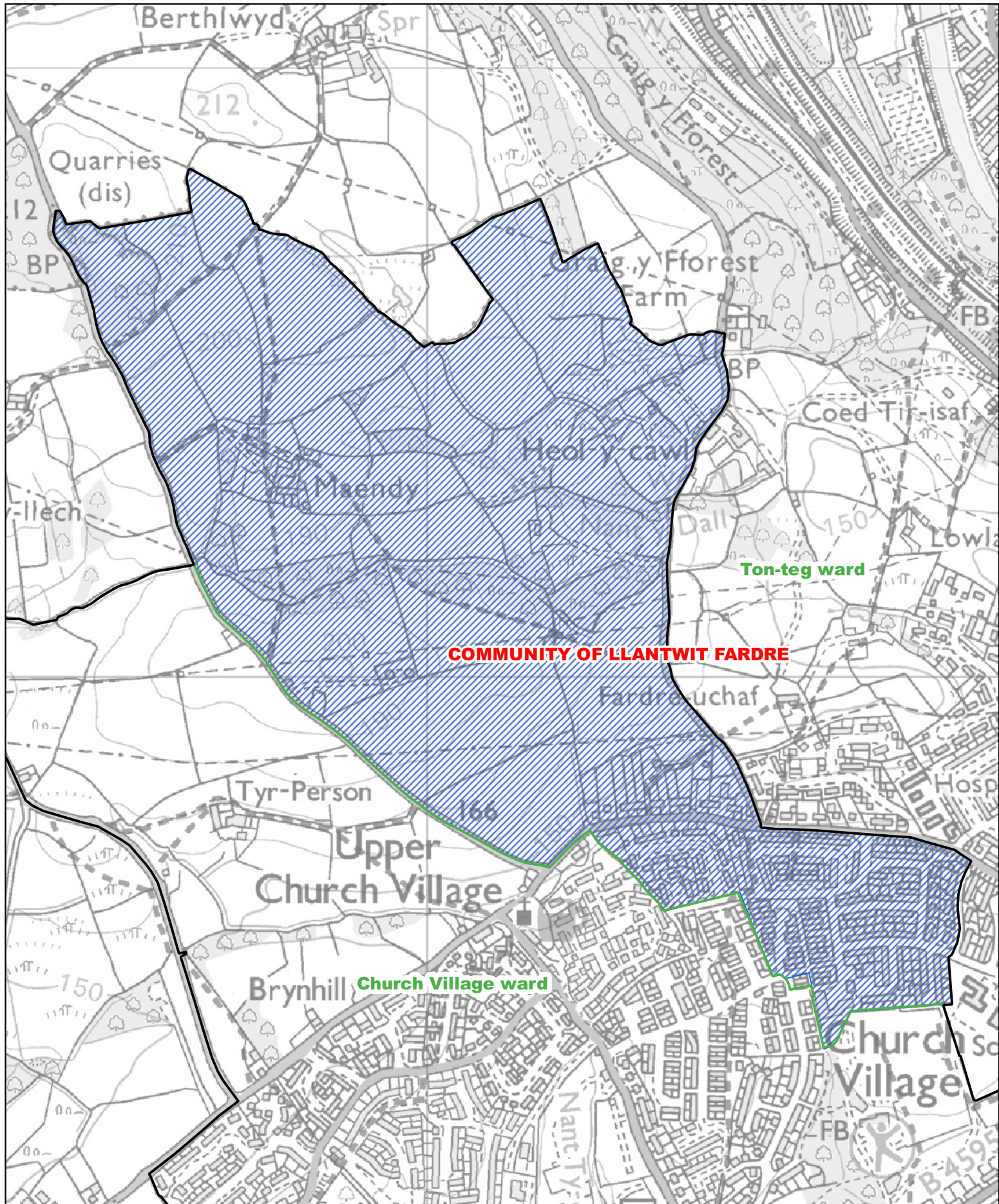
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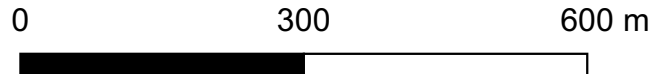
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 Area transferred from the Ton-teg ward of the community of Llantwit Fardre to the Church Village ward of the community of Llantwit Fardre

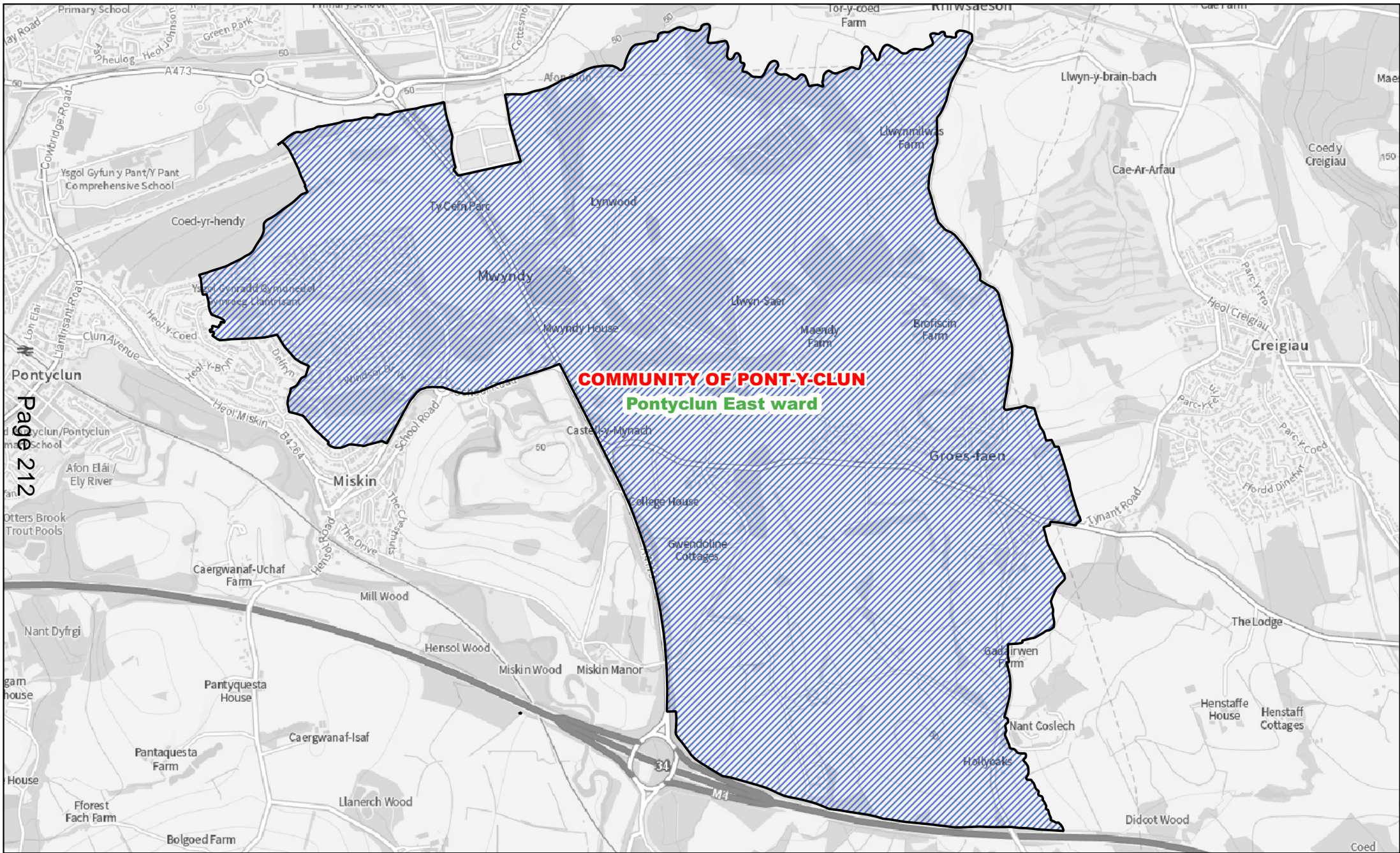
 Boundary of the Church Village ward of the community of Llantwit Fardre

 Previous community ward boundary



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 Area of the Pontyclun East ward of the community of Pont-y-clun

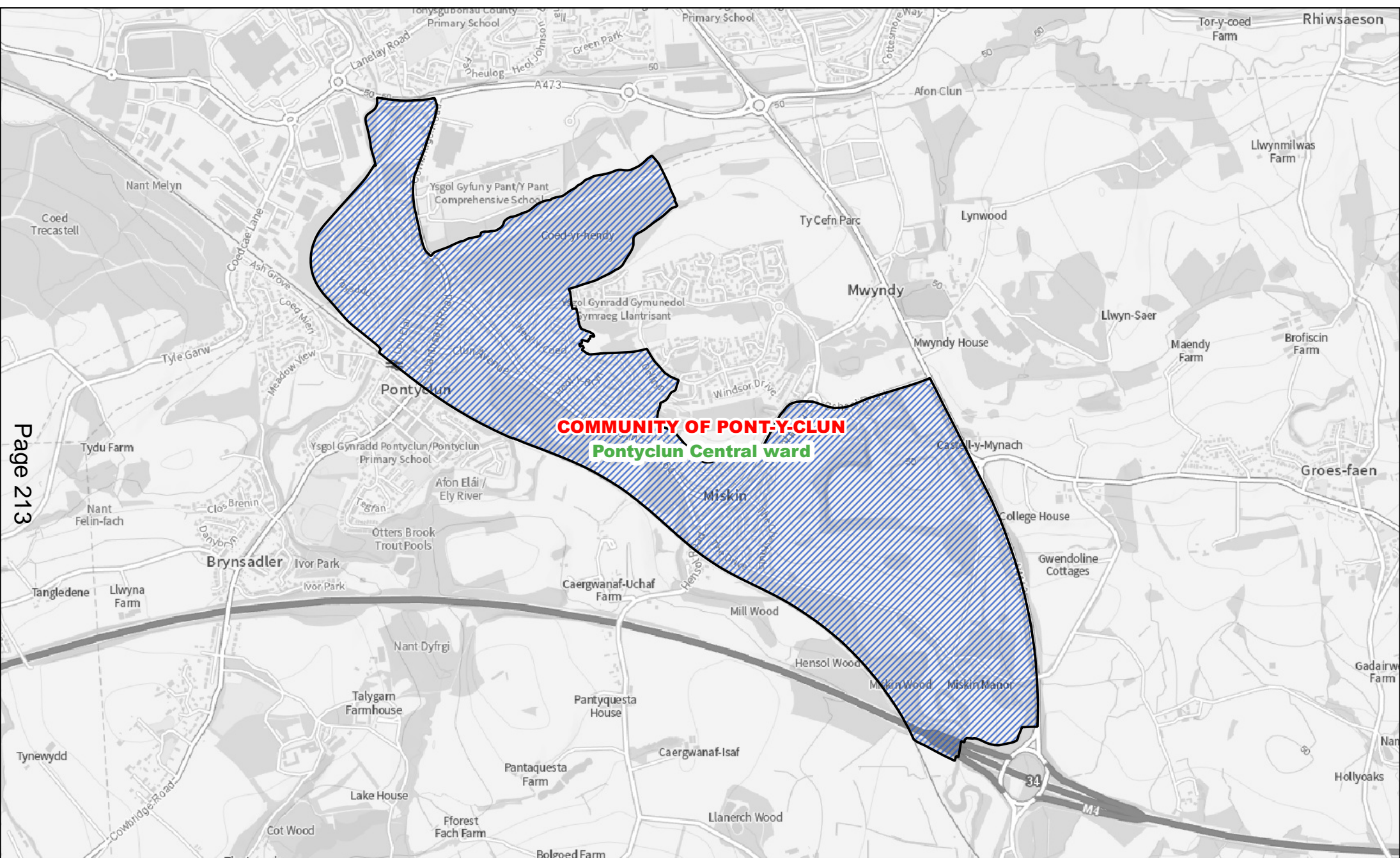
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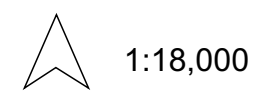
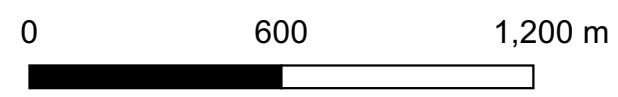


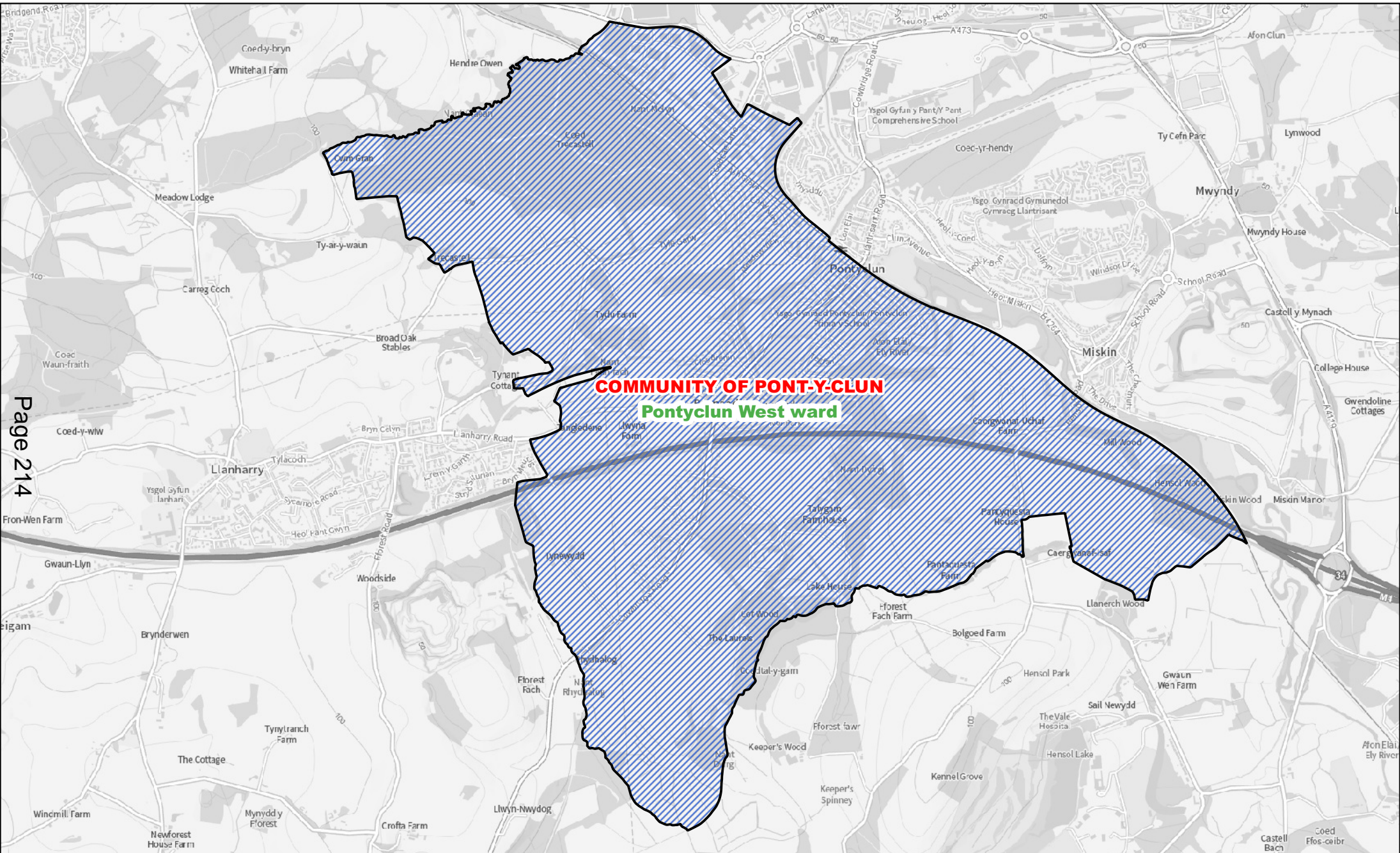
Llywodraeth Cymru
Welsh Government




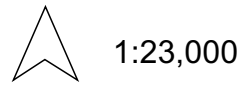
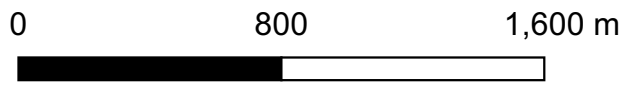
Page 213

 Area of the Pontyclun Central ward of the community of Pont-y-clun





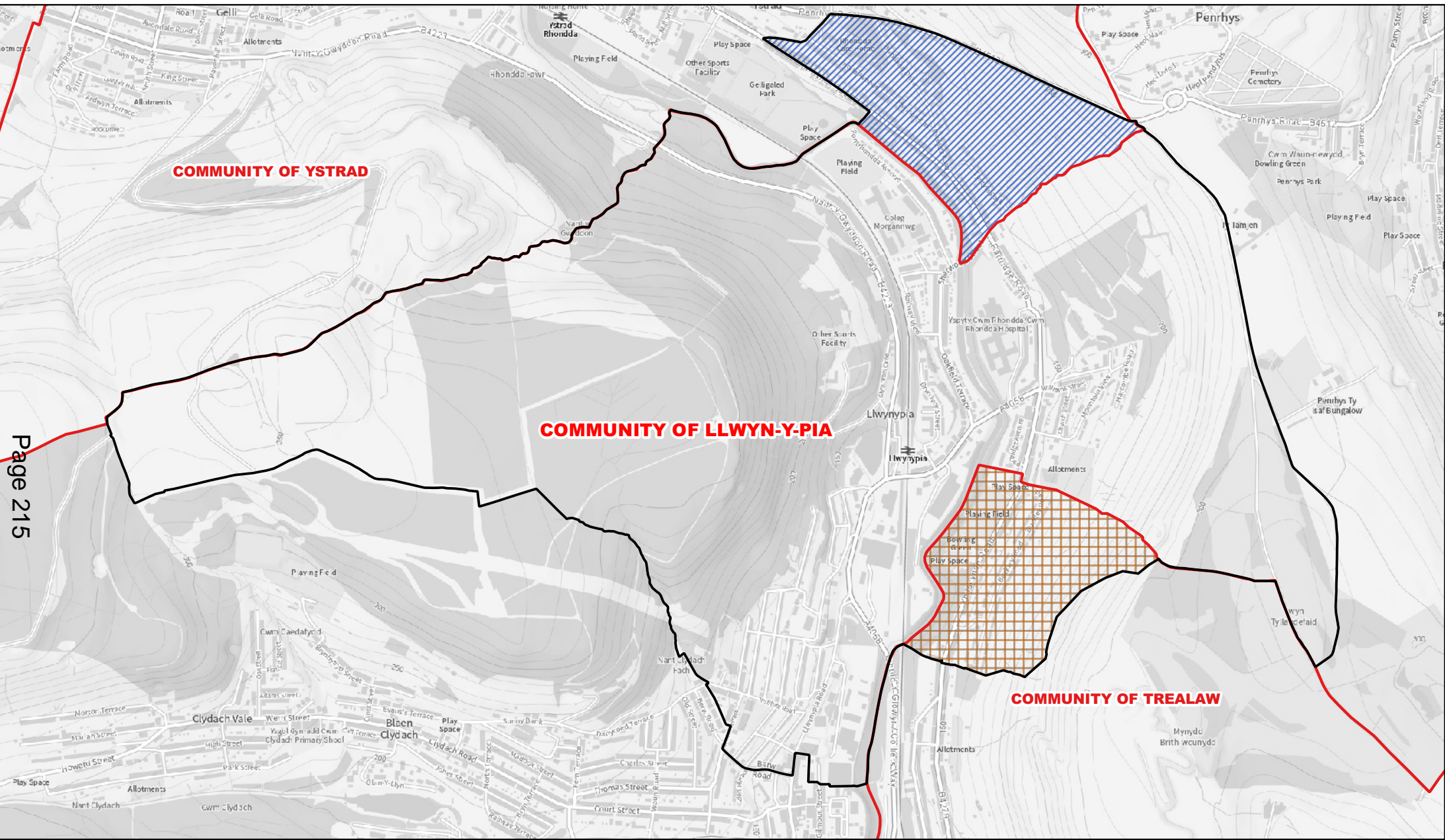
 Area of the Pontyclun West ward of the community of Pont-y-clun



COMMUNITY OF YSTRAD

COMMUNITY OF LLWYN-Y-PIA

COMMUNITY OF TREALAW



Area transferred from the community of Ystrad to the community of Llwyn-y-pia



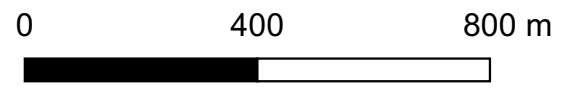
Area transferred from the community of Trealaw to the community of Llwyn-y-pia



Boundary of the community of Llwyn-y-pia

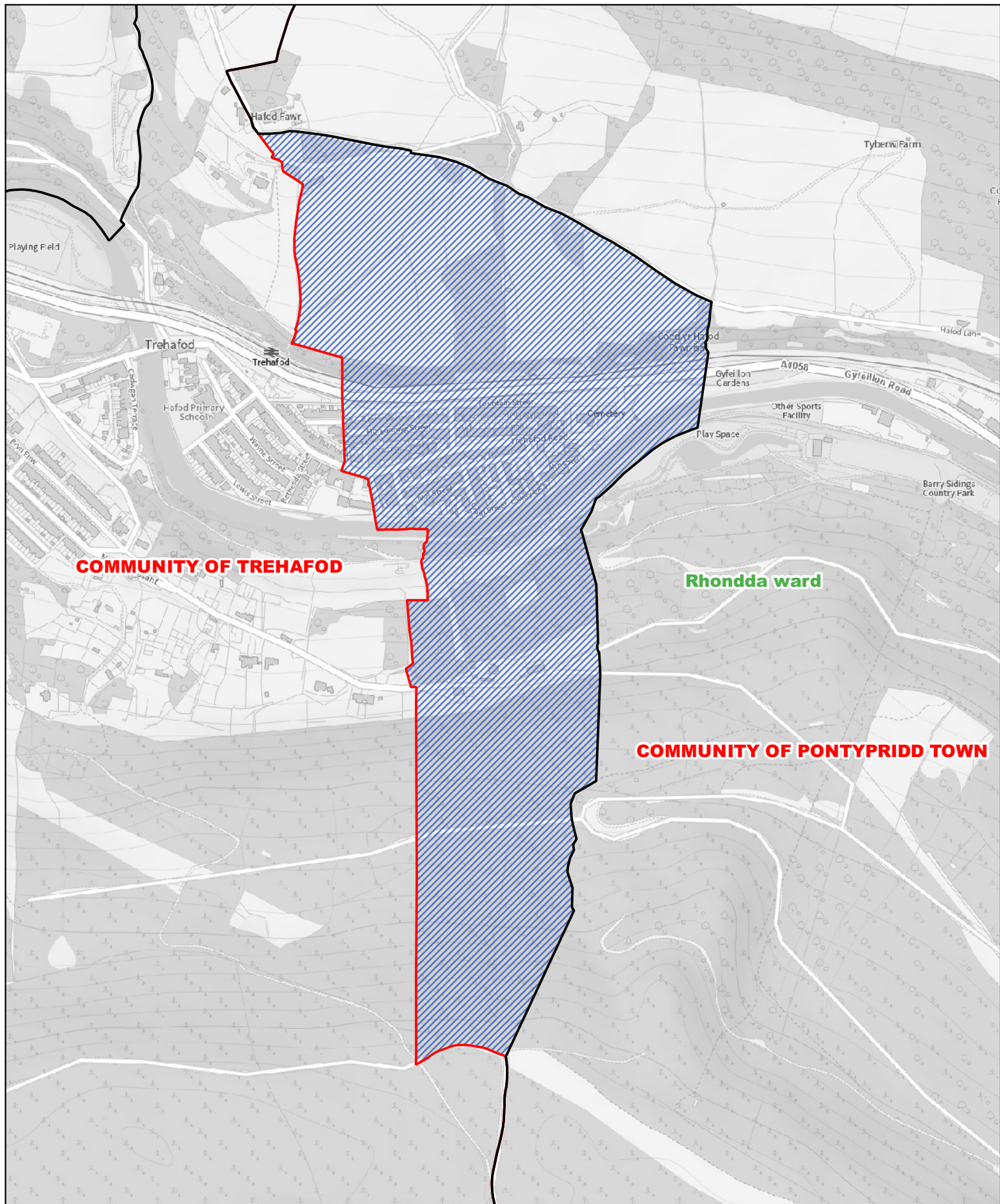





Previous community boundary



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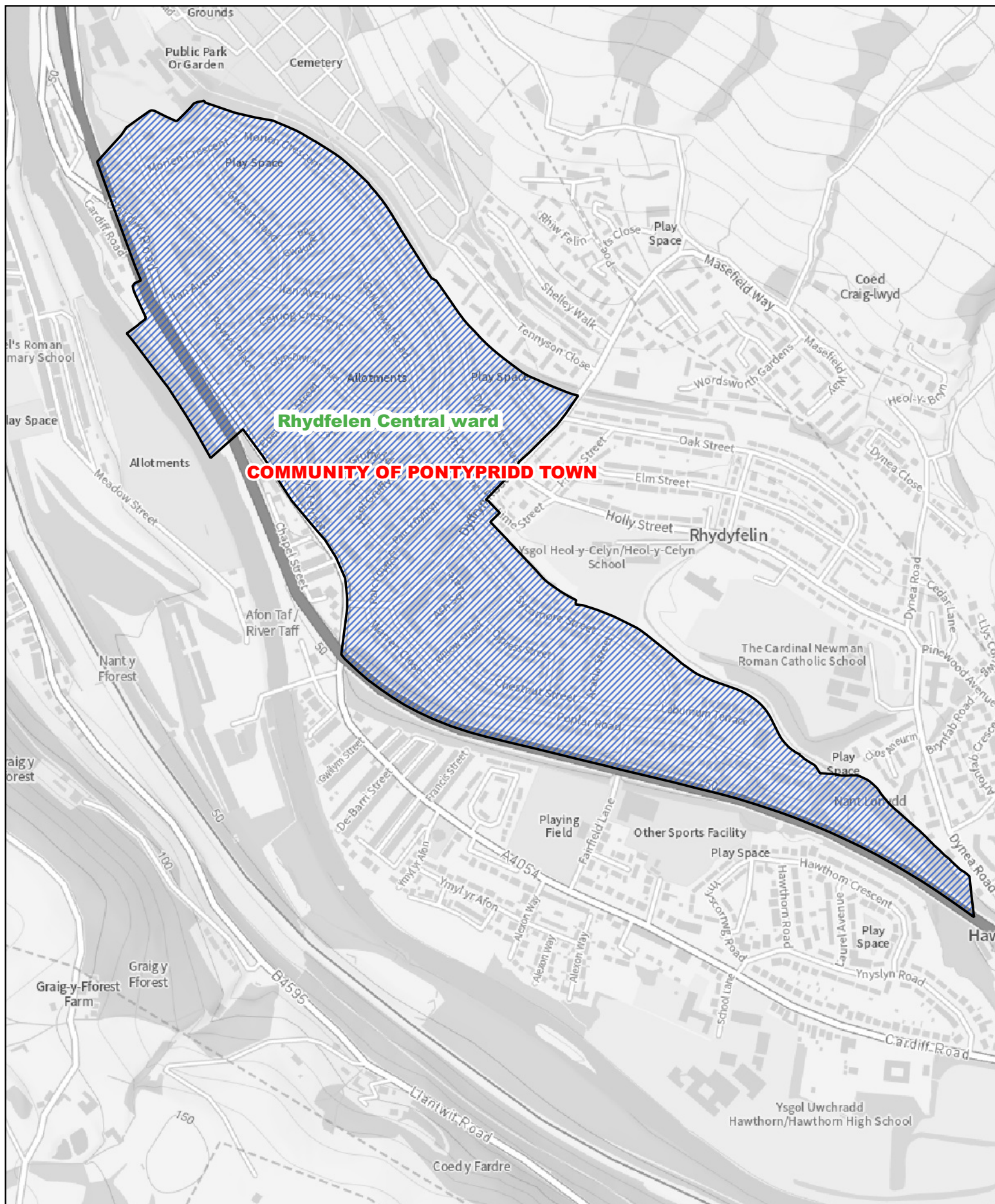


-  Area transferred from the community of Pontypridd Town to the community of Trehafod
-  Boundary of the community of Trehafod
-  Previous community boundary




1:6,000





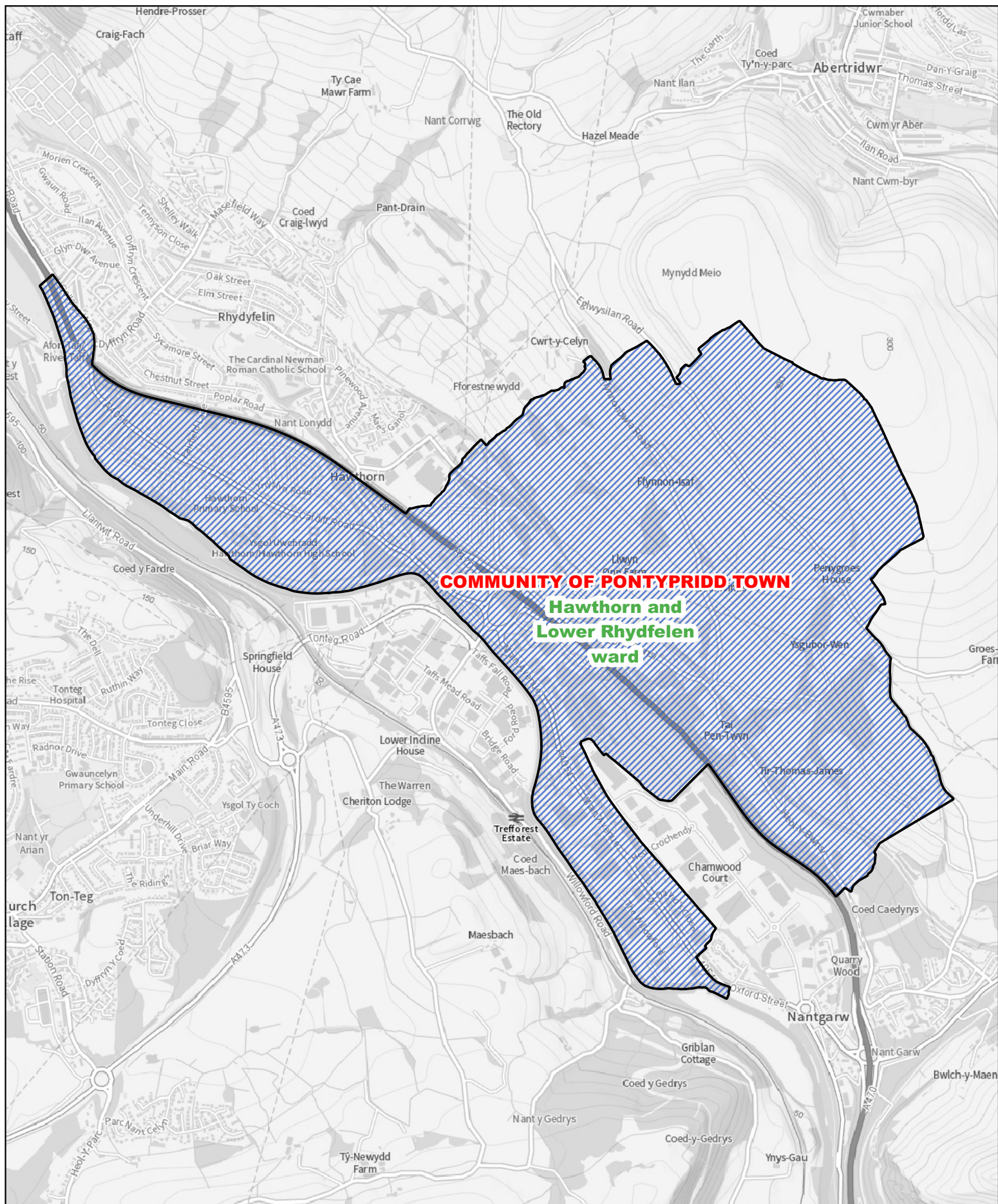
Rhydfelen Central ward
COMMUNITY OF PONTYPRIDD TOWN



 Area of the Rhydfelen Central ward of the community of Pontypridd Town


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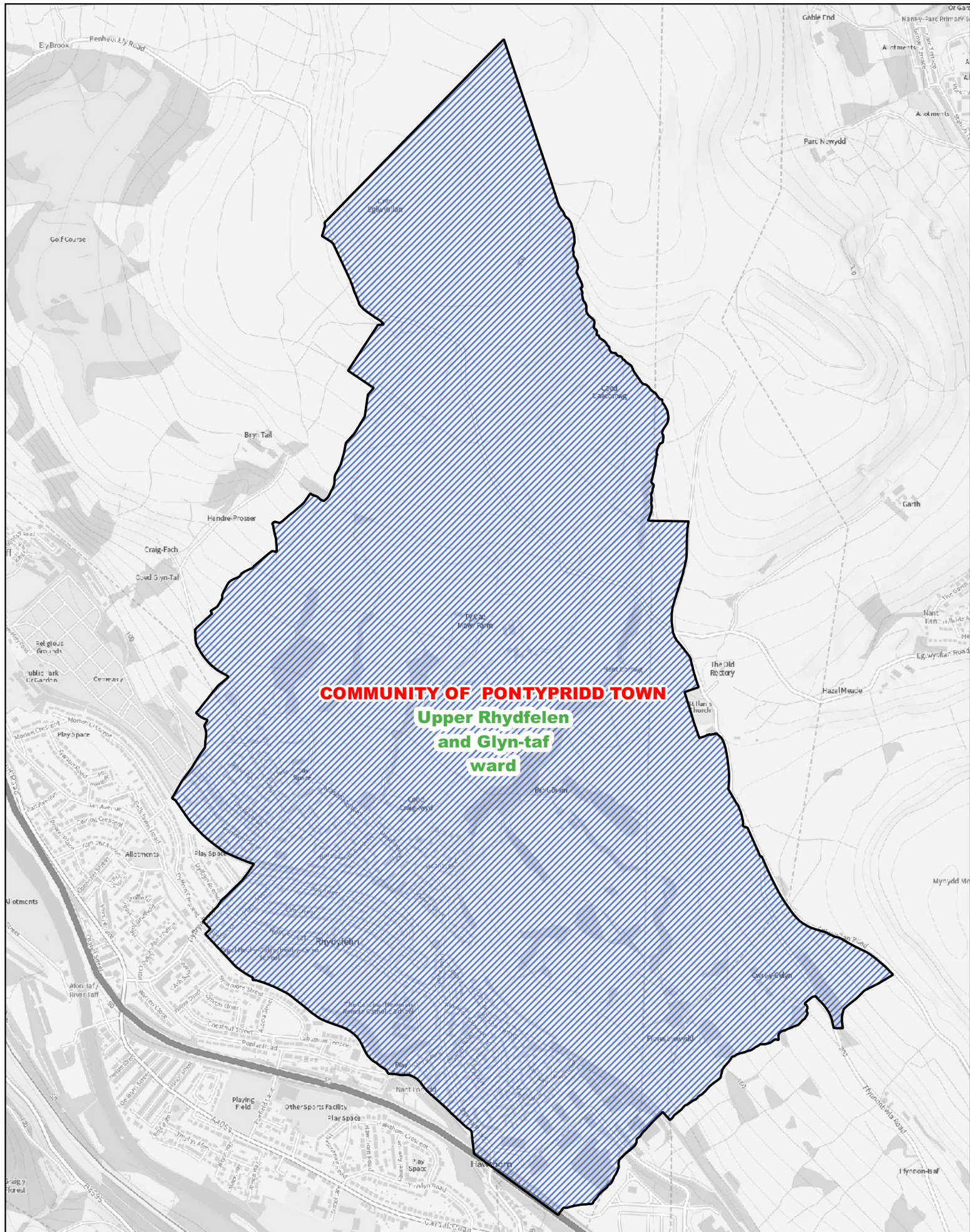
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 Area of the Hawthorn and Lower Rhydfelen ward of the community of Pontypridd Town

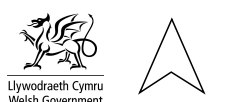
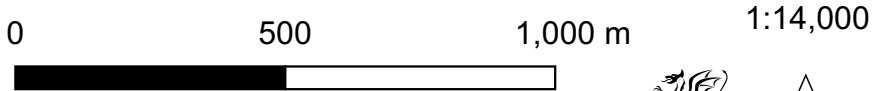
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COMMUNITY OF PONTYPRIDD TOWN
Upper Rhydfelen
and Glyn-taf
ward

 Area of the Upper Rhydfelen and Glyn-taf ward of the community of Pontypridd Town



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RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

12TH NOVEMBER 2021

COMMUNITY LIAISON COMMITTEE

REPORT OF THE SERVICE DIRECTOR, COMMUNICATIONS & DEMOCRATIC SERVICES

INDEPENDENT REMUNERATION PANEL FOR WALES – DRAFT ANNUAL REPORT 2022-23

1. PURPOSE OF THE REPORT

- 1.1 To inform members that under the requirements of the Local Government Measure 2011, the Independent Remuneration Panel for Wales has published its [draft annual report 2022-23](#) for consultation as attached at Appendix A

2. RECOMMENDATION

- 2.1 That member's note that the consultation on the draft annual report 2022-23 is open for members to respond to until 26th November 2021. Members are able to respond to the consultation by emailing IRPmailbox@gov.wales

3. REASONS FOR RECOMMENDATIONS

- 3.1 To ensure all members are provided with the opportunity to submit their representations on the draft annual report 2022-23, specifically in relation to section 13 of the report which relates to Town and Community Councils.

4. EQUALITY AND DIVERSITY IMPLICATIONS

- 4.1 The proposal set out within the report is based on the principle of all elected Members being treated equally and consistently. As a result, no Equality Impact Assessment is deemed required for the purposes of this report.

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

- 5.1 The provision of appropriate support and resources to elected Members is critical in ensuring the interests of local people are represented, governance of local communities is undertaken and value-for-money public services are secured for local tax-payers through effective scrutiny. The continued ability to effectively fulfil these duties will make a positive contribution to the Council's Corporate Plan priorities and the Well-being of Future Generations Act.



Independent Remuneration Panel for Wales

Annual Report

DRAFT

February 2022

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

ANNUAL REPORT 2022/2023

FOREWORD

The Covid pandemic continues to impact on the work of the Panel in that we have been unable to meet with authorities and their representative organisations face to face. However, we have continued to meet regularly and have meaningful discussions to meet our statutory obligations via Microsoft Teams or Zoom.

It has been a difficult time for the public sector but local authorities in Wales have demonstrated their resilience and capabilities over the past 18 months. 2022 is an election year for local government and the new five year term provides the opportunity to reset the basic salaries of elected members to align with the average earnings in Wales. This has been eroded in successive years, primarily as a result of austerity measures. We consider that it is important that the payments to elected members of principal councils be fair and at a level that is not a disincentive to potential candidates for election.

We have undertaken a major consultation exercise in respect of the Remuneration Framework for community and town councils and the outcome is contained in [Section 13](#) of this draft Report. I would like to express my appreciation to all the councils and individual members and officers for their involvement in the exercise.

There have been changes to the membership of the Panel. Ruth Glazzard joined the Panel in April and Helen Wilkinson replaced Claire Sharp in July. My personal thanks to Claire for her contribution to the work of the Panel.

The consultation period for this draft Report ends on **26 November 2021**. The Panel would appreciate comments which will be considered prior to the production of the final Report.

John Bader
Chair

Panel Membership
John Bader, Chair
Saz Willey, Vice Chair
Joe Stockley
Ruth Glazzard
Helen Wilkinson

Detailed information about the members can be found on the website: [Panel website](#)

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Timescale for Implementation of the Panel's Determinations

The Local Government (Wales) Measure 2011 requires the Panel's Annual Report to take effect from 1 April. In most years, this is in line with financial and administrative arrangements of all authorities. However, when new councils are elected some of the Panel's determinations are to be effective for the new municipal term.

On 9 May 2022, new municipal arrangements will come into effect following local government elections. This Annual Report therefore has two different effective dates as set out below:

1. For the period 1 April 2022 to 8 May 2022, all of the Determinations contained in the Independent Remuneration Panel for Wales' [Annual Report 2021/2022](#) will continue to apply in respect of principal councils and community and town councils.
2. For national park authorities and Welsh fire and rescue authorities the determinations in Sections [7](#) and [8](#) of this Report will apply from the new financial year, 1 April 2022.
3. With effect from 9 May 2022, (the new municipal year) the determinations set out in this Report in Sections [3](#) and [13](#) will apply to principal councils and community and town councils.

Executive Summary

This is the fourteenth Annual Report of the Independent Remuneration Panel for Wales (the Panel), published under the requirements of the Local Government (Wales) Measure 2011 (as amended).

1. As Wales emerges from the Covid pandemic, local democracy and public services will have a vital role to play in strengthening the resilience of our local communities and economies. 2022 is a milestone year because of this overarching context.
2. As a Panel our firm belief is that this is a reset moment for Welsh democracy and for valuing our public services; an important opportunity to future proof our democracy and public services. We have therefore taken time to engage with stakeholders, pause and reflect on the impact of the decisions we take and the messages we are communicating in making this year's determinations.
3. From inception, the Panel has consistently and vigorously expressed that local democracy and the governance of public services are not cost free and need to be valued if we are to enable everyone to participate. Levels of remuneration need to be set at a level sufficient to encourage a diversity of willing and able people to undertake local governance through elected, appointed or co-opted roles. It is important to promote a culture which encourages take up of remuneration to ensure that people from all walks of life can participate confidently in our democracy. However, the Local Government (Wales) Measure 2011 requires the Panel to have regard to the financial implication of its decisions. We have discussed the issue of affordability with representatives of the WLGA and the general consensus is that in the context of a council's income and expenditure the Panel's determinations do not have a significant impact. We consider that the proposals set out in this draft Report meet the legislative requirement.
4. Since 2009, remuneration of elected members of local government in Wales has not kept pace with measures of inflation or other possible comparators. These include Retail Prices Index, Consumer Prices Index, NJC (public sector employees), National Living Wage (NLW), [the Living Wage Foundation's Living Wage \(LWF\) rates](#), Members of Senedd Cymru, and MPs and also the Annual Survey of Hourly Earnings (ASHE). This is the result of austerity and pressure on public finances. This has the potential to perpetuate socio-economic disadvantage, adding to perceptions of a democratic deficit.

Yearly percentage increases to basic salary, benchmarks and alternative measures 2013 to 2021

Annual Report Year	2013	2014	2015	2016	2017	2018	2019	2020	2021
IRPW Basic	0.00	0.00	0.95	0.00	0.00	0.75	3.49	2.52	1.06
ASHE*	4.00	0.60	1.00	2.70	1.00	2.10	5.10	0.60	Oct-21
NLW	1.90	3.00	3.10	7.50	4.20	4.40	4.90	6.20	2.18
LWF	3.47	2.68	2.61	5.10	2.42	3.55	2.86	3.33	2.15

5. During this period, decision-making and local governance has increased in complexity with increased responsibilities flowing from legal, social, economic, cultural and technological changes. People’s lifestyles (and expectations) have also changed in the last decade with increased requirements and expectations for a flexible approach to support people with family and care pressures to participate and contribute at work and in public life, through job sharing, flexibility and family leave. The diversity in democracy agenda has gained traction, underpinned by the Equality Act with an increased expectation that people with protected characteristics should be encouraged and empowered to participate. Future proofing our democracy and governance also means that young people, those in work and those who are socially and economically disadvantaged are positively encouraged and empowered to participate as it is clear that our public services should be accountable to and delivered by people who reflect the communities they serve. There is evidence that greater diversity will ensure decision-making takes account of a wide variety of perspectives.
6. The Covid pandemic has put unprecedented pressure on our politicians and public servants. It has also highlighted the importance of our local and community infrastructure in developing rapid and innovative solutions. As Wales emerges from the pandemic, there is increased awareness that our nation needs to draw on a diverse talent pool to meet the scale of the ongoing challenges facing the nation. Local governance needs to engage lived experience and knowledge of local people.
7. As noted in this report, payments for councillors in the 22 principal councils in Wales have not kept pace with comparators such as ASHE. Financial constraints on the public sector and particularly on local authorities over many years meant that the link with average Welsh earnings could not be maintained. The Panel considers that this has undervalued the worth of elected members and that it is now time to restore this link as the most appropriate comparator. Members in these 22 principal councils will receive, proportionately, the same as the overall average amount that a Welsh constituent received in 2020. We believe this puts a fair value on the contribution made by local politicians. We hope that over time this will encourage greater diversity and enable potential candidates to consider putting themselves forward for election.
8. Local elections in Wales will take place on 5 May 2022 for a new municipal term and potentially many new local politicians. The 9 May 2022 is therefore the best date in our view to enact this ‘significant reset’ and invest in local democracy in

Wales. Our proposed increase in remuneration levels will therefore come into effect on this date. Further details can be found in [Section 3](#).

9. As a Panel, we are concerned that payment information provided by relevant authorities shows that very few members are utilising the provision in the framework for financial support in respect of care. We believe it is vital that Democratic Services Committees continue to encourage and facilitate greater use of this element of the Remuneration Framework so that members are not financially disadvantaged.
10. We also believe that encouraging take up of this financial support for members with caring responsibilities will send a positive signal that members with these responsibilities are welcome and valued. We hope that it will encourage others with caring responsibilities to consider standing for election.
11. Payments for members of national park authorities and Welsh fire and rescue authorities will increase as a result of the uplift proposed for elected members of principal councils. As indicated above these increases will be effective from 1 April 2022, the new financial year. The Panel considered the alternative for implementation following the annual meeting of each authority, but this could mean a significant delay in individuals receiving the new payments. This would not be equitable.
12. Early in 2021 the Panel commenced a major review of the Remuneration Framework in respect of community and town councils and undertook a comprehensive consultation exercise with the sector. We appreciated the level of engagement from individual councils and their representative organisations. The Covid pandemic limited the Panel's opportunities for face to face engagement in 2020/2021. However, the Panel's digital engagement was considerable. The Panel recognises a wide variation in geography, scope and scale across the 735 community and town councils in Wales, from small community councils with relatively minimal expenditure and few meetings to large town councils with significant assets and responsibilities. Our recommendations for reform and the proposed new framework are set out in [Section 13](#).
13. In reaching our conclusions we have also taken account of:
 - the overarching framework of the [Wellbeing of Future Generations Act](#);
 - the ethos and principle of the [socio-economic duty](#), implemented in Wales in 2020;
 - Welsh Government's ongoing commitment to [equality](#) and [diversity in democracy](#);

2022-2023 Determinations

14. The table below summarises the new and updated determinations in this year's Annual Report informed by our belief and rationale for investing in local democracy and public services and by the principles outlined above.

[Annex 1](#) outlines all of the Panel's determinations for 2022/23.

Summary of new and updated determinations contained in this report
Principal Councils
<i>Determination 1:</i> The basic salary in 2022/23 for elected members of principal councils shall be £16,800.
<i>Determination 2:</i> Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
<i>Determination 3:</i> Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
<i>Determination 4:</i> Where paid, a deputy civic head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
<i>Determination 5:</i> Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
Assistants to the Executive
<i>Determination 13:</i> The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
National Park Authorities
<i>Determination 23:</i> The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
<i>Determination 24:</i> The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.
<i>Determination 25:</i> A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.
<i>Determination 26:</i> Committee chairs or other senior posts can be paid. This shall be paid at £8,478.
Fire and Rescue Authorities
<i>Determination 30:</i> The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
<i>Determination 31:</i> The senior salary of the chair of a FRA shall be £11,162 with effect from 1 April 2022.
<i>Determination 32:</i> A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.
<i>Determination 33:</i> Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.
Community and Town Councils
<i>Determination 48:</i> Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event. Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.

1. The Panel's Framework: Principles of Members' Remuneration

Upholding trust and confidence

- 1.1 Citizens rightly expect that all those who choose to serve in local authorities uphold the public trust by embracing the values and ethics implicit in such public service. These principles underpin the contribution that the work of the Panel and its Framework make towards upholding public trust and confidence.

Simplicity

- 1.2 The Framework is clear and understandable. This is essential for the Panel to be able to communicate its Determinations effectively to all those who are affected by, or who have an interest in its work.

Remuneration

- 1.3 The Framework provides for payment to members of authorities who carry a responsibility for serving their communities. The level of payment should not act as a barrier to taking up or continuing in post. There should be no requirement that resources necessary to enable the discharge of duties are funded from the payment. The Framework provides additional payments for those who are given greater levels of responsibility.

Diversity

- 1.4 Democracy is strengthened when the membership of authorities adequately reflects the demographic and cultural make-up of the communities such authorities serve. The Panel will always take in to account the contribution its Framework can make in encouraging the participation of those who are significantly under-represented at local authority level.

Accountability

- 1.5 Taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest. The Panel expects all authorities to make information readily and appropriately available about the activities and remuneration of their members.

Fairness

- 1.6 The Framework will be capable of being applied consistently to members of all authorities within the Panel's remit as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable.

Quality

- 1.7 The Panel recognises that the complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement. The Panel expects members to undertake such training and personal development opportunities as required to properly discharge the duties for which they are remunerated.

Transparency

- 1.8 Transparency of members' remuneration is in the public interest. Some members receive additional levels of remuneration by virtue of being elected or appointed to more than one public body. The Framework serves to ensure that knowledge of all members' remuneration is made easily available to the public.

Remuneration of Heads of Paid Service

- 1.9 The Panel applies these principles of fairness, accountability and transparency in all its determinations in relation to remuneration of members of all the authorities that fall within its remit. The same principles also apply when the Panel is required to make recommendations in relation to the remuneration of the heads of paid service of these authorities.

2. Annual Report Summary Page

Type of Payment	Type of Authority			
	Principal Councils	National Park Authorities	Fire and Rescue Authorities	Community and Town Councils
Basic Salary	page 13	page 28	page 32	N/A ²
Senior Roles	page 16	page 28	page 32	page 45
Committee Chairs	page 14	page 28	page 32	N/A
Opposition Groups	page 16	N/A	N/A	N/A
Civic Heads and Deputies	page 17	N/A	N/A	page 47
Presiding Members	page 18	N/A	N/A	N/A
Mileage	page 41	page 41	page 41	page 46
Other Travel Costs	page 41	page 41	page 41	page 46
Subsistence Costs	page 42	page 42	page 42	page 46
Contribution towards Costs of Care and Personal Assistance	page 35	page 35	page 35	page 35
Family Absence	page 26	N/A	N/A	N/A
Sickness Absence	page 39	page 39	page 39	N/A
Joint Overview and Scrutiny Committees	page 24	N/A	N/A	N/A
Pension	page 25	N/A	N/A	N/A
Co-optees	page 33	page 33	page 33	N/A
Specific or Additional Allowances	page 20	N/A	N/A	N/A
Payments to Community and Town Councillors	N/A	N/A	N/A	page 43
Compensation for Financial Loss	N/A	N/A	N/A	page 46
Statement of Payments	page 78	page 78	page 78	page 78
Schedule of Remuneration	Page 76	Page 76	Page 76	N/A
Salaries of Head of Paid Services	Page 53	N/A	Page 53	N/A

² Not Applicable

3. Payments to Elected Members of Principal Councils: Basic, Senior and Civic Salaries

Basic salary for elected members of principal councils

- 3.1 In 2009 the Panel decided the average work commitment of an elected councillor of a principal council was three working days. The maximum basic salary was set at £13,868. This reflected three fifths of the then median gross earnings of full-time male employees resident in Wales as reported in the Annual Survey of Hourly Earnings (ASHE) published by the Office of National Statistics. The Panel considered it was appropriate to use this figure, as it was comparable with constituents' pay, adjusted for the part-time nature of the work of a member with no senior responsibilities. At the introduction of austerity measures, the basic salary was reduced to £13,175 and the link to ASHE was broken. Since then, there has been no connection between councillor and constituent pay. In 2019, the Panel took steps to stop the gap widening and reviewed options to move towards reinstating the link with ASHE or another suitable benchmark. A detailed explanatory paper setting out the historical context and analysis is available on the Panel's [website](#). The key issues are:
- 3.1.1 Since 2009, the Panel has met its duty to take account of affordability and acceptability and set amounts for the basic salary that varied but have not kept pace with measures of inflation or other comparators. Table 1 shows the percentage increases to the basic salary and a selection of alternative benchmarks from 2013 to 2021.
- 3.1.2 From 2013 to 2020 the basic salary of other Welsh elected members increased by 9% (£13,175 to £14,368). A Senedd Cymru member's salary increased by 28.6% (£53,852 to £69,272) and an MP's salary increased by 23.4% (£66,396 to £81,932). MS salaries were realigned in 2017 and MPs in 2015.
- 3.1.3 Examining other parts of the United Kingdom, councillors in Scotland receive £18,604 a year and in 2018 councillors in Northern Ireland received £15,486. Comparison with England is more difficult as the structure of local government is different, although there are examples where members are paid significantly more than their Welsh counterparts.
- 3.1.4 Table 1 shows the basic salary of backbench councillors has fallen significantly behind the Welsh average (median) salary and public sector pay.

Table 1 – Yearly percentage increases to basic salary, benchmarks and alternative measures 2013 to 2021

Annual Report Year	2013	2014	2015	2016	2017	2018	2019	2020	2021
IRPW Basic	0.00	0.00	0.95	0.00	0.00	0.75	3.49	2.52	1.06
ASHE*	4.00	0.60	1.00	2.70	1.00	2.10	5.10	0.60	Oct-21
NJC **	1.00	0.43	2.05	1.00	1.00	2.00	2.60	2.75	1.75
MS	0.00	0.00	0.00	1.00	17.70	2.10	3.50	0.00	2.40
MP	1.00	1.00	10.30	1.30	1.40	1.80	2.70	3.10	0.00
RPI***	3.00	2.40	1.00	1.80	3.60	3.30	2.60	1.50	3.80
CPI ****	2.60	1.50	0.00	0.70	2.70	2.50	1.80	0.90	2.00
NLW	1.90	3.00	3.10	7.50	4.20	4.40	4.90	6.20	2.18
LWF	3.47	2.68	2.61	5.10	2.42	3.55	2.86	3.33	2.15

** NJC final employers offer July 2021; *** RPI and CPI**** are for July 2021.

Wales Median Average (median) gross weekly earnings by Welsh local areas and year (£) (gov.wales)

MS [Remuneration Board](#)

MP [Independent Parliamentary Standards Authority](#)

RPI all items [Retail Price Index](#)

CPI [Consumer Price Inflation](#)

NLW [National Living Wage](#)

LWF [Living Wage Foundation](#)

Table 2 - Basic yearly salary and actual full time and 3 day (60%) equivalents of Welsh national average pay 2013 to 2021

Year	IRPW basic salary	Wales Median ASHE	
		full time	3 day
2013	13,175	24,499	14,699
2014	13,175	24,655	14,793
2015	13,300	24,915	14,949
2016	13,300	25,643	15,386
2017	13,300	25,904	15,542
2018	13,400	26,476	15,886
2019	13,868	27,828	16,697
2020	14,218	27,974	16,784
2021	14,368	October 2021	October 2021

- 3.2 When making determinations for this Annual Report, the Panel considered the progression of the variety of benchmark figures outlined above for the period from 2013 to 2021 and the increases.
- 3.3 As outlined in the Executive Summary, the Panel believes that local elections in May 2022 provide an opportune time to rectify the imbalance between the basic salary of councillors and the average salaries of their constituents. The basic salary of councillors of principal councils elected in the May 2022 local elections will be reset to align with the 2020 ASHE. This will be £16,800.

Determination 1: The Basic Salary in 2022/23 for elected members of principal councils shall be £16,800.

Senior Salaries

Senior salaries are payments to members who are executive, chairs of committees and the leader of the opposition.

Number of Senior Salaries

- 3.4 The limit on the number of senior salaries payable (“the cap”) will remain in place and remains unchanged. In 2022-2023 the maximum number of senior salaries payable within each council will be as set out in Table 3.

Senior Salary Payments

- 3.5 All senior salaries include the basic salary payment.
- 3.6 The Panel recognises that years of no or low increases has meant the pay of senior salary holders is significantly and increasingly lower than many relevant comparators.

Leaders

- 3.7 It is widely recognised that the role of leader of a principal council is highly complex and carries a large and increasing level of responsibility. Leaders’ pay is at the lower end of sector market comparators.
- 3.8 The Panel has heard arguments that a leader’s pay should be at or above a backbench MS or a Health Board Chair. The Panel has considered these arguments, but has concluded that although the roles have some similarities, there are significant and crucial differences which are not helpful in making comparisons.
- 3.9 The Panel is very concerned that the current payment levels are often financially

unattractive and are seen as a barrier to participation. For many willing and well-qualified people, a senior salary might necessitate a significant reduction in earnings. This is not in the spirit of diversity, inclusion, or democracy, or efficient for the effective running of principal councils. To start to address this, the Panel has re-set all senior salary payments for 2022-2023. The salary of a leader of the largest (Group A) council will be £63,000. All other payments have been decided in reference to this and are set out in Table 4.

Executive

- 3.10 The Panel continues to take the view that executive members should be considered to be working the equivalent of full time (around 40 hours per week) but flexibly, and not necessarily nine to five. Continued discussions with members and officers in recent years have reinforced this conclusion.

Chairs of Committees

- 3.11 The Panel recognises that there is a significant variance in the responsibilities and functions of chairing different committees. Councils do not have to pay chairs of committees. Each council can decide which, if any, chairs of committees they pay. This allows councils to take account of differing levels of responsibility.
- 3.12 The Panel has considered the role element of the chair's salary. The move to a single level of chair payment in 2019 reduced the differentials with other senior payments. To reset this, the Panel has decided not to change the role element at the 2021 figure of £8,793 for 2022-2023. The basic salary increase will apply.

Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.

Table 3: Maximum numbers of council membership eligible for payment of a senior salary

Council	Number of councillors	Number of senior salaries
Group A (populations over 200,000)		
Cardiff	75	19
Rhondda Cynon Taf	75	19
Swansea	72	19
Group B (populations of 100,000 to 200,000)		
Bridgend	54	18
Caerphilly	73	18
Carmarthenshire	74	18
Conwy	59	18
Flintshire	70	18
Gwynedd	75	18
Neath Port Talbot	64	18
Newport	50	18
Pembrokeshire	60	18
Powys	73	18
Vale of Glamorgan	47	18
Wrexham	52	18
Group C (populations of up to 100,000)		
Blaenau Gwent	42	17
Ceredigion	42	17
Denbighshire	47	17
Isle of Anglesey	30	16
Merthyr Tydfil	33	16
Monmouthshire	43	17
Torfaen	44	17

Table 4: Salaries payable to Basic, Senior, Civic and Presiding Members of Principal Councils:

Basic salary (payable to all elected members) £16,800			
	Group A Cardiff, Rhondda Cynon Taf, Swansea	Group B Bridgend, Caerphilly, Carmarthenshire, Conwy, Flintshire, Gwynedd, Newport, Neath Port Talbot, Pembrokeshire, Powys, Vale of Glamorgan, Wrexham	Group C Blaenau Gwent, Ceredigion, Denbighshire, Merthyr Tydfil, Monmouthshire, Torfaen, Isle of Anglesey
Senior salaries (inclusive of basic salary)			
Band 1 Leader	£63,000	£56,700	£53,550
Deputy Leader	£44,100	£39,690	£37,485
Band 2 Executive Members	£37,800	£34,020	£32,130
Band 3 Committee Chairs (if remunerated):		£25,593	
Band 4 Leader of Largest Opposition Group ³		£25,593	
Band 5 Leader of Other Political Groups		£20,540	

³ Leader of largest opposition group. See IRPW Regulations, Annex 2, Part 1(2) for a definition of “largest opposition group” and “other political group”.

Table 4 notes:

- a. The Panel considers that leadership and executive roles (Band 1 and 2 salaries respectively) carry the greatest individual accountability. A deputy leader salary is set at 70% of their leader and an executive member at 60% of their leader.
- b. The Panel considered arguments for and against changing council groupings. Options included removing or increasing the number of groups

and changing the banding levels. The Panel concluded that 'size of population' remains a major factor in influencing levels of responsibility and has retained the three population groups (A, B and C). For information: Group A Population 200,000 and above; Group B Population 100,001 to 199,999; Group C Population up to 100,000.

- c. Salaries for B group councils will be at 90% of Group A salaries. Salaries for C group councils have been set at around 80% of Group A. Although Group C councils have significantly smaller populations and budgets they face similar duties and challenges as Group A and B councils and they do so with fewer resources. The Panel has therefore decided to reduce the Group differentials. In 2022/2023 salaries for Group C will be at 85% of Group A salaries. The salaries are set out in Table 4.
- d. Committee chairs will be paid at Band 3. A council can decide which, if any, chairs of committees are remunerated. This allows councils to take account of differing levels of responsibility.
- e. The stipulation that an opposition group leader or any other group leader must represent at least 10% of the council membership before qualifying for a senior salary remains unchanged.
- f. The Panel has determined that a council must make a senior salary available to the leader of the largest opposition group.
- g. The Panel has determined that, if remunerated, a Band 5 senior salary must be paid to leaders of other political groups.

Payments to Civic Heads and Deputies (Civic Salaries)

- 3.13 A council may decide not to pay any civic salary to the posts of civic head and or deputy civic head. If paid, civic heads must be remunerated at Band 3 level and deputy civic heads at Band 5. (Determinations 5, 6, 7 and 8).
- 3.14 The posts of civic head and deputy civic head are not included in the cap (with the exception of Isle of Anglesey and Merthyr Tydfil Councils).
- 3.15 Civic heads are senior posts within councils which are distinct from political or executive leadership. In addition to chairing major meetings the civic head is the authorities' 'first citizen' and 'ambassador' representing the council to a wide variety of institutions and organisations. The Panel's requirement that members should not have to pay for the cost of the support (see **Determination 10**) needed to carry out their duties applies also in respect of deputy civic heads.

Determination 3: Where paid, a Civic Head must be paid a Band 3 salary of £25,593 in accordance with Table 4.

Determination 4: Where paid, a Deputy Civic Head must be paid a Band 5 salary of £20,540 in accordance with Table 4.

- 3.16 In many instances civic heads receive secretarial support and are provided with transport for official duties and can access a separate hospitality budget which is managed and controlled by council officers.
- 3.17 The Panel recognises the wide range of provision made for civic heads in respect of transport, secretarial support, charitable giving and official clothing. Funding decisions in relation to levels of such additional support are not matters of personal remuneration, but of the funding required to carry out the tasks and duties. These matters remain entirely a decision for individual councils. Councils remain free to invest in support at whatever levels they deem appropriate for the levels of civic leadership they have in place.
- 3.18 The Local Government (Democracy) (Wales) Act 2013 allows councils to appoint a presiding member whose role is to chair meetings of the whole council. Where appointed, there would be a consequential reduction in the responsibilities of the respective civic head.

Presiding Members

- 3.19 Councils are reminded that, if a presiding member is appointed, they do not have to be remunerated. If they are remunerated the post will count towards the cap and be paid at a Band 3 senior salary.

Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.

Determination 6: The post of deputy presiding member will not be remunerated.

Key factors underpinning the Panel's determinations:

- 3.20 The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of three days a week.
- 3.21 The prescribed salary and expenses must be paid in full to each member unless an individual has independently and voluntarily opted in writing to the authority's proper officer to decline all or any element of the payment. It is fundamental there is transparency in this process so any possible suggestion that members are put under pressure to decline salaries is avoided.

The following must be applied:

Determination 7:

- a) **An elected member must not be remunerated for more than one senior post within their authority.**
- b) **An elected member must not be paid a senior salary and a civic salary.**
- c) **All senior and civic salaries are paid inclusive of basic salary.**
- d) **If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.**

Determination 8: Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA or FRA.

Determination 9: Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.

Supporting the work of local authority elected members

- 3.22 The Panel expects support provided should take account of the specific needs of individual members. Democratic Services Committees are required to periodically review the level of support provided to members to carry out their duties. The Panel would expect these committees to carry this out and bring forward proposals to the full council as to what is required. Any proposals should be made with due regard to Determinations 10 and 11 below. For example, the Panel does not consider it appropriate that elected members should be required to pay for any telephone usage to enable them to discharge their council duties.
- 3.23 The Panel considers it is necessary for each elected member to have ready use of email services, and electronic access to appropriate information via an internet connection. The Panel does not consider it appropriate that elected members should be required to pay for internet related services to enable them to discharge their council duties. Access to electronic communications is

essential for a member to be in proper contact with council services and to maintain contact with those they represent. Councils are committed to paperless working and without electronic access members would be significantly limited in their ability to discharge their duties. It is inappropriate for facilities required by members only to be available within council offices within office hours.

- 3.24 The responsibility of each council, through its Democratic Services Committee, to provide support should be based on an assessment of the needs of its members. When members' additional needs or matters of disability apply, or there are specific training requirements indicated, each authority will need to assess any particular requirements of individual members.
- 3.25 As a result of their role as a councillor an elected member's personal security may become adversely affected. It is the duty of Democratic Services Committees to fund or provide support necessary to enable a councillor to discharge their role reasonably and safely. This may require funding appropriate security measures to protect councillors from personal risk or significant threat. Risk assessment and liaison with relevant bodies such as the police and security services would normally inform the selection of required provision.
- 3.26 For co-opted members the support requirements are set out in [Section 9](#) and Determination 42.

Determination 10: Each authority, through its Democratic Services Committee, must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.

Determination 11: Such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.

Specific or additional senior salaries

- 3.27 The Panel has allowed for greater flexibility which allows for authorities to apply for specific or additional senior salaries that do not fall within the current remuneration framework, or which could not be accommodated within the maximum number of senior salaries relating to the authority. If the proposed addition is approved and results in the council exceeding its cap, this will be included in the approval (with exception of Merthyr Tydfil and the Isle of Anglesey Councils – see footnote 4). Some councils have raised the possibility of operating some senior salary posts on a job share arrangement. The Panel is supportive of this principle, on the basis that it supports diversity and

inclusion, and the process is set out in Paragraph 3.29.

Determination 12: Principal councils can apply for specific or additional senior salaries that do not fall within the current Framework.

- 3.28 Guidance to local authorities on the application process was issued in April 2014 and incorporated the following principles:
- a. The total number of senior salaries cannot exceed fifty percent⁴ of the membership.
 - b. Applications will have to be approved by the authority as a whole (unless this has been delegated within Standing Orders) prior to submission to the Panel.
 - c. There must be clear evidence that the post or posts have additional responsibility demonstrated by a description of the role, function and duration.
 - d. Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole.

⁴Local Government (Wales) Measure 2011 Section 142 (5). The proportion fixed by the Panel in accordance with subsection (4) may not exceed fifty percent unless the consent of the Welsh Minister has been obtained.

3.29 Job Sharing Arrangements

Section 58 of the Local Government and Elections Act (Wales) 2021 established new arrangements for job sharing for executive leaders and executive members. The Act makes provision:

- a) requiring local authorities to include in their executive arrangements provision for enabling two or more councillors to share an office on an executive, including the office of executive leader
- b) changing the maximum number of members of an executive when members of the executive share an office and
- c) about voting and quorum where members of an executive share office.

For members of an executive: Each job sharer will be paid an appropriate proportion of the salary group as set out in Table 3.

The statutory maximum, as set out in the Act, for cabinets cannot be exceeded so each job sharer will count toward the maximum.

Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the council's membership. Where the arrangements would mean that the statutory maximum would be exceeded the Panel would need to seek the approval of Welsh Ministers.

3.30 Assistants to the Executive

The Local Government and Elections Act also provides for principal councils to be able to appoint elected members to assist the executive in discharging its functions.

Such appointments are made by the leader of the council and can include:

- the number of assistants that may be appointed
- the term of office of the assistants
- the responsibility of the assistants

There are exclusions to the appointments as set out in the legislation and assistants are not members of the cabinet.

The Panel has given initial consideration to matters of remuneration for members appointed as assistants to the executive but has concluded that until there is more information in respect of the responsibilities attached to the posts it is not possible to decide on additional payments, if any. It is therefore

proposed that this will be further considered when a council decides to make appointments and details of the specific responsibility is available.

To give effect to this without the requirement for a further formal report the following determination will apply.

Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.

Note: If a senior salary payment is made, each will count towards the cap, however, the cap will be increased by the number of assistants receiving payments subject the statutory maximum of 50 per cent of the council's membership.

4. Joint Overview and Scrutiny Committees (JOSC)

- 4.1 Little use has been made of the arrangements for JOSCs. Therefore, the Panel has decided to delete the payment from the Framework. If, in future, a JOSC is formed by an individual council and it wishes to remunerate, it can apply using the arrangements contained in paragraphs 3.27 and 3.28. The current JOSCs in operation will continue without need for further confirmation. The applicable salaries are set out in the following determinations.

Determination 14: The salary level for a chair of a Joint Overview and Scrutiny Committee shall be £8,793.

Determination 15: The salary level for a vice chair of a Joint Overview and Scrutiny Committee shall be £4,396.

5. Pension Provision for Elected Members of Principal Councils

- 5.1 The Local Government (Wales) Measure 2011 provides a power to the Panel to make determinations on pension entitlement for elected members of principal councils.

Determination 16: The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.

6. Entitlement to Family Absence

This section applies to elected members of principal authorities.

- 6.1 The Regulations relating to Family Absence for elected members of principal councils were approved by the National Assembly for Wales in November 2013⁵ and cover maternity, new-born, adoption and parental absences from official business.
- 6.2 The Panel considered the implications for the remuneration of such members who are given absence under the terms of the Welsh Government Regulations and the Panel's determinations are set out below.

Determination 17: An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.

Determination 18: When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.

Determination 19: It is a matter for the authority to decide whether or not to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the authority so decides.

Determination 20: If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Panel's Annual Report, an addition to the maximum will be allowed for the duration of the substitution. However, this will not apply to the Isle of Anglesey or Merthyr Tydfil Councils if it would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.

Determination 21: When a Council agrees a paid substitution for family absence the Panel must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.

Determination 22: The Council's schedule of remuneration must be amended to reflect the implication of the family absence.

⁵[The Family Absence for Members of Local Authorities \(Wales\) Regulations 2013](#)

7. Payments to Members of National Park Authorities (NPAs)

Structure of National Park Authorities

- 7.1 The three national parks in Wales - Brecon Beacons, Pembrokeshire Coast and Snowdonia were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a National Park Authority (NPA) for each park.
- 7.2 National park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
- 7.3 The structure of the members' committee at each of the three national parks is set out in Table 5.

Table 5: Membership of Welsh National Park Authorities

National Park Authority	Total Membership	Principal Council Members	Welsh Government appointed Members
Brecon Beacons	18	12: Blaenau Gwent County Borough Council – 1 Carmarthenshire County Council – 1 Merthyr Tydfil County Borough Council – 1 Monmouthshire County Council – 1 Powys County Council – 6 Rhondda Cynon Taf County Borough Council - 1 Torfaen County Borough Council – 1	6
Pembrokeshire Coast	18	12: Pembrokeshire County Council – 12	6
Snowdonia	18	12: Conwy County Borough Council – 3 Gwynedd Council – 9	6

- 7.4 Standards Committees of NPAs also have independent co-opted members whose remuneration is included in the Framework as set out in [Section 9](#).
- 7.5 The Panel has based its determinations on the following key points:
- NPAs manage their work via formal authority meetings, committees and task and finish groups. Each has a Development, Management and or Planning Committee, and other committees include Performance and

Resources and Audit and Scrutiny. Ordinary NPA members are members of at least one committee as well as being involved in site visits and inspection panels.

- There is an expectation that members will participate in training and development.
- The chair of an NPA has a leadership and influencing role in the authority, a representational role similar in some respects to that of a civic head and a high level of accountability. The chair is not only the leader of the authority but is also the public face of the particular national park and is the link with the Minister and MS' with whom they have regular meetings. The role requires a high level of commitment and time.

Basic and senior salaries

- 7.6 The time commitment on which the remuneration of members is based is 44 days. The salary for members of NPAs will increase to £4,738.
- 7.7 The Panel has determined that the remuneration of a NPA chair should be aligned to that part of a Band 3 senior salary received by a committee chair of a principal council. This salary will increase to £13,531.
- 7.8 NPAs can determine the number of senior posts it requires as appropriate to its governance arrangements.
- 7.9 The Panel has made the following determinations:

Determination 23: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.

Determination 24: The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.

Determination 25: A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.

Determination 26: Committee chairs or other senior posts can be paid. This shall be paid at £8,478.

Determination 27: Members must not receive more than one NPA senior salary.

Determination 28: A NPA senior salary is paid inclusive of the NPA basic salary.

Determination 29: Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.

Note: Family absence does not apply to Welsh Government appointed members and local authority nominees are covered by their principal council so NPAs are not required to make any arrangements in this respect.

8. Payments to Members of Welsh Fire and Rescue Authorities (FRAs)

Structure of Fire and Rescue Authorities

- 8.1 The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996.
- 8.2 FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.
- 8.3 The structure of the each of the three FRAs is set out in Table 6.

Table 6: Membership of Fire and Rescue Authorities

Name of Fire and Rescue Authority	Number of Local Authority Members
Mid and West Wales	25: Carmarthenshire County Council – 5 Ceredigion County Council – 2 Neath Port Talbot County Borough Council – 4 Pembrokeshire County Council – 3 Powys County Council – 4 Swansea City and County Council – 7
North Wales	28: Conwy County Borough Council – 5 Denbighshire County Council – 4 Flintshire County Council – 6 Gwynedd Council – 5 Isle of Anglesey County Council – 3 Wrexham County Borough Council – 5
South Wales	24: Bridgend County Borough Council – 2 Blaenau Gwent County Borough Council – 1 Caerphilly County Borough Council – 3 Cardiff City Council – 5 Merthyr Tydfil County Borough Council – 1 Monmouthshire County Council – 2 Newport City Council - 2 Rhondda Cynon Taf County Borough Council - 4 Torfaen County Borough Council – 2 Vale of Glamorgan Council -2

- 8.4 In addition, Standards Committees of FRAs have independent co-opted members whose remuneration is included in the Framework as set out in [Section 9](#).

8.5 In considering remuneration of members of FRAs, the Panel has based its determinations on the following key points:

- The Chair has a leadership and influencing role in the authority, and a high level of accountability especially when controversial issues relating to the emergency service arise. In addition to fire authority meetings, all FRAs have committees that include in different combinations: audit, performance management, scrutiny, human resources, resource management as well as task and finish groups and disciplinary Panels. As well as attending formal meetings of the authority and committees, members are encouraged to take on a community engagement role, including visiting fire stations.
- There is a strong training ethos in FRAs. Members are expected to participate in training and development. Induction programmes are available as well as specialist training for appeals and disciplinary hearings.
- Training sessions often follow on from authority meetings to make the training accessible.

Basic and Senior Salaries

8.6 The time commitment on which remuneration is based is 22 days. The salary for members of FRAs will increase to £2,369.

8.7 The Panel determined that the remuneration of a FRA chair should be aligned to that part of a Band 3 senior salary received by a committee chair of a principal council. This salary will increase to £11,162.

8.8 The Panel determined that the remuneration of a FRA deputy chair will be aligned with the Band 5 senior salary for principal councils. This will increase to £6,109 and must be paid if the authority appoints a deputy chair.

8.9 FRAs determine the number of senior posts it requires as appropriate to its governance arrangements. Committee chairs and any other senior post if remunerated will be aligned with Band 5. This will increase to £6,109.

Local Pension Boards

8.10 The Panel has considered requests from FRAs to allow them to pay salaries to chairs of local pension boards established under the Firefighters' Pension Scheme (Wales) Regulations 2015. Those Regulations already give FRAs the power to decide how local pension boards are to work and to pay the chair and members if they wish. Therefore, it is not appropriate for the Panel to make a determination empowering FRAs to pay salaries to local pension board chairs. The senior salaries in Determination 31 or 32 cannot be used exclusively for this role.

8.11 The Panel has made the following determinations:

Determination 30: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.

Determination 31: The senior salary of the chair of an FRA shall be £11,162 with effect from 1 April 2022.

Determination 32: A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.

Determination 33: Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.

Determination 34: Members must not receive more than one FRA senior salary.

Determination 35: A FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.

Determination 36: Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply

9. Payments to Co-opted Members of Principal Councils, National Park Authorities and Fire & Rescue Authorities⁶

- 9.1 The Panel has determined that a daily or half daily fee is appropriate remuneration for the important role undertaken by co-opted members of authorities with voting rights.
- 9.2 The number of days in any one year for which co-opted members may be paid varies and reflects the specific work discharged by the relevant committee. This context for payment therefore differs from that for elected members of principal councils which provides a monthly payment. Many elected members of principal councils report that they rely on this as part of a core income without which they would be unable to continue in the role.
- 9.3 In dialogue with the Panel, co-opted members acknowledge the importance of fees they receive but do not identify these payments as an income for living upon which they depend. Panel determinations in relation to co-opted member fees occur in this context and any uplifts are therefore not comparable with the changes to salaries of elected members.
- 9.4 Recognising the important role that co-opted members discharge, payment must be made for travel and preparation time; committee and other types of meetings as well as other activities, including training, as set out in Determinations 38 to 41.
- 9.5 The determinations are set out below. Principal councils, NPAs and FRAs must tell co-opted members the name of the appropriate officer who will provide them with the information required for their claims; and make the appropriate officer aware of the range of payments that should be made.

Determination 37: Principal Councils, NPAs and FRAs must pay the following fees to co-opted members who have voting rights (Table 7).

Table 7: Fees for co-opted members (with voting rights)

Chairs of standards, and audit committees	£268 (4 hours and over) £134 (up to 4 hours)
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£238 daily fee (4 hours and over) £119 (up to 4 hours)
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£210 (4 hours and over) £105 (up to 4 hours)
Community and Town Councillors sitting on Principal Council Standards Committees	£210 (4 hours and over) £105 (up to 4 hours)

Determination 38: Reasonable time for pre-meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.

Determination 39: Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).

Determination 40: The appropriate officer within the authority must determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.

Determination 41: Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.

Support for co-opted members

Determination 42: Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.

⁶This section does not apply to co-opted members to community and town councils.

10. Contribution towards Costs of Care and Personal Assistance (CPA)

- 10.1 This section applies to all members of principal councils, NPAs, FRAs and to co-opted members of these authorities. The same provision applies to community and town councils.
- 10.2 The purpose of this section is to enable people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel believes that additional costs of care required to carry out approved duties should not deter any individual from becoming and remaining a member of an authority or limit their ability to carry out the role. The Panel has adopted specific principles related to support for the costs of care which were the subject of a [Supplementary Report](#) published in February 2020. These principles are set out in Table 8.
- 10.3 The Panel reviewed the arrangements for this financial support and has made the following changes:
- a) As payments are taxable under the current HMRC rules, full reimbursement is not possible so for clarity this is retitled to “contribution towards the costs of care and personal assistance”. It will still require receipts to accompany claims.
 - b) Claims can be made in respect of a dependant under 16 years of age, or a minor or adult who normally lives with the member as part of their family and who cannot be left unsupervised.
 - c) Reimbursement may be claimed for member’s own care or support needs where the support and/or cost of any additional needs are not available or are not met directly by the authority such as Access to Work, Personal Independence Payments, insurance. These could arise when the needs are recent and or temporary.
- 10.4 Members, including co-opted members are entitled to claim towards the costs of care and personal assistance, for activities that the individual council has designated official business or an approved duty which might include appropriate and reasonable preparation and travelling time. It is a matter for individual authorities to determine specific arrangements to implement this. Each authority must ensure that any payments made are appropriately linked to official business or approved duty.
- 10.5 The Panel reviewed the maximum monthly payment in recognition that this has not changed for several years. Information indicates that monthly costs and claims vary considerably. These can depend on the number of dependants, their ages and other factors. Therefore the monthly cap will be replaced with the following arrangements:
- Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced.

- Informal (unregistered) care costs to be paid up to a maximum rate equivalent to [hourly rates as defined by the Living Wage Foundation](#) at the time the costs are incurred.

For clarification, care costs cannot be paid to someone who is a part of a member's household.

10.6 The Panel continues to recognise the issues relating to the publication of this legitimate expense and has retained the requirements for publication set out in [Annex 4](#). To support current members and to encourage diversity the Panel urges authorities to promote and encourage greater take-up of the contribution towards costs of care and personal assistance.

Table 8

The Panel's principles relating to Care and Personal Assistance (CPA)

The Minimum Authorities should do		How this could be done
Be clear who it is for	<p>Members with primary caring responsibilities for a child or adult and/or personal support needs where these are not covered by statutory or other provision.</p> <p>Claims for personal support might also include a short term or recent condition not covered by the Equality Act 2010, access to work, Personal Payments, insurance or other provision.</p>	A confidential review of the needs of individual members annually and when circumstances change
Raise Awareness	Ensure potential candidates, candidates and current members are aware that financial support is available to them should their current or future circumstances require.	Ensure clear and easily accessible information is available on website and in election and appointment materials, at Shadowing and at induction and in the members' "handbook". Remind serving members via email and or training. Signpost to Panel's Payments to Councillors leaflets.
Promote a Positive Culture	Ensure all members understand the reason for CPA and support and encourage others to claim where needed.	Encouragement within and across all parties of relevant authorities to support members to claim.

The Minimum Authorities should do		How this could be done
		Agree not to advertise or make public individual decisions not to claim.
Set out the approved duties for which CPA can be claimed	<p>Meetings – formal (those called by the authority) and those necessary to members’ work (to deal with constituency but not party issues) and personal development (training, and appraisals.)</p> <p>Travel – in connection with meetings.</p> <p>Preparation – reading and administration are part of a member’s role. Some meetings and committees require large amounts of reading, analysis or drafting before or after a meeting.</p> <p>Senior salary holders with additional duties may have higher costs.</p>	<p>Approved duties are usually a matter of fact. Interpretation of the Panel’s Regulations are set out in the Annual Report.</p> <p>“Any other duty approved by the authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the authority or any of its committees.”</p>
Be as enabling as possible about the types of care that can be claimed	<p>Members should not be out of pocket subject to the limit set in the Annual Report.</p> <p>Models of care and needs vary. Members may use a combination of several care options.</p> <p>Patterns of care may alter over the civic and academic year.</p> <p>Not all care is based on hourly (or part hourly) rates.</p> <p>Where a whole session must be paid for, this must be reimbursed even where the care need is only for part of a session.</p> <p>Members may need to:</p> <ul style="list-style-type: none"> • book and pay for sessions in advance • commit to a block contract: week, month or term • pay for sessions cancelled at short notice <p>Where care need straddles two sessions both should be reimbursed.</p>	

The Minimum Authorities should do		How this could be done
Have a simple and effective claim process	<p>Members should know how to claim.</p> <p>The claim process should be clear, proportionate and auditable.</p>	<p>Check members understand how to claim and that it is easy to do so.</p> <p>Flexibility to accept paperless invoices</p> <p>Online form</p> <p>Same or similar form to travel costs claim</p>
Comply with Panel's Publication rules	<p>The Panel's Framework states:</p> <p>"In respect of the publication of the reimbursement of the costs of care, the Panel has decided that relevant authorities should only publish the total amount reimbursed during the year. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed."</p>	

Determination 43: All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows:

- **Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced.**
- **Informal (unregistered) care costs to be paid up to a maximum rate equivalent to the [hourly rates as defined by the Living Wage Foundation](#) at the time the costs are incurred.**

This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty. Payment shall only be made on production of receipts from the care provider.

11. Sickness Absence for Senior Salary Holders

11.1 The Family Absence Regulations (approved by the National Assembly in 2014) are very specific relating to entitlement and only available for elected members of principal councils. Absence for reasons of ill-health is not included.

11.2 Instances have been raised with the Panel of senior salary holders on long term sickness and the perceived unfairness in comparison with the arrangements for family absence. In consequence, councils are faced with the dilemma of:

- operating without the individual member but still paying them the senior salary.
- replacing the member who therefore loses the senior salary (but retains the basic salary).

11.3 The Panel's Framework provides specific arrangements for long term sickness as set out below:

- a) Long term sickness is defined as certified absences in excess of 4 weeks.
- b) The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
- c) Within these parameters a senior salary holder on long term sickness can, if the authority decides, continue to receive remuneration for the post held.
- d) It is a decision of the authority whether to make a substitute appointment, but the substitute will be eligible to be paid the senior salary appropriate to the post.
- e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, as set out in the Annual Report, an addition will be allowed for the duration of the substitution. (However, this would not apply to Merthyr Tydfil or the Isle of Anglesey councils if it would result in more than 50% of the membership receiving a senior salary. It would also not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts - the statutory maximum).
- f) When an authority agrees a paid substitution, the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authorities' Schedule of Remuneration must be amended accordingly.
- g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least

six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

- 11.4 This arrangement applies to members of principal councils, NPAs and FRAs who are senior salary holders, including Welsh Government appointed members, but does not apply to co-opted members.

Note:

The Family Absence Regulations apply to elected members in cases of maternity, new-born, adoption and parental absences from official business. They do not apply to Welsh Government appointed members of NPAs.

12. Reimbursement of Travel and Subsistence Costs when on Official Business

- 12.1 This section applies to members of principal councils, NPAs, FRAs and to co-opted members of these authorities. (Similar provision for community and town councils is contained in Section 13 as there is a different approach to such members, principally that the provision is permissive.)
- 12.2 Members may claim reimbursement for travel and subsistence (meals and accommodation) costs where these have arisen as a result of undertaking official business or approved duties.
- 12.3 Expenses reimbursed to members of principal councils, by their principal council are exempt from Income Tax and employee NICs. Members of NPAs and FR As may be subject to other arrangements as determined by HMRC.
- 12.4 The Panel is aware that in some instances members with disabilities have been reluctant to claim legitimate travel expenses because of an adverse response following the publication of their travel costs. As an alternative, travel arrangements could be made directly by the authority in such circumstances.
- 12.5 The Panel has determined there will be no change to mileage rates which members are entitled to claim. All authorities may only reimburse travel costs for their members undertaking official business within and or outside the authority's boundaries at the current HM Revenue and Customs (HMRC) rates which are:

Reimbursement of mileage costs

45p per mile	Up to 10,000 miles in a year by car
25p per mile	Over 10,000 miles in a year by car
5p per mile	Per passenger carried on authority business
24p per mile	Motorcycles
20p per mile	Bicycles

- 12.6 Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Reimbursement of other travel costs

- 12.7 All other claims for travel, including travel by taxi if this is the only, or most appropriate, method of transport, must only be reimbursed on production

of receipts showing the actual cost and will be subject to any requirement or further limitation that an authority may determine. Members should always be mindful of choosing the most cost-effective method of travel.

Reimbursement of subsistence costs

£28 per day	Day allowance for meals, including breakfast, where not provided in the overnight charge
£200 per night	London
£95 per night	Elsewhere
£30 per night	Staying with friends and or family

- 12.8 These rates are in line with Welsh Government rates. Recommended practice is that overnight accommodation should usually be reserved and paid for on behalf of members by the relevant authority, in which case an authority may set its own reasonable limits and the limits which apply when an individual member claims in arrears for overnight accommodation costs do not then apply.
- 12.9 All authorities must continue to reimburse subsistence expenses for their members up to the maximum rates set out above on the basis of receipted claims except for occasions when members stay with friends and or family.
- 12.10 There may be instances where an authority has determined that travel costs within its boundaries are payable and require a journey to be repeated on consecutive days. Where it is reasonable and cost effective to reimburse overnight accommodation costs, instead of repeated daily mileage costs, then it is permissible to do so.
- 12.11 It is not necessary to allocate the maximum daily rate (£28 per day) between different meals as the maximum daily rate reimbursable covers a 24-hour period and can be claimed for any meal if relevant, provided such a claim is accompanied by receipts.

Car Parking for Members

Several councils have specific arrangements for their members in respect of car parking. The Panel considers that it is a matter for individual councils to determine arrangements including payments to and from members providing that it is a decision made formally by the council.

13. Payments to Members of Community and Town Councils

- 13.1 The Panel recognises a wide variation in geography, scope and scale across the 735 community and town councils in Wales, from small community councils with relatively minimal expenditure and few meetings to large town councils with significant assets and responsibilities. This and the fact that not all electoral areas have councils, has made establishing remuneration arrangements more difficult to achieve than for other relevant authorities. For this reason, the Panel decided to undertake a fundamental review ready for implementation effective from the elections on 5 May 2022.
- 13.2 The Panel decided that in carrying out the review it was vital to engage comprehensively with community and town councils and representative organisations together with a commitment to consult on the proposals emanating from the review. The result of this consultation was a significant degree of support for the new proposals and therefore the Panel has decided to introduce the new Framework as set out in this section.
- 13.3 In order to act and carry out duties as a member of a community or town council all persons are required to make a formal declaration of acceptance of office. Following this declaration, members of community or town councils are then holders of elected office and occupy a role that is part of the Welsh local government structure. It is important to note that a person who follows this path is in a different position to those in other forms of activity, for example such as volunteering or charitable work, typically governed by the Charity Commission for England and Wales.
- 13.4 Under the Local Government (Wales) Measure 2011, community and town councils are relevant authorities for the purpose of remuneration.
- 13.5 Consequently, individuals who have accepted office as a member of a community or town council are entitled to receive payments as determined by the Independent Remuneration Panel for Wales. It is the duty of the proper officer of a council (usually the Council Clerk) to arrange for correct payments to be made to all individuals entitled to receive them.
- 13.6 Members should receive monies to which they are properly entitled as a matter of course.
- 13.7 An individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter. A community or town council member wishing to decline payments must themselves write to their proper officer to do so.
- 13.8 The Panel considers that any member who has personal support needs or caring responsibilities should be enabled to fulfil their role. Therefore, the Panel continues to make the contribution towards costs of care and personal allowance mandatory for all members of community and town councils as set

out in Determination 43.

- 13.9 Each community and town council must ensure that it does not create a climate which prevents persons accessing any monies to which they are entitled that may support them to participate in local democracy. Payments should be made efficiently and promptly.
- 13.10 Members in receipt of a Band 1 or Band 2 senior salary from a principal council cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance. However, this does not preclude them from holding a senior role (Leader, Deputy Leader) without payment.
- 13.11 Table 12 sets out the actions that community and town councils must take annually in respect of each determination that follows.

Table 9: Community and Town Council Groupings

The current groups are:

Community and Town Council Group	Income or Expenditure in 2020-2021 of:
A	£200,000 and above
B	£30,000 - £199,999
C	Below £30,000

- 13.12 These are based solely on finance. We acknowledge the view of many respondents that this was restrictive and limiting. Therefore 5 Groups will be established based on the size of the council's electorate.

Table 10

Group number	Size of Electorate
Group 1	Electorate in excess of 14,000
Group 2	10,000 to 13,999
Group 3	5,000 to 9,999
Group 4	1,000 to 4,999
Group 5	Under 1,000

- 13.13 In addition, there will be a second factor for determining which group the council will be placed. Where income or expenditure exceeds £200,000 a year, it will be moved upwards to the next group.

Payments towards costs and expenses

- 13.14 The Panel continues to mandate a payment of £150, except for councils in

Group 5 where it will be optional, as a contribution to costs and expenses for members of community and town councils.

13.15 Receipts are not required for these payments.

Determination 44: Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.

Taxation

13.16 The issue of the taxation of the £150 payment has been raised on many occasions and included in the responses to the recent consultation. As has been made clear the Panel has no remit in respect of matters of taxation but has been kept informed of the discussions between the Welsh Government and HMRC to establish a possible exemption applying to all community and town councils. If there is a positive outcome, it will not be within the timescale of this draft Report. However, if it is achieved before the publication of the final Report the Panel will take the opportunity to restructure the arrangements for this payment and if appropriate adjust by determination the amount to be paid.

Senior roles

13.17 The Panel recognises that specific member roles especially within the larger community and town councils, for example a committee chair, will involve greater responsibility. It is also likely that larger councils will have a greater number of committees, reflecting its level of activity. The Panel has therefore set out the determinations for senior role in table 11 below.

13.18 In all cases, a councillor can only have one payment of £500 regardless of how many senior roles they hold within their Council.

13.19 Where a person is a member of more than one community or town council, they are eligible to receive the £150 and, if appropriate, £500 from each council of which they are a member.

Contribution towards costs of Care and Personal Assistance

13.20 The purpose of this is to enable people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel's determinations in [Section 10](#) apply to Community and Town Councils.

Reimbursement of travel costs and subsistence costs

13.21 The Panel recognises there can be significant travel and subsistence costs associated with the work of community and town council members, especially

where the council area is geographically large and/or when engaging in duties outside this area. Each council has an option to pay travel and subsistence costs including travel by taxi if this is the only, or most appropriate, method of transport. Where a council does opt to pay travel and subsistence costs, the following determinations apply.

Determination 45: Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties.⁷ Such payments must be the actual costs of travel by public transport or the HMRC mileage allowances as below:

- 45p per mile up to 10,000 miles in the year.
- 25p per mile over 10,000 miles.
- 5p per mile per passenger carried on authority business.
- 24p per mile for private motor cycles.
- 20p per mile for bicycles.

Determination 46: If a community or town Council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members at the maximum rates set out below on the basis of receipted claims:

- £28 per 24-hour period allowance for meals, including breakfast where not provided.
- £200 – London overnight.
- £95 – elsewhere overnight.
- £30 – staying with friends and/or family overnight.

Compensation for financial loss

13.22 The Panel has retained the facility which councils may pay as compensation to their members where they incur financial loss when attending approved duties. Members must be able to demonstrate that the financial loss has been incurred. Each council has an option to pay compensation for financial loss and where it does the following determination applies.

Determination 47: Community and town councils can pay financial loss compensation to each of their members, where such loss has occurred, for attending approved duties as follows:

- Up to £55.50 for each period not exceeding 4 hours
- Up to £110.00 for each period exceeding 4 hours but not exceeding 24 hours

⁷ Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that

authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Attendance Allowance

- 13.23 One of the points raised in the responses to the consultation should be the inclusion of an attendance allowance. The Panel acknowledges that in some cases this might be a valuable addition to support the work of a council. It is therefore included as an option for all councils.

Determination 48: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss compensation will not be entitled to claim attendance allowance for the same event.

Councils that intend to introduce an attendance allowance must set out the details of the scheme and publish them on their website.

Civic Head and Deputy Civic Head

- 13.24 Civic heads are senior posts within community and town councils. In addition to chairing major meetings the civic head is the ambassador representing the council to a variety of institutions and organisations. The Panel requires that members should not have to pay themselves for any cost associated with carrying out these duties. This requirement also applies in respect of deputy civic heads.
- 13.25 The Panel recognises the wide range of provision made for civic heads in respect of transport, secretarial support, charitable giving and official clothing – we consider these to be the council’s civic budgets.
- 13.26 Funding decisions in relation to these civic budgets are not matters of personal remuneration for the post holder but relate to the funding required for the tasks and duties to be carried out. Councils remain free to set civic budgets at whatever levels they deem appropriate for the levels of civic leadership they have in place.
- 13.27 For the avoidance of doubt, costs in respect of, for example, transport (physical transport or mileage costs), secretarial support, charitable giving (purchasing tickets, making donations or buying raffle tickets) and official clothing are not matters of personal remuneration for the individual holding the senior post. These should be covered by the civic budget.
- 13.28 Recognising that some mayors and chairs of community and town councils and their deputies are very active during their year of office, the Panel has determined that community and town councils can make a payment to the individuals holding these roles.
- 13.29 This is a personal payment to the individual and is entirely separate from covering the costs set out above.
- 13.30 The Panel has determined that the maximum payment to a chair or mayor of

a community or town council is £1,500. The maximum payment to a deputy mayor or chair is £500.

Determination 49: Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.

Determination 50: Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum of £500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.

Determination 51: The application of the Remuneration Framework by relevant Group.

Table 11

Type of payment	Requirement
Group 1	(Electorate over 14,000)
Basic Payment	Mandatory for all Members
Senior Role Payment	Mandatory for 1 member; optional for up to 7
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Costs of Care	Mandatory
Group 2	(Electorate 10,000 to 13,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Mandatory for 1 member; optional up to 5
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 3	(Electorate 5,000 to 9,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Optional up to 3 members
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 4	(Electorate 1,000 to 4,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Optional up to 3 members
Attendance Allowance	Optional
Financial Loss	Mandatory

Type of payment	Requirement
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 5	(Electorate less than 1,000)
Basic Payment	Optional
Senior Role Payment	Optional
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subs	Optional
Cost of Care	Mandatory

Making Payments to Members

- 13.31 Table 12 sets out each of the above determinations and if a decision is required by the council in respect of each one.
- 13.32 In respect of the mandated payments where no decision is required by a council, members should receive monies to which they are properly entitled as a matter of course.
- 13.33 Where a decision is required by the council, this should be done at the first meeting following receipt of the Annual Report.
- 13.34 A council can adopt any, or all, of the non-mandated determinations but if it does make such a decision, it must apply to all its members.
- 13.35 When payments take effect from is set out in paragraphs 13.37 to 13.39 below.
- 13.36 On receipt of the draft Annual Report the previous autumn, councils should consider the determinations for the next financial year and use this to inform budget plans.

Table 12

Determination Number	Is a decision required by council?
44 Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.	No - the payment of £150 is mandated for every member unless they advise the appropriate officer that they do not want to take it in writing. This does not apply to councils in Group 5. The council must decide whether to adopt the payment and if so, it must be available for all members.
45 Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties.	Yes – the payment of travel costs is optional.

Determination Number	Is a decision required by council?
<p>46 If a community or town council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members.</p>	<p>Yes – the payment of overnight subsistence expenses is optional.</p>
<p>47 Community and town councils can pay financial loss compensation to each of their members, where such loss has actually occurred, for attending approved duties.</p>	<p>Yes – the payment of financial loss compensation is mandatory if claimed</p>
<p>48 Determination 47: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30.</p> <p>A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.</p> <p>Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.</p>	<p>Yes – the payment of attendance allowance is optional.</p>
<p>49 Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500.</p>	<p>Yes – the payment to a civic head is optional.</p>
<p>50 Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum amount of £500.</p>	<p>Yes – the payment to a deputy civic head is optional.</p>
<p>51 The application of the Remuneration Framework by relevant Group</p>	
<p>52 Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.</p>	<p>No - Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) can only receive travel and subsistence expenses and contribution towards costs of care and personal assistance; if they are eligible to claim, and wish to do so.</p>

13.37 All members are eligible to be paid the £150 as set out in Determination 44 and Table 11 from the start of the financial year; unless they are elected later in the financial year, in which case they are eligible for a proportionate payment from that date.

13.38 Other amounts payable to members in recognition of specific responsibilities or as a civic head or deputy civic head as set out in Determinations 49 and 50 are payable from the date when the member takes up the role during the financial year.

13.39 It is a matter for each council to make, and record, a policy decision in respect of:

- when the payment is actually made to the member;
- how many payments the total amount payable is broken down into;
- and whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

13.40 Payments in respect of Determinations 45, 46, 47 and 48 are payable when the activity they relate to has taken place.

13.41 As stated in paragraph 13.7 any individual member may make a personal decision to elect to forgo part or all of the entitlement to any of these payments by giving notice in writing to the proper officer of the council.

Determination 52: Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is Leader, Deputy Leader or Executive Member) cannot receive any payment from any community or town Council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.

Publicity requirements

13.42 There is a requirement on community and town councils to publish details of all payments made to individual members in an annual Statement of Payments for each financial year. This information must be published on council noticeboards and or websites (with easy access) and provided to the Panel by email or by post no later than 30 September following the end of the previous financial year. The Panel draws attention to the requirements stipulated at [Annex 4](#). The Panel is concerned that a significant number of councils are still in breach of this requirement.

14. Compliance with Panel Requirements

The Panel's remit under the Measure

- 14.1 Section 153 of the Measure empowers the Panel to require a relevant authority⁸ to comply with the requirements imposed on it by an Annual Report of the Panel and further enables the Panel to monitor the compliance of relevant authorities with the Panel's determinations.
- 14.2 A relevant authority must implement the Panel's determinations in this report from the date of its annual meeting or a date specified within the Annual Report.

Monitoring compliance

- 14.3 The Panel will monitor compliance with the determinations in this Annual Report by relevant authorities against the following requirements:
- (i) A relevant authority must maintain an annual **Schedule of Member Remuneration** (IRPW Regulations 4 and 5). Guidance at Annex 3 sets out the content which must be included in the Schedule.
 - (ii) A relevant authority must make arrangements for the Schedule's publication within the authority area (IRPW Regulation 46) and send the Schedule to the Panel as soon as practicable and not later than 31 July in the year to which it applies. Annex 4 provides further details of the publicity requirements.
 - (iii) Any amendments to the Schedule made during the year must be notified to the Panel as soon as possible after the amendment is made.

Note: The above requirements do not apply to Community and Town Councils at this time.

The following applies to all authorities including Community and Town Councils.

- (iv) A relevant authority must make arrangements for publication within the authority area of the total sum paid by it in the previous financial year to each member and co-opted member in respect of salary (basic, senior and civic), allowances, fees and reimbursements in a Statement of Payments (in accordance with Annex 4 that sets out the content that must be included in the Publicity Requirements). This must be published as soon as practicable and no later than 30 September following the end of the previous financial year- **and must also be submitted to the Panel no later than that date.**

⁸ Interpretation of "Relevant Authority" provided in the Independent Remuneration Panel for Wales (IRPW) Regulations, Part 1, 'Interpretation'.

15. Salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities and Chief Officers of Principal Councils

- 15.1 Section 63 of the Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting section 143A. This enables the Panel to take a view on anything in the Pay Policy Statements of these authorities that relates to the salary of the head of paid service (normally the Head of Paid Service or chief fire officer). Section 39 of the Local Government (Wales) Act 2015 further amended the Measure extending this function to include Chief Officers of Principal Councils. However, this function ceased on 31 March 2020.
- 15.2 The Welsh Government issued amended guidance to the Panel which can be found at [Amended Guidance to the Independent Remuneration Panel for Wales under Section 143A of the Local Government \(Wales\) Measure 2011 and Section 39 of the Local Government \(Wales\) Act 2015](#). This sets the basis on which the Panel will carry out the function contained in the legislation.
- 15.3 The functions of the Panel and the requirements on authorities established by the legislation and the subsequent guidance are:
- a) If a principal council intends to change the salary of the head of paid service, or if a fire and rescue authority intends to change the salary of its head of paid service it must consult the Panel unless the change is in keeping with changes applied to other officers of that authority (whether the change is an increase or decrease). 'Salary' includes payments under a contract for services as well as payments of salary under an employment contract.
 - b) The authority must have regard to the recommendation(s) of the Panel when reaching its decision.
 - c) The Panel may seek any information that it considers necessary to reach a conclusion and produce a recommendation. The authority is obliged to provide the information sought by the Panel.
 - d) The Panel may publish any recommendation that it makes as long as these comply with any guidance issued by the Welsh Government. It is the intention that, in the interests of transparency, it will normally do so.
 - e) The Panel's recommendation(s) could indicate:
 - approval of the authority's proposal
 - express concerns about the proposal
 - recommend variations to the proposal
- 15.4 The Panel also has a general power to review the Pay Policy Statements of

authorities so far as they relate to the heads of paid service.

15.5 It is important to note the Panel will not decide the amount an individual head of paid service will receive.

15.6 The Panel is very aware that this function is significantly different from its statutory responsibilities in relation to members' remuneration. However, it undertakes this role with clarity and openness, taking into account all the relevant factors in respect of specific individual cases. Authorities are encouraged to consult the Panel at an early stage in their decision-making on such matters. This will enable the Panel to respond in a timely manner.

Pay Policy Statements

Paragraph 3.7 of the guidance to the Panel from the Welsh Government states that "The legislation does not restrict the Panel to a reactive role". It allows the Panel to use its power to make recommendations relating to provisions within local authorities' Pay Policy Statements.

Changes to the salaries of chief executives of principal councils – Panel decisions 2021

Letters issued to the Local Authorities notifying them of the Panel decision can be found on the [Panel website](#).

Name of Local Authority	Proposal	Panel decision
Wrexham County Borough Council	Chief Executive pay proposal	Approved
Ceredigion County Council	Review of Chief Executive salary	Approved

Annex 1: The Panel's Determinations for 2022/23

Principal Councils	
1.	The Basic Salary in 2022/23 for elected members of principal councils shall be £16,800.
2.	Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
3.	Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
4.	Where paid, a deputy civic head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
5.	Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
6.	The post of deputy presiding member will not be remunerated.
7.	<p>a) An elected member must not be remunerated for more than one senior post within their authority.</p> <p>b) An elected member must not be paid a senior salary and a civic salary.</p> <p>c) All senior and civic salaries are paid inclusive of basic salary.</p> <p>d) If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.</p>
8.	Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA or FRA.
9.	Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.
10.	Each authority, through its Democratic Services Committee, must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.

11.	Such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.
Specific or Additional Senior Salaries	
12.	Principal councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Assistants to the Executive	
13.	The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
Joint Overview and Scrutiny Committees (JOSC)	
14.	The salary level for a chair of a JOSC shall be £8,793.
15.	The salary level for a vice chair of a JOSC shall be £4,396.
Local Government Pension Scheme	
16.	The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.
Family Absence	
17.	An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.
18.	When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.
19.	It is a matter for the authority to decide whether or not to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the authority so decides.
20.	If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Panel's Annual Report, an addition to the maximum will be allowed for the duration of the substitution. However, this will not apply to the Isle of Anglesey or Merthyr Tydfil Councils if it would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.
21.	When a Council agrees a paid substitution for family absence the Panel must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.

22.	The Council's schedule of remuneration must be amended to reflect the implication of the family absence.
National Park Authorities	
23.	The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
24.	The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.
25.	A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.
26.	Committee chairs or other senior posts can be paid. This shall be paid at £8,478.
27.	Members must not receive more than one NPA senior salary.
28.	A NPA senior salary is paid inclusive of the NPA basic salary.
29.	Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.
Fire and Rescue Authorities	
30.	The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
31.	The senior salary of the chair of a FRA shall be £11,162 with effect from 1 April 2022.
32.	A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.
33.	Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.
34.	Members must not receive more than one FRA senior salary.
35.	A FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
36.	Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply.
Co-opted Members	
37.	Principal councils, NPAs and FRAs must pay the fees to co-opted members (who have voting rights) as set out in Table 7.

38.	Reasonable time for pre meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.
39.	Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
40.	The appropriate officer within the authority must determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
41.	Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
42.	Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
Contribution towards costs of Care and Personal Assistance	
43.	<p>All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows:</p> <ul style="list-style-type: none"> • Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced. • Informal (unregistered) care costs to be paid up to a maximum rate equivalent to hourly rates as defined by the Living Wage Foundation at the time the costs are incurred. <p>This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty. Payment shall only be made on production of receipts from the care provider.</p>
Community and Town Councils	
44.	Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.

45.	<p>Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties. ⁹ Such payments must be the actual costs of travel by public transport or the HMRC mileage allowances as below:</p> <ul style="list-style-type: none"> • 45p per mile up to 10,000 miles in the year. • 25p per mile over 10,000 miles. • 5p per mile per passenger carried on authority business. • 24p per mile for private motor cycles. • 20p per mile for bicycles.
46.	<p>If a community or town council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members at the maximum rates set out below on the basis of receipted claims:</p> <ul style="list-style-type: none"> • £28 per 24-hour period allowance for meals, including breakfast where not provided. • £200 – London overnight. • £95 – elsewhere overnight. • £30 – staying with friends and or family overnight.
47.	<p>Community and town councils can pay financial loss compensation to each of their members, where such loss has occurred, for attending approved duties as follows:</p> <ul style="list-style-type: none"> • Up to £55.50 for each period not exceeding 4 hours. • Up to £110.00 for each period exceeding 4 hours but not exceeding 24 hours.
48.	<p>Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.</p> <p>Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.</p>
49.	<p>Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.</p>
50.	<p>Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum of £500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.</p>
51.	<p>The application of the Remuneration Framework by relevant Group.</p>

52.	Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.
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⁹ Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Annex 2: Independent Remuneration Panel for Wales (IRPW) Regulations:

- a) For the remuneration of members and co-opted members of relevant authorities**
- b) For functions relating to the salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities**

Introduction

Part 8 (sections 141 to 160) and schedules 2 and 3 of the Local Government (Wales) Measure 2011 (*the Measure*) set out the arrangements for the payments and pensions for members of relevant authorities and the functions and responsibilities of the Independent Remuneration Panel for Wales (the Panel).

Sections 62 to 67 of the Local Government (Democracy) (Wales) Act 2013 amends sections 142, 143, 144, 147, 148 and 151 of the Measure and confers additional powers on the Panel.

The powers contained in part 8 and schedules 2 and 3 of the Measure (as amended) have replaced the following Statutory Instruments:

- The Local Authorities (Allowances for Members of County and County Borough Councils and National Park Authorities) (Wales) Regulations 2002 (No. 1895 (W.196)).
- The Local Authorities (Allowances for Members of Fire Authorities) (Wales) Regulations 2004 (No. 2555 (W.227)).
- The Local Authorities (Allowances for Members) (Wales) Regulations 2007 (No.1086 (W.115)).

The Measure also has replaced the sections of the Local Government Act 1972, the Local Government and Housing Act 1989 and the Local Government Act 2000 relating to payments to councillors in Wales.

Payments for members of community and town councils are set out in Part 5 of these Regulations. The Local Authorities (Allowances for Members of Community Councils) (Wales) Regulations 2003 (No. 895(W.115)) were revoked from 1 April 2013.

Part 1

General

1. a. The short title of these Regulations is: "IRPW Regulations".
b. These IRPW Regulations came into force on 1 April 2021 and replace

those in force from 1 April 2012. The implementation date for each of the relevant authorities is set out in the Annual Report or Supplementary Report of the Panel.

- c. Authorities are required to produce a schedule of payments to members and co-opted members no later than the 31 July each year, for submission to the Panel and publication (see paragraph 46).

Interpretation

2. In the IRPW Regulations:

- “The 1972 Act” means the Local Government Act 1972.
- “The 2000 Act” means the Local Government Act 2000.
- “The 2013 Act” means the Local Government (Democracy) (Wales) Act 2013.
- “Payment” means the actual or maximum amount which may be paid to members and co-opted members of a relevant authority for expenses necessarily incurred when carrying out the official business of the relevant authority.
- “Annual Report” means a report produced by the Panel in accordance with section 145 of the Measure.
- “Approved duty” in relation to community and town councils has the meaning as set out in Part 5 of these Regulations.
- “Authority” means a relevant authority in Wales as defined in Section 144(2) of the Measure and includes a principal council (county or county borough council), a national park authority and a Welsh fire and rescue authority, a community or town council.
- “Basic Salary” has the same meaning as set out in paragraph 6 of these Regulations, and may be qualified as “LA Basic Salary” to refer to the basic salary of a member of a principal council; “NPA Basic Salary” to refer to the basic salary of a member of a national park authority; and “FRA Basic Salary” to refer to the basic salary of a member of a Welsh fire and rescue authority.
- “Chief Officer” of a principal council has the meaning as defined in the Localism Act 2011.
- “Civic Head” is the person elected by the council to carry out the functions of the chair of that council and is designated as mayor or chair.
- “Committee” includes a sub-committee.
- “Community or town council” means in relation to Part 8 of the Measure, a community council as defined in section 33 of the Local Government Act 1972 or a town council in accord with section 245B of the same Act.

- “Consultation draft” means the draft of an Annual or Supplementary report under Section 146 (7) or 147(8) of the Measure. The Panel must take account of these representations.
- “Constituent authority” – for national park authorities this is a principal council falling within the area of a national park authority; for Welsh fire and rescue authorities it is a principal council falling within the area of a fire and rescue authority.
- “Contribution to Costs of Care and Personal Assistance” has the same meaning as set out in paragraph 21 of these Regulations.
- “Controlling group” means a political group in a principal council where any of its members form part of the executive.
- “Co-opted Member” has the meaning contained in section 144 (5) of the Measure, that is those with the right to vote on matters within the remit of the committee on which they serve.
- “Co-opted Member payment” has the same meaning as set out in paragraph 19 of these Regulations.
- “Democratic Services Committee” means the principal council committee established under section 11 of the Measure.
- “Deputy Civic Head” is a person elected by the council to deputise for the mayor or chair of that council.
- “Executive” means the executive of an authority in a form as specified in sections 11(2) to (5) of the 2000 Act, as amended by section 34 of the Measure.
- “Executive arrangements” has the meaning given by section 10(1) of the 2000 Act.
- “Family absence” as defined in Section 142 (2) (b) of the Measure has the meaning given to it by Part 2 of the Measure, and the related Regulations
- “Financial Loss Allowance in relation to community or town councils has the meaning as set out in Part 5 of the Regulations.
- “Fire and rescue authority” means an authority constituted by a scheme under section 2 of the Fire and Rescue Services Act 2004 or a scheme to which section 4 of that Act applies.
- “Head of paid service” means as designated under section 4(1) of the Local Government and Housing Act 1989.
- Joint Overview and Scrutiny Committee means a committee or subcommittee set up by two or more principal councils under the Local Authority (Joint Overview and Scrutiny Committees) (Wales) Regulations 2013.
- “Largest opposition group” means a political group other than a controlling group which has a greater number of members than any other political group in the authority.

- “Member” means a person who serves on an authority.
 - For a principal council or a community or town council a “Member” may be:
 - An “Elected Member” which means a person who has been elected to serve as a councillor for that authority. It is possible for a person to hold an elected office if, further to the completion of an election, no candidate has presented and a person holds that office subject to proper process.
 - A “Co-opted Member” which means a person who has been placed into membership of a council committee or to discharge a function subject to proper process.
 - For a national park authority, a “Member” means a person appointed by a constituent authority and a person appointed by Welsh Ministers.
 - For Welsh fire and rescue authorities a “Member” means a person appointed by a constituent authority.

- “National Park Authority” means a national park authority established under section 63 of the Environment Act 1995.

- “Official business” has the meaning contained in Section 142 (10) of the Measure in relation to the reimbursement of care, travel and subsistence costs necessarily incurred by members and co-opted members of a relevant authority (excluding community and town councils) when:
 - a. Attending a meeting of the authority or any committee of the authority or any other body to which the authority makes appointments or nominations or of any committee of such a body.
 - b. Attending a meeting of any association of authorities of which the authority is a member.
 - c. Attending a meeting the holding of which is authorised by the authority or by a committee of the authority or by a joint committee of the authority and one or more other authorities.
 - d. Attending any training or development event approved by the authority or its executive.
 - e. A duty undertaken for the purpose of or in connection with the discharge of the functions of an executive within the meaning of Part 2 of the 2000 Act, as amended.
 - f. A duty undertaken in pursuance of a standing order which requires a member or members to be present when tender documents are opened.
 - g. A duty undertaken in connection with the discharge of any function of the authority to inspect or authorise the inspection of premises.
 - h. A duty undertaken by members of principal councils in connection with constituency or ward responsibilities which arise from the discharge of principal council functions.

- i. Any other duty approved by the authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the authority or any of its committees.
- “Other political group” means a political group other than a controlling group or the largest opposition group (if any) which comprises not less than ten per cent of the members of that authority.
- “Overview and Scrutiny Committee” means a committee of the authority which has the powers set out in sections 21(2) and (3) of the 2000 Act, as amended by Part 6 of the Measure.
- “Panel” means the Independent Remuneration Panel for Wales as set out in section 141(1) and schedule 2 of the Measure.
- “Pay policy statement” means a statement produced by a relevant authority under section 38 of the Localism Act 2011.
- ‘Political group’ may be formed from members of a recognised political party or be a group of independent members unaffiliated to any recognised political party. “Presiding Member” means a member of a principal council who has been designated by that council to carry out functions in relation to the chairing of its meetings and proceedings.
- “Principal Council” is as defined by the 1972 Act and means a county or county borough council.
- “Proper officer” has the same meaning as in section 270(3) of the 1972 Act In community and town councils, the ‘Proper Officer’ may be the clerk or other official appointed for that purpose. “Public body” means a body as defined in section 67(b) of the 2013 Act.
- “Qualifying provision” means a provision that makes a variation to a previous decision of the Panel. (Section 65 (c) of the 2013 Act).
- “Qualifying relevant authority” is an authority within the meaning of section 63 of the 2013 Act, required to produce a pay policy statement.
- “Relevant authority” is set out in Section 144(2) of the Measure (as amended) and in section 64 of the 2013 Act and, for the purposes of these Regulations, includes a principal council, a community or town council, a national park authority and a Welsh fire and rescue authority.
- “Relevant matters” are as defined in Section 142(2) of the Measure.
- “Schedule” means a list setting out the authority’s decisions in respect of payments to be made during the year (as relating to that authority) to all members and co-opted members of that authority.
- “Senior Salary” has the same meaning as set out in paragraph 11 of these Regulations and may be qualified as “Principal council Senior Salary” to refer to the senior salary of a member of a principal council; “National Park Senior Salary” to refer to the senior salary of a member of a national park authority; or “Fire and Rescue authority Senior Salary” to refer to the senior salary of a member of a Fire and Rescue authority.
- “Sickness absence” means the arrangements as set out in the Annual Report.

- “Supplementary report” has the meaning contained in section 146(4 to 8) of the Measure.
- “Travelling and subsistence payment” has the same meaning as set out in paragraph 25 of these Regulations.
- “Year” has the following meanings:
 - “financial year” – the period of twelve months ending 31 March;
 - “calendar year” – the period of twelve months ending 31 December;
 - “municipal year” – the year commencing on the date of the annual meeting of the authority and ending the day before the annual meeting of the following year; for national park authorities and Welsh fire and rescue authorities it is the period of up to twelve months following the annual meeting of the authority.

Part 2: Schedule of member or co-opted member payments

Commencement of term of office

3. The term of office of:
 - An elected member of a principal council or community or town council begins 4 days following the election subject to making the declaration of acceptance of that office under section 83(1) of the 1972 Act.
 - A councillor member of a national park authority begins on the date on which that member is appointed as such by a constituent authority and the term of office of a Welsh Government appointed member begins on the date of that appointment. The term of office of the chair and deputy chair of the national park authority begins on their acceptance of that office further to being either elected or appointed as a chair or deputy chair of a national park authority.
 - A councillor member of a Welsh fire and rescue authority begins on the date on which that member is appointed as such by a constituent authority and the term of office of the chair and deputy chair of the fire and rescue authority begins on the date of election by that authority to that office.
 - A co-opted member of a relevant authority begins on the date of appointment by the relevant authority.

Schedule of payments to members (the Schedule) (does not apply to community or town councils – see Part 5)

4. An authority must produce annually, a schedule of payments it intends to make to its members and co-opted members. The amount of those payments must accord with the Panel’s determinations made for that year in its Annual or Supplementary Reports. The Schedule must be produced no later than four weeks following the annual meeting of the authority.

Amendment to the Schedule

5. An authority may amend the Schedule at any time during the year (as relating to the authority) provided that such amendments accord with the Panel's determinations for that year.

Basic salary

6. An authority must provide for the payment of a basic salary, as determined by the Panel in its Annual or Supplementary Reports, to each of its members. The amount of the salary must be the same for each member. For principal councils only, this salary remains payable during a period of family absence.
7. A member may not receive more than one basic salary from a relevant authority, but a member of one relevant authority may receive a further basic salary by being appointed as a member of another relevant authority (except in the case as indicated in paragraph 16).
8. The amount of the basic salary will be set in accordance with Section 142(3) of the Measure and will be one of the following:
 - The amount the authority must pay to a member of the authority.
 - The maximum amount that the authority may pay to a member of the authority.
9. Where the term of office of a member begins or ends other than at the beginning or end of the year (as relating to the authority), the entitlement of that member is to such proportion of the basic salary as the number of days during which the member's term of office subsists during that year bears to the number of days in that year.
10. Where a member is suspended or partially suspended from being a member of an authority (Part 3 of the 2000 Act refers) the part of the basic salary payable to that member in respect of the responsibilities or duties from which that member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers (Section 155(1) of the Measure).

Senior salary

11. Subject to paragraphs 12 to 18 an authority can make payments of a senior salary to members that it has given specific responsibilities. Such payments must accord with the Panel's determination for the year (as relating to the authority) that the payments are made and must be set out in the Schedule of that authority. For principal councils only, a senior salary will remain payable during the family absence of the office holder.
12. The Panel will prescribe in its Annual or Supplementary Reports the following:
 - The categories of members eligible for the payment of a senior salary

which may not be the same for all authorities or categories of authorities.

- The discretion available to authorities in relation to the payment of senior salaries which may not be the same for all authorities or categories of authorities.
13. The amount of the senior salaries payable will be in accordance with section 142(3) of the Measure and specify:
 - The amount that a relevant authority must pay to a member of the authority.
 - The maximum amount that a relevant authority may pay to a member of the authority.
 14. The Senior Salary will comprise an amalgam of the basic salary and an additional amount for the relevant specific responsibility determined by the Panel in its Annual or Supplementary Reports. This may not be the same for all authorities or categories of authorities.
 15. The Panel in its Annual or Supplementary Reports will determine either the maximum proportion of its membership or the total number of members that an authority can pay as senior salaries. The percentage may not exceed fifty percent without the express approval of Welsh Ministers (Section 142(5) of the Measure). For principal councils only, the maximum proportion or number may be exceeded to include payment of a senior salary to an additional member who is appointed to provide temporary cover for the family absence of a senior salary office holder (subject to the 50% limit).
 - 15(a). For, Fire and Rescue Authorities and National Park Authorities the maximum proportion or number may be exceeded to include the payment of a senior salary to an additional member who is appointed to provide temporary cover for the sickness absence of a senior salary holder as determined in the Annual Report or a Supplementary Report.
 - 15(b). Payments to chairs of Joint Overview and Scrutiny Committees or Sub Committees are additional to the maximum proportion of its membership that an authority can pay as senior salaries subject to the overall maximum of fifty percent as contained in Section 142(5) of the Measure. The Panel will determine the amounts of such payments in an Annual or Supplementary Report.
 16. An authority must not pay more than one senior salary to any member. A principal council member in receipt of a senior salary as leader or executive member of an authority (determined as full-time by the Panel) may not receive a second salary as a member appointed to serve on a national park authority or a Welsh fire and rescue authority.
 - 16(a). Paragraph 16 does not apply to payments made to a chair of a Joint Overview and Scrutiny Committee or Sub Committee who is in receipt of a senior salary for a role that is not classified as full time equivalent. It continues to apply to leaders or members of the executive.

17. Where a member does not have, throughout the year specific responsibilities that allow entitlement to a senior salary, that member's payment is to be such proportion of the salary as the number of days during which that member has such special responsibility bears to the number of days in that year.
18. Where a member is suspended or partially suspended from being a member of the authority (Part 3 of the 2000 Act refers) the authority must not make payments of the member's senior salary for the duration of the suspension (Section 155(1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the basic salary. Payment must also be withheld if directed by the Welsh Ministers.

Co-opted member payment

19. A relevant authority must provide for payments to a co-opted member as determined by the Panel in its Annual or Supplementary Reports. In relation to this regulation 'co-opted member' means a member as determined in Section 144(5) of the Measure and set out in paragraph 2 of these Regulations.
20. Where a co-opted member is suspended or partially suspended from an authority (Part 3 of the 2000 Act refers) the authority must not make payment of a co-opted member fee for the duration of the suspension (Section 155(1) of the Measure).

Payments Contribution to Costs of Care and Personal Assistance

21. Authorities must provide for the payment to members and co-opted members of an authority the reimbursement in respect of such expenses of arranging the care of children or dependants or for the individual member as are necessarily incurred in carrying out official business as a member or co-opted member of that authority. Payments under this paragraph must not be made:
 - In respect of any child over the age of fifteen years or dependant unless the member or co-opted member satisfies the authority that the child or dependant required supervision which has caused the member to incur expenses that were necessary in respect of the care of that child or dependant in the carrying out of the duties of a member or co-opted member.
 - To more than one member or co-opted member of the authority in relation to the care of the same child or dependant for the same episode of care.
 - Of more than one reimbursement for care to a member or co-opted member of the authority who is unable to demonstrate to the satisfaction of the authority that the member or co-opted member has to make separate arrangements for the care of different children or dependants.

22. The arrangements in respect of the contribution to cost of care and personal assistance payable by an authority is to be determined by the Panel in its Annual or Supplementary Reports.
23. Where a member or co-opted member is suspended or partially suspended from being a member or co-opted member of the authority (Part 3 of the 2000 Act refers) the part of the contribution to the cost of care and personal assistance payable to that member or co-opted member in receipt of the responsibilities or duties from which that member or co-opted member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers for reasons other than suspension (Section 155(1) of the Measure).
24. An authority's Schedule must stipulate the arrangements regarding the contribution towards costs of care and personal assistance payable and its arrangements for making claims, taking full account of the Panel's determinations in this respect.

Travel and subsistence payments

25. Subject to paragraphs 26 and 27 below a member or co-opted member is entitled to receive payments from the authority by way of travelling and subsistence payments at rates determined by the Panel in its Annual or Supplementary Reports. Such payments are in respect of expenditure incurred by a member or co-opted member in the performance of the official business within or outside the boundary of the authority.

(Paragraphs 26 & 27 apply only to principal councils)

26. Payment of a subsistence payment to a principal council member for the performance of official business within the boundaries of a county or county borough where they are a member should only be made when the authority is satisfied that it can be justified on economic grounds. This does not apply in respect of co-opted members of a council who live outside that authority.
27. A principal council may make provision, subject to any limitations it thinks fit, for members to claim mileage expenses for official business in connection with constituency or ward responsibilities where they arise out of the discharge of the functions of the county or county borough.
28. Where a member or co-opted member is suspended or partially suspended from being a member or co-opted member of the authority (Part 3 of the 2000 Act refers), travelling and subsistence payments payable to that member or co-opted member in respect of the responsibilities or duties from which that member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers for reasons other than suspension (Section 155(1) of the Measure).

Part 3: Further provisions

Pensions

29. Under Section 143 of the Measure, the Panel may make determinations in respect of pension arrangements for principal council members in its Annual or Supplementary Reports. Such determinations may:
- Define which members for whom the principal council will be required to pay a pension.
 - Describe the relevant matters in respect of which a local authority will be required to pay a pension.
 - Make different decisions for different principal councils.

Payments to support the function of an authority member

30. An authority must provide for the requirements of a member to undertake their role and responsibilities more effectively. The way in which this support should be provided is determined by the Panel in its Annual or Supplementary Reports.

Arrangements in relation to family absence

31. Part 2 of the Measure sets out the rights of principal council members in relation to family absence. The Panel will set out its determinations and the administrative arrangements in relation to these payments in its Annual or Supplementary Reports.

Sickness Absence

32. Arrangements for long-term sickness absence of senior salary holders of principal councils, Fire and Rescue Authorities and National Park Authorities will be as set out in the Panel's Annual Report or Supplementary Report.

Part 4: Payments

Repayment of payments

33. An authority can require that such part of a payment be repaid where payment has already been made in respect of any period during which the member or co-opted member concerned:
- a. is suspended or partially suspended from that member's or co-opted member's duties or responsibilities in accordance with Part 3 of the 2000 Act or Regulations made under that Act.
 - b. ceases to be a member or co-opted member of the authority.

- c. or in any way is not entitled to receive a salary, allowance or fee in respect of that period.

Forgoing payments

- 34. Under Section 154 of the Measure, any member or co-opted member may by notice in writing to the proper officer of the authority elect to forgo any part of their entitlement to a payment under the determination of the Panel for that particular year (as relating to the authority).

Part 5: Specific provisions relating to community and town councils (“the council”)

Interpretation

- 35. For the purposes of this Part the term member means both an elected member and a co-opted member.

Payments

- 36. Payments
 - a) The Annual Report or a Supplementary Report determines the arrangements and amount of an annual payment to members in respect of costs incurred in carrying out the role of a member and if appropriate take account of the variation in size or financial circumstances of different councils.
 - b) The council may make payments to members in respect of costs of travel for attending approved duties within or outside the area of the council. The amounts claimable will be set out in the Annual or Supplementary Report of the Panel.
 - c) The council may reimburse subsistence costs to its members when attending approved duties within or outside the area of the council. The arrangements for reimbursement will be set out in the Annual or Supplementary Report of the Panel.
 - d) The council may pay compensation for Financial Loss to its members where such loss has occurred for attending approved duties within or outside the area of the council. The payments will be set out in the Annual or Supplementary Report of the Panel.
 - e) The council may make a payment to the chair or mayor and deputy chair or mayor of the council for the purposes of undertaking the role of that office. The payment will be set out in the Annual or Supplementary Report of the Panel.
 - f) The Annual Report or a Supplementary Report determines the arrangements for payments to members of a council who undertake senior roles and if appropriate take account of the variation in size or financial circumstances of different councils.

- g) The council must reimburse the contribution to costs of care and personal assistance to a member if claimed, as determined in the Annual Report of the Panel.
37. A member may elect to forgo any part of an entitlement to payment under these Regulations by giving notice in writing to the proper officer of the council.
38. A member making a claim for compensation for Financial Loss must sign a statement that the member has not made and will not make any other claim in respect of the matter to which the claim relates.
39. “Approved Duty” under this Part means
- i. Attendance at a meeting of the council or of any committee or sub-committee of the council or of any other body to which the council makes appointments or nominations or of any committee or sub-committee of such a body.
 - ii. Attendance at any other meeting the holding of which is authorised by the council or a committee or sub-committee of the council, or a joint committee of the council and one or more councils, or a sub-committee of such a joint committee provided that at least two members of the council have been invited and where the council is divided into political groupings at least two such groups have been invited.
 - iii. Attendance at a meeting of any association of councils of which the council is a member.
 - iv. Attendance at any training or development event approved by the council.
 - v. Any other duty approved by the council or duty of a class approved by the council for the discharge of its functions or any of its committees or sub-committees.

Part 6: Miscellaneous

Arrangements for payments

40. The Schedule of an authority must set out the arrangements for payment to all members and co-opted members of that authority. Such payments may be made at such times and at such intervals as determined by the authority.

Claims

41. An authority must specify a time limit from the date on which an entitlement to travelling or subsistence payments arise during which a claim for must be made by the person to whom they are payable. However, this does not prevent an authority from making a payment where the allowance is not claimed within the period specified.

42. Any claim for payment of travelling, subsistence or care costs in accordance with these Regulations (excluding claims for travel by private vehicle or bicycle) shall be accompanied by appropriate receipts proving actual cost.

Avoidance of duplication

43. A claim for a payment of travelling, subsistence or care costs must include, or be accompanied by, a statement signed by the member or co-opted member that the member or co-opted member has not made and will not make any other claim in respect of the matter to which the claim relates.

Records of payments

44. An authority must keep a record of the payments made in accordance with these Regulations as set out in an Annual or Supplementary Report.

Publicity requirements

(The required content of publicity requirements is contained in an annex to the Annual Report)

45. An authority must, as soon as practicable after determining its Schedule of Remuneration for the year under these Regulations and any Report of the Panel and not later than 31 July of the year to which the Schedule refers, arrange for the Schedule's publication within the authority's area and to notify the Panel. **(This section does not apply to community and town councils).**
46. As soon as practicable and no later than 30 September following the end of the financial year **all relevant authorities** must publicise within the authority's area and notify the Panel:
- the total sum paid by it to each member or co-opted member in respect of basic salary, senior salary, co-opted member fee, travel and subsistence payments.
 - the total expenditure on contribution towards costs of care and personal assistance.
47. In the same timescale and in the same manner, an authority must publicise any further remuneration received by a member nominated or appointed to another relevant authority. **(This section applies only to principal councils).**

Publicising the reports of the Panel

48. Under Section 146(7) (a) and (b) of the Measure, the Panel will send a consultation draft of its Annual Report or Supplementary Report to all relevant authorities for circulation to authority members and co-opted members, so that representations can be made by members and co-opted members to the Panel, normally in a period of eight weeks.
49. The Panel will determine in its Annual or Supplementary Reports the arrangements publicising its Reports in accordance with Section 151 and 152 of the Measure.

Monitoring compliance with the Panel's determinations

50. Section 153 of the Measure determines that relevant authorities must comply with the requirements imposed by the Panel in its Annual Reports. It also empowers the Panel to monitor the payments made by relevant authorities and for it to require the provision of information that it specifies. The requirements under this section will be set out in the Annual Report of the Panel.

Annex 3: Schedule of Member Remuneration

1. Principal councils, national park authorities (NPAs) and Welsh fire and rescue authorities (FRAs) (but not community and town councils) must maintain an annual Schedule of Member Remuneration (the 'Schedule') which is in accord with the Panel's determinations on member salary and co-opted member payments and which must contain the following information:

In respect of a principal council:

- a. Named members who are to receive only the basic salary and the amount to be paid.
- b. Named members who are to receive a Band 1 and Band 2 senior salary, the office and portfolio held and the amount to be paid.
- c. Named members who are to receive a Band 3, Band 4 and Band 5 senior salary, the office and portfolio held and the amount to be paid.
- d. Named members who are to receive a civic salary and the amount to be paid.
- e. Named members who are to receive the co-opted member fee and whether chair or ordinary member and the amount to be paid.
- f. Named members who are to receive a senior salary as a chair of a Joint Overview and Scrutiny Committee or Sub Committee and the amount to be paid.
- g. Named members in receipt of a specific or additional senior salary approved by the Panel and the amount to be paid.

In respect of National Park and Fire and Rescue Authorities:

- a. Named members who are to receive a basic salary and the amount to be paid.
 - b. Named member who is to receive a senior salary as a chair of the authority and the amount to be paid.
 - c. Named members who are to receive a senior salary as deputy chair of the authority or a committee chair and the amount to be paid.
 - d. Named members who are to receive the co-opted member fee and whether a chair or ordinary member and the amounts to be paid.
2. Amendments made to the Schedule during the municipal year must be communicated to the Panel as soon as it is practicable.
 3. Principal councils must confirm in their annual Schedule that the maximum limit of senior salaries set for the council has not been exceeded.

4. Principal councils, NPAs and FRAs must include a statement of allowable expenses and the duties for which they may be claimed for care, travel and subsistence in their annual Schedule which is in accord with the Panel's determinations.
5. The Schedule must set out the arrangements for the payment of salaries, allowances and fees to all members and co-opted members of the relevant authority (IRPW Regulation 35); arrangements for making claims for care and personal assistance, travel and subsistence expenses (IRPW Regulations 24 and 36-37); arrangements for the avoidance of duplication (IRPW Regulation 38) and arrangements for re-payment of salaries, allowances and fees (IRPW Regulation 33). This schedule must also include the duties for which members and co-opted members are able to claim reimbursement towards travel, subsistence and care and personal assistance costs.
6. Principal councils must declare in the Schedule whether:
 - A statement of the basic responsibility of a councillor is in place.
 - Role descriptors of senior salary office holders are in place.
 - Records are kept of councillor attendance.
7. Principal councils, NPAs and FRAs must make arrangements for the publication of the Schedule of Member Remuneration as soon as practicable after its determination and no later than 31 July of the year to which it applies. The Schedule should be published in a manner that provides ready access for members of the public.
8. The **Schedule** must also be sent to the Panel Secretariat to be received by 31 July.
9. Any changes to the schedule during the year must be promptly publicised in the above manner and all changes notified to Panel Secretariat promptly.
10. Retention. The time limit for the schedule to be retained should be consistent with the council's policy on document retention.

Annex 4: Publication of Remuneration – the Panel’s Requirements

In accordance with Section 151 of the Wales (Local Government) Measure 2011 the Panel requires that:

1. Relevant authorities must publish a Statement of Payments made to its members for each financial year. This information must be published in a form and location that is easily accessible to members of the public no later than 30 September following the end of the previous financial year and in the same timescale also provided to the Panel. The following information must be provided:
 - a. The amount of basic salary, senior salary, civic salary and co-opted member fee paid to each named member or co-opted member of the relevant authority, including where the member had chosen to forego all or part of the salary, or fee for the municipal year in question. Where a senior salary has been paid, the title of the senior office held is to be provided.
 - b. The payments made by community and town councils to named members as:
 - Payments in respect of telephone usage, information technology, consumables etc.
 - Responsibility payments
 - Allowances made to a mayor or chair and deputy mayor or deputy chair
 - Compensation for Financial Loss
 - Costs incurred in respect of travel and subsistence
 - c. All travel and subsistence expenses and other payments received by each named member and co-opted member of the relevant authority, with each category identified separately.
 - d. The amount of any further payments received by any named member nominated to, or appointed by, another relevant authority or other public body as defined by Section 67 of the Local Government (Democracy) (Wales) Act 2013, namely:
 - a local health board
 - a police and crime panel
 - a relevant authority
 - a body designated as a public body in an order made by the Welsh Ministers.
 - e. Names of members who did not receive basic or senior salary because they were suspended for all or part of the annual period to which the Schedule applies.
 - f. In respect of the publication of the contribution towards costs of care and personal assistance, relevant authorities are only required to

publish the total amount reimbursed during the year. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed.

2. **Nil returns** are required to be published and provided to the Panel by 30 September.
3. Retention. The time limit for the publications to be retained should be consistent with the council's policy on document retention.

Annex 5: Summary of new and updated determinations contained in this report

The numbers of most of the determinations contained within this report have changed from previous reports.

To assist authorities, this table sets out the determinations in this report which are entirely new or have been updated.

Summary of new and updated determinations contained in this report
Principal Councils
Determination 1: The basic salary in 2022/23 for elected members of principal councils shall be £16,800.
Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
Determination 3: Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
Determination 4: Where paid, a Deputy Civic Head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
Assistants to the Executive
Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for Assistants to the Executive.
National Park Authorities
Determination 22: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
Determination 23: The senior salary of the Chair of a NPA shall be £13,531 with effect from 1 April 2022.
Determination 24: A NPA senior salary of £8,478 must be paid to a Deputy Chair where appointed.
Determination 25: Committee Chairs or other senior posts can be paid. This shall be paid at £8,478.
Fire and Rescue Authorities
Determination 29: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
Determination 30: The senior salary of the Chair of a FRA shall be £11,162 with effect from 1 April 2022.
Determination 31: A FRA senior salary of £6,109 must be paid to the Deputy Chair where appointed.
Determination 32: Chairs of Committees or other senior posts can be paid. This shall be paid at £6,109.
Community and Town Councils
Determination 47:

Summary of new and updated determinations contained in this report

Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30.

A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.

Councils that intend to introduce a system of Attendance Allowances must set out the details of the scheme and publish on their website.

Determination 51:

The application of the Remuneration Framework by relevant Group.

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The Report and other information about the Panel and its work are available on our website at:

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